

IDAHO STATE UNIVERSITY  
FACULTY SENATE  
MINUTES

**VOLUME XXVII, MEMO 8**

Monday, December 17, 2007

4:00 PM

Faculty Senate Conference Room, REND 301

In Attendance: Nilson (proxy for Adler), Beard, Bowen, Campbell, Cellucci, Curtis, De Jesus (sabbatical replacement), Delehanty, Dye, Edwards, Frantz, Guryan (telecommunication), Kangas, Semenza (proxy for Kearns), Keeter, Manopoulos, Masserini (Chair), Moulton, Murphy, Norman, Oliphant (telecommunication), Sieber, Vik, Wilson, Womack  
Non-voting: Attebery, Fullerton, Wallace (Recording Secretary)  
Excused: Crews, Payne, Smith  
Absent: Kantabutra, Thomas; Brown, Carpenter, Vailas, Wharton

**I. Preliminaries and Announcements**

Senate membership changes:

Brian Norman will be on sabbatical this coming semester and **Jim Skidmore has been elected** to fill his seat for Spring 2008. David Adler has also announced his resignation from the Faculty Senate; the College of Arts & Sciences will hold an election to fill his seat. [**Adler has since rescinded his resignation and will retain his Senate seat.**] Masserini thanked Doug Nilson for filling in for Adler this past semester.

Higher Education Week and ICHEF Reception:

Masserini reminded Senators that there will be no meeting on January 14, 2008 because that is during Higher Education Week in Boise. The next Senate meeting will be January 28<sup>th</sup>.

The Idaho Council of Higher Education Faculty (ICHEF), which consists of all the Faculty Senate Chairs from each college and university in Idaho, is hosting a reception on January 14<sup>th</sup> in Boise for all State Legislators. ISU's Faculty Senate Executive Committee members Dave Delehanty and Mike Thomas will be there representing ISU. Masserini has another commitment and cannot attend, though he helped organize the reception. This year each ICHEF participant will have a display presenting its State-assigned role and mission. Linda Hatzenbuehler, Ron McCune and Bessie Katsilometes have put together ISU's display. Last year the event was well attended by legislators. Kent Tingey has organized a tour of ISU's new facility in Meridian that day as well, and the bus will bring the legislators right to the reception. Dr. Vailas will also be making a presentation to the legislators sometime that week.

**II. Consent Calendar**

A. Faculty Senate Minutes

a. Minutes of December 3, 2007

B. Minutes from Councils

1. **Curriculum Council**

a. Minutes of November 8, 2007

2. **Research Coordinating Council**

a. Minutes of October 18, 2007

3. ***Faculty Professional Policies Council -- pulled from Consent Calendar***

a. *Minutes of September 27, 2007*

C. Faculty Appointments to Councils

1. **Tenure & Promotion Task Force** – College of Engineering:  
nomination for **Dr. Mikle Ellis**

**ACTION:** Vik **moved to approve** the remainder of the Consent Calendar; seconded by Kangas. **Motion carried** unanimously. **Dr. Mikle Ellis was appointed** to the Tenure and Promotion Task Force.

### Consent Calendar Item Pulled

#### B.3. Faculty Professional Policies Council

##### a. Minutes of September 27, 2007

Beard questioned page 2, the discussion about the proposed university-wide Promotion and Tenure committee which had been voted down by the Faculty Senate. Frantz pointed out the Council minutes predate the Senate's discussion and vote. Masserini clarified he usually informs Council Chairs when issues come up that they may be involved in so they can be prepared. Vik emphasized the Senate voted down a motion, not a university committee.

**ACTION:** Motion by Sieber, seconded by Wilson to approve the Faculty Professional Policies Council minutes of September 27, 2007. No discussion. **Passed** unanimously.

### III. Old Business

#### A. Tenure & Promotion Task Force Update:

Delehanty informed the Senators that the Task Force has met twice since its formation. Mikle Ellis attended this morning's meeting under the assumption that he would be approved by the Senate today [he was]. All the known guidelines have been gathered into a central notebook in the Senate office and copies distributed to the Task Force members. Each member was assigned six to eight Tenure & Promotion granting units guidelines to review; each unit's guidelines would have two reviewers. Each member was assigned their own College and Department, along with one other member from an entirely different discipline. The next meeting will be in early February once the members have a chance to go over their material.

### IV. New Business

#### A. Academic Rank Handbook Changes – revised 12/10/2007 by FPPC

**ACTION:** Moved by Kangas and seconded by Nilson to **approve the Academic Rank Handbook changes** as revised by Faculty Professional Policies Council.

Discussion: Beard asked for a summary of the changes made since the last version. Masserini clarified that the language originally submitted did not specify criteria for a Master's Degree in a field related to the discipline being taught. The accompanying memo from the Council Chair spelled out the rationale behind the Council's recommendations currently under consideration by the Senate.

**ACTION:** Norman **moved to amend the language by inserting a comma after every occurrence of "terminal degree"** in order to clarify that phrase as modifying the "Degree" previously mentioned in each rank category. Seconded by Beard. No further discussion. The **motion carried** unanimously.

The motion as amended above was now on the table for consideration. Kangas pointed out that the requirement of three years of teaching experience for Assistant Professor had been eliminated. There was some concern expressed that the policy's language did not adequately prevent the hiring of unqualified faculty. Masserini reminded Senators that these are simply minimum standards, and that individual Departments will make their decisions on a case-by-case basis. Some flexibility is needed, especially when terminal degrees in a particular field do not always fit neatly into pre-determined categories. Senators noted that Degree designations are continually changing. What once fit the criteria may not be acceptable a few years later as disciplines and degrees offered change over time. There are unusual circumstances in a few

disciplines under which faculty with Master's degrees can be promoted to Associate Professor; those are covered by section **d. Exceptions**. Kangas reminded Senators that the FPP Council did what the Faculty Senate asked of them in revisiting and revising the policy language.

