

IDAHO STATE UNIVERSITY
FACULTY SENATE
MINUTES

VOLUME XXVII, MEMO 9

Monday, January 28, 2008

4:00 PM

Faculty Senate Conference Room, REND 301

In Attendance: Bowen, Crews (telecommunication), Curtis, Delehanty, Dye, Edwards, Frantz, Guryan (telecommunication), Kangas, Kantabutra, Kearns, Keeter, Manopoulos, Masserini (Chair), McCurry, Moulton, Oliphant (telecommunication), Payne, Sieber, Skidmore, Smith, Thomas, Vik, Wilson
Non-voting: Attebery, Fullerton, De Jesus, Wharton, Wallace (Recording Secretary)
Excused: Adler, Campbell, Cellucci, Murphy
Absent: Beard, Womack; Brown, Carpenter, Vailas
Guests: James Fletcher, V.P. of Finance & Admin., Stephen Adkison and Barbara Adamcik, Academic Affairs Office; Kay Flowers, Dean of Libraries

I. Preliminaries and Announcements

Masserini opened the meeting and welcomed Mike McCurry who has returned from his sabbatical last semester, and Jim Skidmore who is Brian Norman's sabbatical replacement this semester.

A. Honorary Degrees Criteria updated in handbook

The recommendations made by Faculty Senate last year regarding the criteria for bestowing Honorary Degrees have now been incorporated into the Faculty/Staff Handbook. The Handbook updating procedures that Senate worked on last semester have also been implemented.

B. Tuition Benefits for Faculty Dependents Task Force

In the last meeting Senators voted to form a new Task Force to take another look at the tuition benefits issue and compile the existing data. Senators and faculty members who wish to volunteer for this task force should forward their names to the Senate's administrative assistant.

C. ICHEF Reception in Boise

Masserini worked with the Faculty Senate Chair from Lewis and Clark State College to organize the reception hosted by the Idaho Council of Higher Education Faculty (ICHEF) for State legislators in Boise during Higher Education Week earlier this week. Although he could not attend, Mike Thomas and Dave Delehanty were there representing ISU. Thomas informed Senators that Dr. Vailas and the other University Presidents addressed the legislators that morning and then came to the reception that evening. The reception was well attended. Thomas reported that several legislators favored medical education in Idaho, and they seemed to associate ISU in that context. Masserini said that next year the universities and colleges intend to have displays that show the links between the higher education institutions and the economic industries and issues that affect Idaho.

D. Higher Education Collective Bargaining Amendment

Delehanty informed Senators that nationally the percentages of tenured and tenure-track faculty at higher education institutions have been steadily dropping for the past 30 years and currently only about 38-40% of all higher education faculty are tenured or eligible for tenure. This is of great concern because it affects salaries, benefits and job security.

The Idaho Teachers' Negotiation Act excludes higher education faculty from participating in the collective bargaining process that K-12 educators routinely use to have their voice heard by policymakers. The Idaho Federation of Teachers, of which Delehanty is the acting President, is the largest teachers' union in the state and currently represents the K-12 educators. Even though the union cannot legally negotiate on the behalf of higher education, many of the faculty at University of Idaho are members of this union. Only a handful of ISU's faculty have joined.

An amendment to the Idaho Teachers' Negotiation Act was recently proposed by a Republican legislator from northern Idaho that would make it legal for higher education faculty to participate in collective bargaining if they were to choose to do so. There is opposition to this amendment amongst other legislators. The Idaho Federation of Teachers, of which Delehanty is a member, has written a Resolution in support of the amendment. A copy of the Resolution was handed out for Senators to consider. The question is whether the Faculty Senate wishes to formally endorse the amendment which. The Faculty Senates at other Idaho higher education institutions are also considering endorsing the resolution. The Resolution is posted on the Senate website under "Current Issues."

In the ensuing discussion, Senators were favorably inclined toward endorsing the Resolution but preferred to **postpone further discussion** until the next meeting after they have a chance to get input from their constituents.

E. Speaking to the Press/Media/Letters to the Editor

Recent controversial events and editorials published in the Idaho State Journal have once again dredged up the issue of individual faculty members claiming to speak for the Faculty as a whole. Masserini reiterated that the only entity that can officially speak to the press, media or organization "on behalf of ISU's Faculty" is the Faculty Senate, usually through the Faculty Senate Chair. Faculty members can, of course, speak to the media as individuals, but do not have the authority to claim to represent the Faculty or ISU. Senators were urged to reemphasize this point with their constituents.

