

IDAHO STATE UNIVERSITY  
FACULTY SENATE  
MINUTES

**VOLUME XXVII, MEMO 11**

Monday, March 3, 2008

4:00 PM

Faculty Senate Conference Room, REND 301

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

Non-voting: Attebery, De Jesus, Yizar (for Fullerton), Wallace (Recording Secretary)

Excused: Bowen, McCurry, Smith

Absent: Brown, Carpenter, Vailas, Wharton

**I. Preliminaries and Announcements**

A. Password Protection on website

The Current Agenda and Business Items link on the Faculty Senate website will be password protected within the next few days, keyed from the fsenatemembers mailman list. Senators will need to use their email user names and passwords to be able to access the page.

B. Library “Productivity” Allocations

Masserini has met with President Vailas and talked with Kay Flowers several times. The university is trying to figure a way of funding research equitably across departments and units. Once teaching and basic research needs are met, one idea is to set up a pool of money from any excess that would be made available on a competitive basis, much like the current internal grant program. **One way faculty can help is to include library funding in every NOI submitted.**

There was some discussion about the tight budgetary situation and lack of adequate funding from the State to cover inflationary increases. Masserini stated the Budget Planning Committee recommended allocating enough money to offset inflationary increases and pay for serials. Some Senators involved with the University Library Committee commented that President Vailas specifically requested the library develop procedures for prioritizing needs.

The Curriculum Council had expressed strong concern about the information as presented in the University Library Committee minutes, particularly the impression of administrative pressure to base allocations on research productivity. Attebery related that the Council felt this is primarily a Faculty issue and therefore Faculty should have the most say in how allocations are distributed. Masserini reassured Senators that Faculty input is being solicited and heard through various channels. **The first step is to gather information about each unit’s needs**, and decisions about what to do next will proceed from there.

Attebery cautioned that the emphasis on research productivity would potentially leave out those whose primary responsibility is teaching, especially in the College of Technology. Those who are already producing might get more, while those who are struggling to catch up could be even further disadvantaged. Masserini reminded that productivity also applies to teaching as well as research. This idea is still in the beginning stages and options are being explored. Delehanty mentioned that during the recent President’s Cabinet meeting, Vailas had expressed frustration that there was not already an allocation plan in place. Kearns said there currently is **no central repository for faculty publications** and the library has not been

successful in obtaining comprehensive lists (of who has published what and where) from departments and units. Until this problem is rectified, it will be hard to establish equitable allocations.

Attebery distinguished between faculty input and faculty oversight. She reiterated the impression that a faculty oversight committee, the ULC, is being unduly pressured and not all faculty voices are being included in the process. Beard reminded that the pressure is coming from the State's lack of adequate funding for the library. Attebery cautioned against any course of action that might pit the library against other campus units in funding competition because the library is essential to all. **Masserini said he would find out more information and report back to the Senate in a couple of weeks.**

C. Internal Research Grant Allotments for Spring 2008

The Research Coordinating Council announced that the Faculty Research Committee (FRC) allotment is \$25,000 and the University Research Committee (URC) allotment is \$50,000 for this spring, a decrease of \$10,000 from last year. The calls for proposals have gone out.

D. GIS Subcommittee

The bylaws and reporting issue from a couple of Senate meetings ago has been **tabled indefinitely** because there is some question as to where the GIS committee would fit into the faculty governance structure and whether it should be a formal subcommittee of the Research Coordinating Council.

E. Collective Bargaining Resolution update

Delehanty reported the Idaho Federation of Teachers thanked the Senate for supporting the resolution, **but the issue never made it into the Legislative Calendar**. It will take several more such attempts before any progress will happen.

F. Tenure & Promotion Task Force update

The task force has met several times so far and has reviewed the various College and Departmental guidelines. They were currently discussing a few models that might fit ISU's diverse needs. The level of detail varied widely in the different guidelines. The task force still had a lot of work yet to do but was continuing to make progress.

G. Provost/V.P. of Academic Affairs

Dr. Wharton is leaving for a new position as University President in South Dakota. A national search will start soon.

## II. Consent Calendar

A. Faculty Senate Minutes

- a. Minutes of February 11, 2008

B. Minutes from Councils

1. **Athletics Advisory Board**

- a. Minutes of December 13, 2007

2. **Cultural Affairs Council**

- a. Minutes of January 18, 2008
- b. Bylaws revisions

3. **Research Coordinating Council**

- a. Minutes of January 17, 2008 – *minor correction required:*

Cindy Wilson and Sharon Sieber both attended the meeting but they were not reflected in the minutes; that will be rectified.

