

IDAHO STATE UNIVERSITY
FACULTY SENATE
MINUTES

VOLUME XXVII, MEMO 10

February 11, 2008

4:00 PM

Faculty Senate Conference Room, REND 301

In Attendance: Adler, Attebery (proxy for Skidmore), Beard, Bowen, Campbell, Cellucci, Crews (telecommunication), Curtis, Delehanty, Dye, Frantz, Guryan (telecommunication), Kangas, Kantabutra, Kearns, Keeter, Manopoulos, Masserini (Chair), McCurry, Moulton, Murphy, Oliphant (telecommunication), Payne, Smith, Thomas, Vik, Wilson, Womack

Non-voting: Attebery, Carpenter, De Jesus, Fullerton, Layman (Work Study), Wallace (Recording Secretary)

Excused: Edwards, Sieber, Skidmore, Smith

Absent: Brown, Vailas, Wharton

I. Preliminaries and Announcements

A. John Masserini – Chair announcements

New information has been added to the Faculty Senate website's "Current Issues" link, including highlights from the President's Cabinet meeting and the Budget Hearing presentation schedule. Senators and faculty were urged to attend the hearings.

The last item on this Agenda will not be discussed. The electronic Student, Faculty and Staff Bulletin Boards will probably be discontinued because of posting abuses, mostly by students. A Master Calendar will be implemented to serve the entire campus.

Updates on Senate recommendations forwarded to Administration:

The **Phased Retirement Policy** is currently being reviewed by Vice President Fletcher's office and their response is anticipated in about 10 days. The **Honorary Degree Criteria** has been implemented and the Faculty/Staff Handbook has been updated with the new criteria. The **Academic Rank** and **Academic Renewal/Bachelor of Science Degree** recommendations were tabled by Academic Council in January, but are again on the agenda for tomorrow's Academic Council meeting. Faculty Professional Policies Council has started work on the **Salary Schedule** charge forwarded to them by the Senate. Academic Standards Council has forwarded a revised **catalog description of the Early College Program** for the Faculty Senate to consider in today's meeting.

The Idaho State Journal will be publishing a story on the Faculty Senate and Chair.

B. Dave Delehanty – Tenure & Promotion Task Force update

The Task Force met for the third time this morning. Each member has reviewed his or her assigned tenure and promotion guidelines. A preliminary checklist has been drafted to help identify the content and missing elements from each set of guidelines in a standardized format. The task force will meet again in two weeks and start to compile the data they each have collect.

C. Mike Thomas – Faculty Senate Handbook Revisions Committee update

The committee needs an experienced Senator who is familiar with Faculty Senate and its Councils to volunteer to help with this project. They have identified three specific areas to address:

- **factual** information about the Senate and its Councils;
- **clarification** that may be needed to eliminate ambiguities;
- **format** issues such as references to material that may change rapidly.

The committee will bring its recommendations to the Faculty Senate in segments, grouping relatively uncontroversial changes together, and separating out those that might be more contentious.

D. Grade Distribution Report – For Information Only

E. New Campus Recreation Center Hygiene Policy – For Information Only

Both these items were distributed for information only, no discussion was necessary.

Shane Moulton announced that the ERP committee met today. There are **two** one-hour **Web Portal training sessions** being held on **February 20, 2008**, one at **9:00 a.m.** and one at **4:00 p.m.** Twelve to fourteen **faculty members** from across the university are needed for each session (a total of 24-28 individuals) to help decide what the new Web Portal will look like and what information should be put on it. This is Faculty's opportunity to provide input and shape the ultimate result. **Anyone interested should contact Shane at moulshan@isu.edu.** Masserini has already posted an announcement to the Faculty Senate website.

II. Consent Calendar

A. Faculty Senate Minutes

- Minutes of January 28, 2007

B. Minutes from Councils

1. **Academic Standards Council**

- Minutes of November 28, 2007

2. **Faculty Professional Policies Council**

- Minutes of November 29, 2007

3. **Curriculum Council**

- Minutes of November 29, 2007

- Minutes of December 6, 2007

C. Early College Program Catalog Description revision -- pulled from Consent Calendar recommendation from Academic Standards Council

D. Faculty Volunteers still needed

1. **ISU Reading Project** – 2-year term (starting January 2008)

2. **Human Rights Celebration committee** (2-year terms, Jan. 2008 – Jan 2010)

need 2 faculty representatives

[no volunteers or nominations were received]

ACTION: Bowen **moved to approve the remainder** of the Consent Calendar; seconded by Moulton. No discussion. The **motion passed** unanimously.

