

IDAHO STATE UNIVERSITY
FACULTY SENATE
MINUTES

VOLUME XXVII, MEMO 14

April 14, 2008

4:00 PM

Faculty Senate Conference Room, REND 301

In Attendance: Adler, Beard, Campbell, Cellucci, Crews (telecommunication), Curtis, Delehanty, Dye, Frantz, Guryan (telecommunication), Kangas (telecommunication), Kantabutra, Kearns, Manopoulos, Masserini (Chair), Moulton, Murphy, Payne, Sieber, Skidmore, Smith, Thomas, Vik, Wilson,
Non-voting: Attebery, Carpenter, De Jesus, Fullerton, Wallace (Recording Secretary)
Excused: Bowen, Edwards, Oliphant
Absent: Keeter, McCurry, Womack; Brown, Vailas, Wharton
Guest: Scott Benson, Athletics Advisory Board Chair; Laura McKenzie, Registrar; James "Byrd" Yizar, Student Services

I. Preliminaries and Announcements

A. Tenure & Promotion Task Force update

Delehanty said the Task Force has been meeting regularly and has made significant progress, but still has some work to do. Delehanty asked the Senate's permission to draft a general statement about the task force's assignment for Dr. Wharton to take to the State Board of Education (SBOE) meeting later this week. No specific details or findings would be included in the statement because the Senate has not had a chance to review and approve them. Masserini reminded the Administration today that the Task Force was not charged with investigating the possibility of a university-wide Tenure and Promotion Committee. The SBOE had asked all the university presidents to provide written information about their institutions' activities, progress and accomplishments.

B. Senate Chair announcement

Masserini informed the Senators that he has accepted a clarinet professorship position at Northern Arizona University and will be leaving ISU after this semester. The new position will allow him to focus solely on teaching and playing the clarinet in a large School of Music with lots of Music majors; it is truly a dream job for a clarinetist. Karl De Jesus has graciously agreed to serve another year as Past Senate Chair. Senators congratulated Masserini on his new adventure, and offered their condolences to De Jesus.

II. Consent Calendar

A. Faculty Senate Minutes – deferred until next time

B. Minutes from Councils

1. **Campus Planning Council**

a. Minutes of March 19, 2008

2. **Curriculum Council**

a. Minutes of March 13, 2008

b. Minutes of March 20, 2008

C. Academic Standards Council recommendations – both pulled from the Consent Calendar

1. *SC #SP2008-02 Early College Program Research Questions*

2. *SC #SP2008-03 Academic Policies statement for Undergrad catalog*

Beard pointed out that the Curriculum Council Minutes of March 13, 2008 were accepted during the last Senate meeting, but it would do no harm to accept them again.

Masserini mentioned that Campus Planning Council and the Council for Teaching and Learning were collaborating on a classroom survey report and he commended both Councils for working together.

ACTION: Moved by Moulton and seconded by Wilson to **approve the remaining items on the Consent Calendar**. No discussion. The motion **passed** unanimously.

Consent Calendar Items Pulled

II. C. Academic Standards Council recommendations

1. **SC #SP2008-02 Early College Program Research Questions**

In response to a question from Masserini, Frantz (who is on the Academic Standards Council) said that the research questions would be forwarded to Institutional Research office to be used for internal ISU purposes. The particular GPA scores correspond to high honors and better students; McKenzie said that Barbara Bishop's input indicated statistical data for those ranges were required by the accreditation board. Frantz mentioned that Steve Adkison was working on another survey for Departments and faculty. Masserini formally congratulated Academic Standards Council for their efforts to provide quality assurance data for the Early College Program as Senators had requested. In response to De Jesus' question, Frantz verified that the survey was essentially in two parts: one regarding student participation and one regarding faculty and departments.

Crews asked if the Medical Arts High School in Boise was part of the Early College Program. Frantz was not sure which specific schools were involved with the program.

ACTION: Moved by Beard and seconded by Skidmore to **approve the Early College Program Research Questions**. No discussion. The motion was **passed**.

2. **SC #SP2008-03 Academic Policies statement for Undergrad catalog**

Beard expressed concern about the political and legal aspects, and asked about the factors that prompted the proposed statement. Frantz replied that it was in response to past problems encountered by the Registrar's office. The Academic Standards Council wanted to formally incorporate the proper process into the Undergraduate catalog to make it specific and more easily found, without waiting for the MAPP process to be finalized. Beard asked if the President needed to approve this statement. Frantz replied that since academic policies fall under the purview of faculty, the Faculty Senate is the appropriate body to set the policy and move it up the governance chain. Masserini said the Administration is following the governance structure which has built in due diligence. Once the Faculty Senate approves the policy, it makes its way up the chain to the President and whomever else needs to review it before it becomes formalized.

Vik asked about Curriculum Council's role in setting such policies. Attebery replied that Curriculum Council focuses on curricular issues at a more microscopic, department, program and course level rather than broader university-wide policies contained in the introductory pages of the catalog.

ACTION: Moved by Beard to **approve the Academic Policies statement to be added to the Undergraduate Catalog**. Seconded by Thomas. No discussion. The motion passed.