F. Budget issues and communication – Jim Fletcher Open Forum – February 4th

In an effort to clear up misconceptions and stem the spread of misinformation regarding the upcoming budget process, Masserini updated the Senate website by posting a summary of the process and the specific scenarios the budgetary units have been asked to provide to the Office of Finance and Administration in their budget proposals this year. He has also arranged to have Mr. James Fletcher and Dr. Robert Wharton address the faculty in a Town Hall meeting to be held on Monday, February 4, 2008 in the Pond Student Union ballroom to explain the process, the rationale behind the requests, and answer questions and concerns. The scenarios are meant to be a planning exercise to explore a range of budgetary options. Each unit is to decide how it might handle a 5% reduction to its annual budget, and explain what it would do with a 3% increase in its revenues.

Masserini emphasized this is only a planning exercise. He illuminated three points that should help clear up much of the confusion and questions surrounding the budget process:

- All units, administrative as well as academic, have been asked to provide the 5% reduction scenarios.
- The directive from a few months ago of putting Department Chairs on 12-month contracts has been postponed.
- In his Cabinet meeting this morning, President Vailas made it clear that no cuts in tenured or tenure-track faculty salaries or compensation benefits will be considered. Masserini then turned the meeting over to Dr. Wharton and Mr. Fletcher.

In response to a Senator's question, Dr. Wharton stated the rumored cuts in bi-campus incentives were not even part of the discussion; no such cuts have been brought up by the administration. Bowen asked about tenured faculty currently paid for by soft money that will not be picked up by the State, what will happen to them? Mr. Fletcher responded that the money for those positions will need to be figured into the budget scenarios. He clarified that the 5% reduction is a target figure. Some units will not be able to reach the full 5% because they can't do so without cutting into faculty salaries or adversely affecting departmental operations. Units are only being asked to critically assess their operations and come up with a scenario that identifies what could be done to achieve the maximum possible reduction up to the 5% target. The administration has no intention of imposing any across-the-board reductions; they simply want to know what the units themselves feel are viable cuts. The exercise includes an analysis of the impact of the reductions on the unit's operations. No cuts are to be made that will compromise safety, codes or legal issues.

Fletcher reiterated there is another requested scenario which is meant to identify new initiatives, new programs or other uses to which a 3% increase would be applied, apart from salary increases. The legislature will be addressing salaries separately. This exercise is a way for the administration to find out what the units would do if they had an additional 3% to work with in their budgets. Last year, the budget proposals allocated the increase toward salaries, but gave no information about new programs or initiatives that might be implemented. Additional funding sources should be identified as well. The Budget Planning Committee would like to be able to invest whatever resources are available in ways that will give the highest possible returns to the university as a whole.

Masserini mentioned that he and Delehanty had a series of meetings with the top administrators in the past three days, and President Vailas was very responsive to their concerns. The Town Hall meeting was a direct positive consequence of that response, and President Vailas plans to be there to address the Faculty as well. All Senators and faculty were encouraged to attend the Town Hall meeting which will be teleconferenced to the satellite campuses in Boise, Twin Falls and Idaho Falls. Masserini thanked the Vice Presidents and their assistants for coming; they then left the Senate meeting.

II. Consent Calendar

- A. Faculty Senate Minutes
 - a. Minutes of December 17, 2007
- B. Minutes from Councils
 - 1. **Teaching & Learning Council**
 - a. Minutes of September 18, 2007
 - 2. **Budget Council**
 - a. Minutes of October 9, 2007
 - b. Minutes of November 13, 2007
 - c. *Bylaws – pulled from Consent Calendar*

3. **Research Coordinating Council**
 - a. Minutes of November 29, 2007
 - b. *Geospatial Coordinating Council Bylaws – pulled from Consent Calendar*
 4. **Campus Planning Council**
 - a. Minutes of November 14, 2007
 - b. Minutes of December 5, 2007
- C. NOI for B.S. Degree in Fire Service Administration

ACTION: Moved by Thomas and seconded by Bowen to approve the remainder of the Consent Calendar. No discussion. Passed unanimously.

Consent Calendar Items Pulled

B.2.c. Budget Council Bylaws

ACTION: Frantz moved to change the wording of II.A.1 to add “**acquisition and**” in front of “**disposition**” thereby expanding the purview of the Budget Council’s control over the university’s financial resources.

Discussion: Bowen pointed out there are three separate occurrences of the word “disposition” in that section of the bylaws which should be changed.