Consent Calendar Item Pulled

II. C. Early College Program Catalog Description revision

A recommendation forwarded from Academic Standards Council (#SC SP2008-01)

Masserini questioned whether the high school teachers would be considered *adjunct* or *affiliate* faculty. He asked for clarification between the two designations. Beard replied that when he helped write the descriptions a few years ago, *adjunct* faculty were asked to teach particular classes, while *affiliate* faculty were more research-oriented.

There was some discussion about the terms, what they infer, and how they are used.

Wallace explained that the Council had changed the term from "**adjunct instructor**" to "**adjunct faculty**" because they did not want to confer the official academic rank of

Instructor. The high school teachers will be overseen by and answer to ISU Department Chairs, and will be considered ISU adjunct faculty members.

ACTION: Moved and seconded to **approve the revisions to the Early College Program catalog description.** Passed unanimously.

III. Old Business

A. Collective Bargaining Resolution – tabled during last Senate meeting

ACTION: Frantz made a **motion to remove the item from the table** and enter it into discussion. Moulton seconded. The Resolution was **opened for discussion.**

Delehanty reviewed how this Resolution came about and its intended purpose in pushing for the legal right for higher education faculty to participate in collective bargaining. This does not mean that faculty members would have to organize or join a union; it only would allow the union the *ability* to lobby on behalf of college and university faculty members. The Idaho Federation of Teachers wrote the Resolution and distributed it to the faculty at Idaho's colleges and universities to contemplate possible endorsement.

Since the Faculty Senate last met, the wording of the Resolution had been revised somewhat. The changes were political and explicatory in nature rather than substantive. Four "Whereas" items were added after the first two, bringing the total to eight from the original four. Delehanty read the document's additions:

**"...WHEREAS, most public college and university campuses have voted for union representation where bargaining rights have been granted;
WHEREAS, union representation on these campuses has led to increased compensation and better working conditions and the lowest number of strikes in labor history;
WHEREAS, faculty unions work very well within existing faculty governance structures, primarily because their tasks are quite different;
WHEREAS, public college and university faculties in Oregon, Washington, and Montana have bargaining rights and labor contracts now exist on 33 campuses in Washington, 44 campuses in Oregon, and 20 campuses in Montana;..."**

Discussion: Some Senators expressed concern about the political ramifications and possible backlash from the State legislature in the present fiscal environment. Feedback from constituents ranged from strongly negative, to neutral and moderately favorable. Several Senators wondered how the faculty at Boise State University, College of Southern Idaho, Lewis and Clark State College and the other Idaho institutions reacted, and whether they favored endorsement. In the end, it was recognized that the Resolution was only the first step in drawing attention to the issue. The Resolution simply advocated for the *right* to participate in collective bargaining; it said nothing about exercising that right.

ACTION: Vik **moved to approve the Collective Bargaining Resolution as revised;** seconded by Frantz.

Discussion: Delehanty read the entire revised Resolution for the Senators to consider. A few Senators reiterated that endorsing the Resolution would not impart any obligation to join a union. There was some discussion of the history of faculty unionization attempts nationally and in Idaho.

The vote was taken; the **Resolution passed** (21 for, 4 against). The Senate leadership will inform the Idaho Federation of Teachers and post the revised Resolution document to the website. De Jesus advised that it should be made very clear both to the State Legislature and to ISU's Administration exactly what the Senate intends by its endorsement.

IV. Open Forum

A. Karl De Jesus – Economic Trends PowerPoint Presentation

Idaho's State General Fund revenues come from individual income taxes, corporate income taxes and sales taxes. Therefore, anything that affects income or sales will ultimately affect how much is available for General Fund. Expenditures for Health and Welfare (including Medicaid) and Public Safety (including Corrections) are growing rapidly, while Education is growing more slowly. Expenditures for Higher Education are growing much more slowly than Education in general. Higher Education's portion is steadily shrinking relative to the other appropriation areas in Idaho.

Nationally, the Non-manufacturing Business Activity Index dropped from 54.4 down to 41.9 in one month. This accounts for 80% of the nation's economy and is the largest monthly drop on record (since 1977). The GDP dropped from 4.9% to 0.6% in the last quarter. The average work week dropped to 33.7 hours. The economic indicators all point to a recession, even though no one has made an official declaration yet.