**ACTION:** Vik **moved to change** the requirement for **(2) (a) Assistant Professor** from a **Master's** to a **Doctoral** Degree. Seconded by Sieber.

Discussion: Norman expressed reservation about creating exceptions as general rules rather than treating them under section **d**. Masserini cautioned that the requirements are only meant as minimum standards, and the Senate should be careful not to exclude good candidates by being too restrictive. Departments should and will exercise their discretion in hiring new faculty members. Kangas and Bowen concurred, citing difficulties their disciplines have in finding candidates with doctorates, let alone in recruiting them. Too many very good candidates are in the process of finishing their degrees to summarily dismiss them. There was some concern about allowing the hiring of someone with a Master's degree who is not planning to go on toward a Doctorate. Delehanty pointed out that an Assistant Professor cannot move up to Associate Professor without acquiring a Doctoral degree. Tenure requires independence as a researcher. Vik reminded Senators that his motion was aimed at gaining some guidance for the Tenure and Promotion Task Force in establishing conformity across the university in hiring practices. Wilson suggested the Task Force in their review of the guidelines for each College and Department make sure the criteria for faculty with non-terminal degrees is clearly defined and the process for their promotion specifically spelled out.

The vote was taken and the **motion failed** (6 for, 16 against).

**ACTION:** The **original motion** containing Norman's **amendment to insert commas** was again on the table for consideration. No further discussion. The Senators voted to approve the amended Academic Rank Policy; the **motion passed** (19 for, 3 against).

**Masserini will present the Academic Rank Policy recommendation to President's Cabinet for their review.** If there are no further changes suggested, the recommendation will be forwarded to the General Counsel's Office for approval; then the Faculty/Staff Handbook will be updated to reflect the recommended changes.

**B. Other suggestions submitted for consideration**

1. Administrative Salaries
2. Tuition Benefits
3. AAUP and other invited Speakers
4. Moodle/FERPA

Masserini reminded Senators they have already done a lot of work this semester: the composition and charge to the Tenure and Promotion Task Force; Faculty/Staff Handbook revisions regarding Honorary Degrees and Faculty Senate; and the salary schedule charge to the Faculty Professional Policies Council.

Masserini suggested individual Senators might consider working on these issues independently and bring their ideas and suggestions back to the Senate in the form of a motion. Delehanty reminded Senators that there is some money available in a Local budget account that might be used to help bring in speakers as a way to benefit faculty. Other Senators were opposed to using those monies since they were donated for specific legal and political purposes and should be only spent for those purposes. De Jesus mentioned that in the current economic environment the money is losing value; it might be wise to think about spending part of it in order to realize some return on the investment.

Frantz pointed out that he had already brought the Administrative Salaries issue to the Senate in the form of a motion and would like to have the Senate consider it as such. Masserini asked that the motion be delayed until the Executive Committee has a chance to meet again to discuss it as a future agenda item once the Senate reconvenes after the winter break. Frantz agreed.

Bowen reminded that the Senate already decided last Spring to revisit Tuition Benefits for Dependents this year, and that the Senate agreed earlier this Fall to have Kay Flowers from the Library come address the Senate. Masserini has already arranged to have Kay speak to the Senate shortly after the winter break.

Frantz's inquiries revealed that North Idaho College and the College of Southern Idaho offer tuition benefits to the children of faculty. He has more information for those who are interested. De Jesus informed Senators that both those colleges are partially funded (approximately 40% of their budget) by their respective municipalities; ISU does not have that financial resource available to it. The City of Pocatello does not contribute to ISU's budget. Frantz questioned who has the authority to approve the benefit, whether it was the State Board or whether ISU's administration can authorize. Vik reminded that the number of faculty with college-age children who might attend ISU is actually quite small, perhaps 15-25 students. The survey done a few years ago may not be accurate any longer, but the results and numbers are available for anyone interested in looking it up. Masserini said there is a lot of information available that would need to be collected and coordinated into a concise and coherent format for the Senate to consider further. Delehanty reminded Senators that the work they have already started this semester is in direct response to the priorities Senators themselves had set. These other issues are still up for grabs for anyone who wants to work on them.

**ACTION:** Moved by Vik and seconded by Nilson to **establish a Task Force** to compile existing data to **support granting tuition benefits to faculty dependents** and report back to the Senate.

Discussion: Bowen asked why this issue was not being sent to Faculty Professional Policies Council. Masserini replied that Council has already been charged to look at salary schedules and the faculty salaries issue, which has been identified as the number one priority for Faculty and the Senate. The Councils can only work on so much at a time; other issues can be addressed as well if Senators are willing to take them on. Masserini would like to see each of the issues addressed this year and is willing to help Senators coordinate their efforts.

The Senators then voted and the **motion passed** unanimously. Anyone interested in serving on the Task Force should notify Masserini.

**V. Adjournment:** 5:27 p.m.

The next Faculty Senate meeting is scheduled for Monday, January 28, 2008 at 4:00 p.m.

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Dr. John Masserini, Chair

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Catherine Wallace,  
Administrative Assistant 1

Approved by Faculty Senate: January 28, 2008

Documents:

- Faculty Senate Minutes of December 3, 2007
- Curriculum Council Minutes of November 8, 2007
- Research Coordinating Council Minutes of October 18, 2007
- Faculty Professional Policies Council Minutes of September 27, 2007
- Academic Rank Handbook Changes – revised 12/10/2007 (and as amended above)