ACTION: Smith moved to strike the second occurrence of “**disposition**” and substitute the word “**action**”. Seconded by Bowen. The paragraphs now read:

A. The function of the University Budget Council is to review University and unit budgets and make recommendations to Faculty Senate and the Budget Planning Committee that pertain to the acquisition and disposition of institutional financial resources as such dispositions actions affect the academic mission of the University. Specific areas of concern include:

1. **To review and develop policies regarding the acquisition and disposition of institutional financial resources that reflect the primacy of the academic functions of the University.**

The vote was taken and the **motion to change the second occurrence** was **approved** unanimously.

Now back to the **original motion to add the words “acquisition and”** in two places. The Senators voted to **approve** that change as well. As a courtesy, the **amended Bylaws will be returned to the Budget Council for their approval** of the Senate’s changes.

ACTION: Vik moved to **approve the Budget Council Bylaws pending acceptance** by the Budget Council. Seconded by Frantz. The motion **passed** unanimously.

B.3.b. Geospatial Coordinating Council Bylaws

Keeter and Wilson are on the Research Coordinating Council and brought up some concerns the RCC members had that were not addressed in the revised Bylaws. Senators noted other irregularities they would like the GCC to address. Specific concerns were:

- Two-year term for members instead of the usual three years that most councils and committees have. The Council Chair serves a three-year term; this discrepancy should be reconciled.
- Memberships are not sufficiently staggered to provide adequate continuity from year to year.
- Membership is currently limited to disciplines directly affiliated with Geographic Information Science (GIS). Although the Bylaws allow for adding members from other departments later, Senators felt one or two non-affiliated seats should be included now to ensure wider university representation and input and avoid the hassles involved in changing Bylaws.
- The GCC is a standing committee of the Research Coordinating Council, which is one of Faculty Senate's Councils, and therefore comes under the purview of both the RCC and the Faculty Senate. The Bylaws should clearly state that all minutes, reports and other materials generated and approved by the GCC are to be forwarded to the RCC for its approval. The RCC will then forward the approved documents to the Faculty Senate. Once the Senate accepts the documents, they are sent on to the appropriate administrative bodies. This is the standard reporting chain for all subcommittees and councils across the university.
- **Article II Section 2. Duties of the Chairperson Item 3)** in the GCC Bylaws should be changed to follow the same procedures as all other committee documents. The annual report should not be sent directly to the Vice President of Research until it goes through the proper channels.

By an almost unanimous show of hands the Senators informally **voted to remand** the Bylaws back to Research Coordinating Council to have the GCC make revisions that address the Senate's concerns. Bowen suggested the GCC use the Graduate and Faculty Research Councils Bylaws as models in clarifying the roles, functions and reporting channels of the committee.

III. New Business

A. Faculty Representatives needed (from Bonnie Frantz, Student Unions & Involvement):

1. **ISU Reading Project** – 2-year term (starting January 2008)
Replacement for Sociology Dept. representative
(Current reps are from English, Health Professions, and Library)
2. **Human Rights Celebration committee** (2-year terms, starting Jan. 2008 – Jan 2010)
Need 2 faculty representatives

No nominations for these positions have been received as yet. Masserini encouraged Senators to talk with their constituents and forward names of nominees to the administrative assistant. Frantz volunteered to find out more details about **dates and frequency of meetings** and will forward the information to the administrative assistant.

Delehanty interjected here to commend Masserini for his strong advocacy on behalf of Faculty in the recent meetings he and Masserini had with President Vailas, Provost Wharton and other top administrators regarding the budget process. Masserini had been adamant that no new administrative positions (e.g. College Budget Officers) should be created when the possibility existed that tenured or tenure-track professors might be terminated under the 5% reduction scenarios. Delehanty wanted to make sure that Senators were aware that not only did Masserini lobby strongly to protect Faculty's interests, but also that the Administration responded positively to their efforts, despite initial resistance. The presence and outspoken candor of the Faculty Senate Chair and Vice-Chair in those meetings really did make a substantial difference in the outcome as the President and the other administrators came to agree with their point of view. As a result, no tenured or tenure-track faculty

members will be adversely affected and the change to 12-month contracts for Department Chairs was off the table as well.

Delehanty reiterated that the shared governance structure and communication between Faculty and Administration is now working as it is supposed to. Masserini reported that President Vailas called him at home after one of the meetings to verify the results were acceptable to Faculty. Masserini stressed to Senators that the Administration is responsive to their concerns. Delehanty pointed out that Mr. Fletcher's and Dr. Wharton's willingness to address Senators today and the upcoming Town Hall meeting attest to that spirit of cooperation. One Senator observed that this is a major shift in the administrative culture at ISU and the Deans and Faculty are having a difficult time making the transition. After so many years of being marginalized, it is hard for Faculty to believe their voices are being listened to. However, it is now impingent on Faculty to put aside their distrust and fears and do their part to ensure a positive working relationship with Administration.