4. **Campus Planning Council**

- a. Minutes of January 23, 2008
  - 5. **Academic Standards Council**
    - a. Minutes of August 29, 2007
    - b. Minutes of January 30, 2008
  - 6. **Curriculum Council**
    - a. Minutes of February 7, 2008
    - b. Minutes of February 14, 2008
    - c. *Minutes of February 21, 2008 – pulled from Consent Calendar*
  - 7. **University Library Committee**
    - a. Minutes of September 21, 2007
    - b. Minutes of October 19, 2007
    - c. Minutes of November 16, 2007
  - 8. **Teacher Education Committee**
    - a. Minutes of December 18, 2007
    - b. Minutes of February 1, 2008
- C. **NOIs for consideration** (from CC Minutes of Feb. 14, 2008)
- 1. NOI 2007-COT-18 remove Design Drafting Technology (DEDR)
  - 2. *NOI 2007-COT-19 add AAS Degree in Graphic Design Print Media (GARTDsgn) – pulled from Consent Calendar*
  - 3. *NOI 2008-COT-01 discontinue Computer Software Development (CSDT) – pulled from Consent Calendar*

**ACTION:** Moulton **moved to approve the remaining items** on the Consent Calendar. Seconded by Sieber. The **motion passed** unanimously.

#### **Consent Calendar Items Pulled**

##### II.B.6.c. Curriculum Council Minutes of February 21, 2008

Masserini asked Attebery, the Vice-Chair of Curriculum Council, **whether Items #6 and #7 returned to the table (on page 3 of 11)** were approved or not. Attebery replied that they were not at that time, as clarification was being sought from the departments. They would likely have been approved at a subsequent meeting once acceptable answers and/or changes were received. Any proposals that are not resolved within two weeks are moved to the end of the list to be addressed again later. Masserini thanked her for the clarification.

**ACTION:** Moved by Beard to **approve the Curriculum Council minutes** of February 21, 2008. Seconded by Thomas. **Passed** unanimously.

##### II.C.2. NOI 2007-COT-19 add AAS Degree in Graphic Design Print Media (GARTDsgn)

Frantz pointed out an **error in the table on Page 9 of the NOI**. The last item SBOE General Education Goals incorrectly listed “**4 additional**” credits in the Technical Credits column instead of in the General Education Credits. The **correction was made** before the NOI was forwarded to Academic Council.

Beard mentioned that NOIs do not include how many students will be taking proposed courses. Attebery said that Curriculum Council had been told a year or so ago not to worry about numbers, but many of the Council members feel that is an integral part of their job. The Academic Council looks at the numbers as well.

**ACTION:** Frantz moved, seconded by Moulton to **approve the NOI for the AAS Degree in Graphic Design Print Media as corrected**. The motion **passed**.

##### II.C.3 NOI 2008-COT-01 discontinue Computer Software Development (CSDT)

Wilson asked for clarification as to why courses were being added if the NOI is to discontinue a program. The answer appeared to be that the *certificate* was being discontinued and rolled into the AAS degree.

**ACTION:** Wilson **moved to approve the NOI to discontinue the Computer Software Development.** Seconded by Campbell.

Discussion: Attebery mentioned the Curriculum Council often confronts a dilemma about how much re-writing of an NOI should be required before it is forwarded for approval. Ultimately, the State Board of Education reviews the documents; it would be best to **clarify ambiguities** long before the NOIs progress to that level. Masserini suggested this issue be addressed in the future.

A vote was taken, and the **motion passed.**

### III. Continuing Business

#### A. 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
3. **Tuition Benefits for Dependents Task Force** – Brad Curtis, Chair

No volunteers or nominations have come forward for these positions yet. Masserini urged Senators to talk with their constituents and forward names for Senate's consideration next time.

A list of expiring Senate and Council seats was handed out for Senators to work on finding replacement faculty representatives. Nominations should be forwarded to the Senate office to be officially added to the list of potential appointees.

### IV. Open Forum – Laura McKenzie, Registrar

#### A. Pick-a-Prof

*Due to a miscommunication in scheduling, Laura McKenzie did not come to the Senate meeting. This item was skipped and rescheduled for April.*

### V. New Business

#### A. Faculty Senate Mission Statement – proposed

Masserini remarked that the Senate does a lot more now than it used to and its mission statement should be updated to reflect the current responsibilities and purview. He opened the floor for comments.

**ACTION:** At Attebery's suggestion, Frantz made a motion to change "**assists in shaping**" to "**shapes**" in the second sentence. Sieber seconded the motion. No discussion. The motion was **passed.**

**ACTION:** Again at Attebery's suggestion, Kangas moved to change "**community**" to "**professional**" in the last sentence. Seconded by Vik. No discussion. **Motion passed** with one opposed.

The amended mission statement read:

The ISU Faculty Senate is the preeminent representative body of the Faculty at Idaho State University. Serving as the voice of Faculty at ISU, the Faculty Senate ~~assists in shaping~~ **shapes** policy and procedure concerning the issues of primary and fundamental responsibilities of the Faculty. Working with all constituent groups on campus in the spirit

of shared governance, the Faculty Senate and Senate leadership strives to make the university environment conducive to cutting-edge research, innovative creative activities and scholarship, outstanding teaching, and meaningful university and **community professional** service for the Faculty.