III. Open Forum –Athletic Advisory Board presentation

Masserini introduced the guests and welcomed them. Benson stated they were representing the NCAA Compliance Committee and the Athletic Advisory Board to report on the status of Athletics.

A. Misconduct of student athletes – James “Byrd” Yizar

There have been 20 reported incidents of misconduct so far this year. Although it is higher than the average of 13 to 18 incidents over the last 6 years, there were only 4 sports involved: football, basketball, track & field, and golf. No female athletes were cited. Yizar summarized the types of incidents reported and the way they were resolved. Only one athlete was a repeat offender, who had other issues that were being dealt with as well. One athlete was cleared of the charges against him. There were 7 violations still pending, which potentially involved the Pocatello police. Recommendations were made to include alcohol and drug education and emphasize the rules regarding those substances during the annual Fall Athletic Orientation and initiate follow-up sessions throughout the year to keep the message fresh. Most of the violations occurred near the end of the sport season. Overall, most of the athletes were behaving well. Benson clarified that 20 violators out of 400 athletes is about 5% of the athletic population. ISU is doing what it can to offset the negative publicity and perception in the off-campus community by being candid about the problems and the steps being taken to correct the situation. It is better coming from ISU than from the Pocatello Police Department.

B. Student athletes’ academic progress – Scott Benson & Laura McKenzie

A handout of the PowerPoint presentation was distributed to Senators. McKenzie explained that impetus behind the statistical data was to compare the academic performance of athletes with the academic performance of the rest of the student population. Data was also broken out by sport and gender in order to see how well the sub-groups were performing relative to each other. The categories were based on Federal definitions for each cohort group. The overall 6-year student graduation rate for males was 25% and 76% for females. That gender gap needs to be investigated to figure out why females are graduating at a much higher rate than males. One factor to look into is admission standards and how much those standards are contributing to these outcome statistics.

The women athletes are performing very well academically and athletically, despite receiving much less funding than their male counterparts. Masserini suggested the Athletic Advisory Board recommend the university put more money into women’s athletics as a way to reward those who are performing so well. Benson admitted that ISU is way behind Title IX requirements, and needs to do more to comply with those standards. In answer to a Senator’s question, he replied that scholarships are set by NCAA and cannot be used to reward students on a merit basis. Coaches do have financial incentives for winning and having high grade point averages and graduation rates for their teams. Women athletes receive more scholarships than men.

Payne mentioned that despite extra tutoring, she has found many athletes do very well on their homework but fail their tests. She suspects some tutors may be doing the homework for the athletes. McKenzie thanked her for bringing that up; if faculty members know of or suspect such activities, please let her know so she can bring that up with the committee and take steps to correct the problem.

Benson explained that the grade point averages on the report include the first semester of freshmen, so may not be as high as their later performance would indicate. Overall the graduation rate for women athletes last year was higher than the average for the past few years. Men;s football and golf graduation rates were also much higher, but men’s tennis dropped drastically; steps have been taken to correct that.

Delehanty returned to the Title IX compliance issue and asked the status. Benson said they are required to take a 3-pronged approach: 1) expenditures and participation in proportion to the student body gender ratio, 2) needs and interest of the student body, and 3) adding opportunities for the underrepresented gender (i.e women) by adding a new sport every three to five years. Lack of funding does not explain not being in compliance. The existing money needs to be split more equitably and in the same proportion as the student body in general. Benson said he has been delivering that message to the powers-that-be and hopes the change in leadership (new Athletic Director) will help. Another thing that would help would be for the university community to present a unified front in advocating for gender equity in sports. This coming fall ISU will be entering its third cycle of NCAA certification, and will conduct a self-study. At the conclusion of the self-study, NCAA will come to ISU, review the report and check its findings against the actual status of the athletic programs. Funding will have to be reallocated.

Masserini thanked the guests for coming and sharing the information they had compiled with Senators.

IV. Continuing Business

A. Council and Committee appointments

1. Faculty Senate Representatives on Councils

a. Academic Standards Council

nomination for **Alan Frantz**

Masserini asked Frantz if he accepted the nomination; Frantz replied he wants to serve one more year to finish some things in the works.

A straw poll was taken and the Senators **appointed Alan Frantz** to be the **Faculty Senate representative** on the **Academic Standards Council** for 2008-09.

b. Budget Council

nomination for **Jill Smith**

Smith accepted the nomination and said she was interested in serving for a year.

A straw poll **appointed Jill Smith** to be the **Faculty Senate representative** on the **Budget Council** for 2008-09.

Murphy asked for clarification about Denise Bowen's appointment to the Campus Planning Council made during the last Senate meeting. Masserini answered that she had been appointed as the College of Health Professions representative, not as the Faculty Senate representative because her Senate term is expiring this spring.