IV. Open Forum – Library

Kay Flowers, Dean of Libraries, was invited to speak and answer questions about the library's situation and challenges it faces in the coming years.

Thomas asked about the Web of Science database and how it came to be available. Flowers answered that the Chair of Biology and others had pushed for it for years. The library is using overhead accounts to fund the first year's subscription. Academic Affairs chipped in \$105,000 for the backfile, which will be being paid contingent on its usage. The University Library Committee is concerned that it is an expensive resource that may serve a small percentage of users. The library has decided to bring in only half of the database, and if it is not being used, they will not continue providing it. Dr. Ford has said he will look at the overhead monies to try and find the additional 1% to cover the subscription. Kearns reminded Senators that the training sessions were videotaped and the tapes are available for anyone who wants to learn how to use it.

Attebery asked how the 2% from grant overhead monies compares to that allocated by peer universities. Flowers replied that library funding mechanisms vary from institution to institution. The available data does not allow for comparison, but she can query other libraries if necessary.

De Jesus said last year the State legislature allocated one-time funds to the library. How will that be made up this year? Flowers answered that the library has always kept a slush fund to pay the overages charged by the serials vendors. This year the one-time funds (6.68%, \$159,800) were put into the reserve funds, and the reserves were distributed to cover inflation. That means that some of the one-time funds will still be available for next year *only*. Subsequent years will have to be funded some other way. The bad news is that the library needs \$338,532 to stay even. According to the Budget Office, the library is allowed to ask for only one year's inflation funding. The 5% reduction scenario would leave a deficit of \$458,000 over the stay-even costs, which is 1/3 of the journal budget. Flowers has asked her staff to look carefully at all their costs to see where they can come up with cost savings, but it will be far less than the deficit. One saving grace is that there have been some recent retirements which means there is still some carryforward monies that have not been tapped since the library does not use the 801 account. Flowers intends to ask permission to use those carryforward funds to prepay the serials. She calculates it will be close to the \$159,000 needed. She is hoping to get through one more year without cutting serials, and use that year to educate legislators about on-going library funding requirements that cannot be fulfilled with one-time monies. She is worried about the growing gap caused by inflation. She is looking at electronic resources (which will not save much money since they are not cheap either) and their usage, book budgets, and wherever else she can.

Delehanty asked for elaboration on the electronic resources costs savings. Flowers replied that in the last three years, the electronic resources that used to be free no longer are. The cost savings everyone anticipated are not there anymore. One of the positions that may be lost, ironically, is that of the Electronic Resources Librarian. Student workers are still needed.

Delehanty asked if, in the current trend toward electronic resources, it would make sense to start

converting to an electronic library now even if the savings will not be realized for several years. Flowers responded that the library is already doing that as much as they can, but part of the problem is that publishers tend to sell everything in packages, so the library cannot pick and choose individual pieces it wants to buy. Archives are also problematic since some publishers are better at providing archives than others.

Bowen asked what Faculty or the Senate can do to help the library. Flowers suggested that no NOIs be forwarded without library funds attached. Any graduate programs that need library support figure those funds into their program costs. Endowments from donors that could be earmarked for materials in a particular discipline or for a journal subscription would be helpful.

Flowers also informed Senators that the library has been investigating resource-sharing options with the other colleges and universities in Idaho, but has met with lots of resistance because the journal subscriptions and resources used by each institution differs greatly. The benefits from cooperation and money received from grants are not shared equally, and each institution looks after its own interests. She suggested that ICHEF could perhaps help, if the Faculty Senates from each institution were to try to work out some sort of collaborative effort. Flowers encouraged Senators to review the library's budget presentation when it is available.

Masserini thanked Karen Flowers for coming and for her informative presentation. He reminded Senators to attend the Town Hall meeting next Monday, review the Current Issues postings on the website, and to seek volunteers for the Tuition Benefits Task Force, the ISU Reading Project and the Human Rights Celebration Committee.

V. Adjournment 5:27 p.m.

The next Faculty Senate meeting is scheduled for Monday, **February 11, 2008**.

Dr. John Masserini, Chair

Catherine Wallace,
Administrative Assistant 1

Approved by Faculty Senate: February 11, 2008

Documents:

Faculty Senate Minutes of December 17, 2007
Teaching and Learning Council Minutes of September 18, 2007
Budget Council Minutes of October 9, 2007
Budget Council Minutes of November 13, 2007
Budget Council Bylaws – *as amended*
Research Coordinating Council Minutes of November 29, 2007
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