**ACTION:** Sieber **moved to approve the amended Faculty Senate Mission Statement.** Seconded by Kangas. No discussion. The **motion passed.** The Senate website will be updated with the new mission statement.

B. Proposed changes to Health Care benefits

Delehanty informed Senators that the Governor was contemplating increasing salaries but **cutting back on health care benefits** for State employees (including faculty). That may now be off the table, but he was unsure about the current status of the proposal. There is another proposal that will **affect future ISU retirees** by offering a less comprehensive health care package than is currently offered. This would have an adverse affect on faculty retention.

Masserini stated that the State Legislature would be setting Higher Education salary allocations this week. His understanding was that benefits for current employees would not be cut, but admitted the proposal affecting retirees was an entirely different issue. Cellucci suggested **inviting Brian Sagendorf in Human Resources to address the Senate** and give them more specific information as to what is being proposed and the potential effects.

C. ISU Faculty Salaries

As of that morning, Masserini said the Governor and State Legislature were leaning toward authorizing a 3% salary increase for state employees, with 1% across the board and an additional 2% for merit. The Governor had originally lobbied for a 5% increase, which he later dropped to 4% in the face of dwindling tax receipts.

Delehanty reminded Senators they had declared **salary increases as their number one priority** and he has been pushing the issue hard all year. President Vailas and the other University Presidents were in favor of disassociating faculty salaries from the rest of budget allocations. Unfortunately, the university cannot control what the State Legislature decides.

There was some discussion of finding some way to better define “merit” both within departments and across the university so that those who work hard are rewarded for their efforts as opposed to those who don’t do as much. Currently there is too much room for subjective favoritism. The problem would be how to craft language that is broad enough to cover all disciplines, but still specific enough to be viable.

There was more discussion about what Faculty can do to promote their case with State legislators. Senators recognized that President Vailas has been and is continuing to work very hard on their behalf in pushing for higher salaries. De Jesus reminded Senators that Faculty used to be more active in directly meeting with and lobbying legislators. Other Senators suggested **inviting legislators to ISU** and showing them how ISU benefits the State and contributes to the economy. Masserini said the Idaho Council of Higher Education Faculty (ICHEF) can help with this because during next year’s ICHEF Reception they plan to have displays showing the impact of higher education on the State. De Jesus and Vik encouraged Senators to carefully craft the message they want to convey; it will be the key to getting and holding lawmakers’ attention. Faculty will have to demonstrate why their cause is deserving of more funding, especially as demands for Corrections and Medicare continue to increase. There was some discussion about how to go about doing this.

One idea that had considerable support was forming relationships with regional businesses, especially since a recent survey reported that businesses were concerned about making sure they have a qualified and skilled workforce.

Other less popular ideas included shrinking faculty size through (limited) attrition and reallocating the salary savings among the remaining faculty members, increasing class sizes

where feasible, identifying areas and programs that can be streamlined. It was brought up that some departments are already understaffed and cannot be cut further. Adler felt that the Senate's leadership role includes a responsibility to help the faculty make tough decisions for themselves instead of letting administration decide for them. De Jesus pointed out that other institutions that in the past decided to downsize their faculty are actually better off in terms of salaries now than those that did not choose to do so, including ISU. Cutting back in some areas right now might not be so difficult because enrollment numbers have dropped. Careful consideration, planning and judicious implementation could ultimately be beneficial.

Another suggestion was to more vigorously pursue fund raising, endowments, donations, and other ways of raising revenue. Delehanty noted that historically President Bowen was specifically against endowed Chair and Professorships, but that was no longer the case under the new administration. Masserini said he and Delehanty have been discussing next year's Senate agenda issues, and salaries will continue to be a main focus.

**Adjournment:** 5:45 p.m.

The next Faculty Senate meeting is scheduled for **Monday, March 17, 2008** at 4:00 p.m. in the Faculty Senate Conference Room REND 301.

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Dr. John Masserini, Chair

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Catherine Wallace,  
Administrative Assistant I

Approved by Faculty Senate: April 7, 2008

Documents:

Faculty Senate Minutes of February 11, 2008  
Athletics Advisory Board Minutes of December 13, 2008  
Cultural Affairs Council Minutes of January 18, 2008  
Cultural Affairs Councils Bylaws revisions  
Research Coordinating Council Minutes of January 17, 2008 – *as corrected*  
Campus Planning Council Minutes of January 23, 2008  
Academic Standards Council Minutes of August 29, 2007  
Academic Standards Council Minutes of January 30, 2008  
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NOI 2008-COT-01 discontinue Computer Software Development (CSDT)  
Faculty Senate Mission Statement – *as amended*