The European economy has been slowing also, which will result in reductions in overseas exports and sales. Banks are less willing to loan money as a result of the current subprime mortgage crisis and credit card crunch. Consumer spending is down, companies are cutting back, work hours are down, so wages are dropping. Inflation is going up. Housing prices are going down across the country and foreclosures are up. Construction is down in both private and government sectors. Some states will be hit hard by the real estate crisis; Idaho is somewhat insulated because its lenders tended to be more conservative in their practices. Even so, foreclosures in Idaho are up 188% from 2006.

The traditional mainstays of Idaho's economy (Manufacturing, Mining, Construction, Wholesale and Retail Trade) are declining both nationally and regionally. Idaho's potential economic growth will likely be in Technology, Health Care, and Utilities. The recent interest rate cuts and stimulus package (rebate checks) approved by the Federal Government will not take effect for several months. With Corporate profits down, unemployment on the rise, and decreased consumer spending, Idaho's tax revenues will decrease. Therefore, the Appropriations budget for Higher Education is unlikely to increase.

State General Fund Appropriations accounts for two-thirds (\$72,156K in FY2008 and \$65,353.8K in FY2007) of the total budget (\$105,516K in FY2008 and \$99,213K in FY2007) for Idaho State University. Tuition and fees accounts for almost one-third (\$32,516.5K in FY2008 and \$32,161.8K in FY2007), and a small portion comes from State Endowments and other sources. De Jesus cited a recent article in the Chronicle of Higher Education about the need for colleges and universities to plan ahead in order to weather economic hard times.

Senators were given a working draft version of the Unit Budget Summaries that De Jesus has been compiling for Budget Council. He briefly discussed the Arts & Sciences budget to illustrate the trends since the drastic drop in revenue experienced in FY2003. The budgets have been going up slowly, but have never recovered since that drop. A few Senators had questions about particular units and the corresponding budgets. De Jesus answered as best he could, given the incompleteness of the data compiled so far. There have been some units broken out separately from the umbrella unit they used to be under, so it can be hard to track.

Delehanty pointed out that in some States, universities and State legislators plan for increased enrollment and invest more money into higher education during economic downturns because they realize that people tend to go back to school when they are out of work or between jobs. He asked if ISU's Administration or State legislators are doing any such contingency planning. De Jesus replied that he is not aware of any plans to prepare for potential increased enrollment in the event of a recession.

Kangas asked about the effect of the credit crunch on student loans. De Jesus said it may be harder to get loans, but interest rates are going down for those who do get them. In response to a question regarding ISU's current Budget Process, De Jesus clarified the

Administration is trying to plan ahead by asking the units themselves to figure out where they would grow if they could, and where can they cut if they must. This will help prioritize allocations to be most effective and least harmful across the university as a whole. The purpose of the exercise was to identify areas of potential growth or in critical need and to plan for those in the face of decreasing revenues. Kangas expressed concern for clinical faculty who are not tenured or tenure-track. De Jesus and Masserini reassured her that they and several others involved in the budget proceedings consider clinical faculty to be as critical and untouchable as tenured and tenure-track faculty; the administration most likely shares that view as well. The Senators thanked De Jesus for his efforts and presentation.

V. New Business

- A. Faculty Bulletin Board postings criteria – *not discussed; the Bulletin Boards will likely be discontinued, so the issue was moot.*

VI. Adjournment: 5:45 p.m.

The next Faculty Senate meeting is scheduled for **Monday, March 3, 2008** at 4:00 p.m. in the Faculty Senate Conference Room.

Dr. John Masserini, Chair

Catherine Wallace,
Administrative Assistant I

Approved by Faculty Senate: March 3, 2008

Documents:

Faculty Senate Minutes of January 28, 2008
Academic Standards Council Minutes of November 28, 2007
Faculty Professional Policies Council Minutes of November 29, 2007
Curriculum Council Minutes of November 29, 2007
Curriculum Council Minutes of December 6, 2007
Early College Program Catalog Description revision – ASC recommendation #SC SP2008-01
Collective Bargaining Resolution – as revised January 23, 2008 (Idaho Federation of Teachers)
Economic Trends PowerPoint presentation
Chronicle of Higher Education article “Colleges Prepare for Fiscal Downturn”