2. General faculty representatives – uncontested seats

a. Academic Standards Council

1) Arts & Sciences –

nomination for **Susan Swetnam**

3) Technology –

nomination for **Marcella Enos, Business Information**

b. Faculty Professional Policies Council

1) Business –

nomination for **Mark Johnson, Management**

c. Calendar Committee

nomination for **John Erramouspe, Pharmacy Practice**

ACTION: Moved by Sieber and seconded by Skidmore to **approve the four non-contested appointments to the Councils** as listed above. No discussion. Motion

passed unanimously. **Susan Swetnam, Marcella Enos, Mark Johnson and John Erramouspe** were appointed as nominated.

3. General faculty representatives – contested seats

a. Academic Standards Council

2) Pharmacy –

nomination for **Dan Selvage, Biomedical and Pharmaceutical Science**
nomination for **Karl Madaras-Kelly, Pharmacy Practice, VA Med Cntr**
Boise

Wilson and a couple of other Senators spoke on behalf of the candidates. Masserini verified that the Council meets in the Faculty Senate conference room, and a representative in Boise could be accommodated to serve on the Council. A straw poll was taken and **Dan Selvage was reappointed** to the Academic Standards Council for another three-year term.

b. Campus Planning Council

1) Pharmacy – (2-year term)

nomination for **Chris Daniels, Biomedical and Pharmaceutical Science**
nomination for **Kathy Eroschenko, Pharmacy Practice & Admin Sci.**

Senators spoke on behalf of both candidates. A straw poll was taken and **Chris Daniels was appointed** to the Campus Planning Council for a **two-year term**.

c. Council for Teaching & Learning

1) Pharmacy –

nomination for **John Eley, Biomedical and Pharmaceutical Science**
nomination for **Rex Lott, Pharmacy Practice & Admin Sci.**

Again, Wilson spoke for both candidates and Masserini confirmed that representatives from other ISU campuses could be accommodated. The straw poll **appointed John Eley** to serve on the Council for Teaching and Learning.

e. Research Coordinating Council

1) Health Professions –

nomination for **Deana Molinari, Nursing**
nomination for **Laura Harrawood, Counseling**

After Senators spoke on the candidates' behalf, the straw poll resulted in **Deana Molinari being appointed** to the Research Coordinating Council.

f. Athletics Advisory Board – open to any eligible faculty member

1) 4-Year term –

nomination for **Kevin Parker, Business**
nomination for **Beverly Ray, Education** (Dept. Chair)
nomination for **Tracy Pettinger, Family Practice Residency program**
nomination for **Rick Rhodes, Pharmacy Practice**

2) 1-Year term (usually serves as Fac. Senate liaison)

Various Senators spoke on behalf of each of the nominees. A straw poll was taken and **Tracy Pettinger was appointed** to serve a **four-year term** on the Athletics Advisory Board.

After some discussion, the Senate decided to **defer the one-year appointment** until the remaining candidates were asked whether they were willing to act as the Board's liaison with the Faculty Senate and take on that additional responsibility.

- g. University Library Committee
 - 1) Health Professions –
nomination for **Nancy Devine, Physical & Occupational Therapy**
nomination for **Deana Molinari, Nursing**
nomination for **Elizabeth Damstrom, Nursing**
 - 2) Pharmacy –
nomination for **Kevin Cleveland, Pharmacy Practice & Admin Sci.**
nomination for **Mark Olah, Biomedical and Pharmaceutical Science**

There was discussion about the increased importance of the Library Committee and the additional work anticipated over the next couple of years in light of the tight budgetary situation currently facing the Library. Senators spoke on behalf of the candidates from both Colleges.

A straw poll was taken. **Nancy Devine and Mark Olah were appointed** to serve on the University Library Committee.

Formal **letters of appointment will be sent** to all the Council and committee representatives appointed during this and the April 7th Faculty Senate meetings.

Kantabutra's nomination of **Alba Perez** from the College of Engineering to Campus Planning Council was **deferred** until the next round of appointments to allow for checking the staggered term expirations on the new membership list to determine the appropriate term length needed for this appointment.

A discussion ensued about the importance of faculty input and participation in the selection process of faculty representatives on Councils. A few Colleges have selection mechanisms to ensure faculty are involved in choosing whom they want to nominate to represent them on which Councils and committees. The Faculty Senate has the final authority to appoint the Council representatives, but Senators want to ensure that for each College's representatives the faculty constituents themselves endorse the appointee. With Masserini's and the Senate's blessing, Frantz volunteered to **draft a written motion** for next time to revisit the College of Education's Council representatives appointed by the Senate on April 7, 2008.

B. Tuition Benefits Task Force

Curtis had drafted the original motion as written on the agenda for today's meeting. After consulting with Curtis, Masserini modified the motion and copies of his amended motion were handed out for Senators to consider.

ACTION: Thomas moved to **accept the amended motion for consideration**. Seconded. Masserini read the amended motion out loud for the benefit of the Senators in Boise.

Discussion: Curtis suggested adding the word "*entrepreneurial*" into the motion to conform with President Vailas' phrasing. There was discussion about the specific meaning of the word "*entrepreneurial*" and whether it would be appropriate in this context. Masserini

reiterated that the options should be *financially* feasible. There was some concern that the motion might undermine the message that salaries are the number one priority of faculty, and perks are secondary. Adler pointed out that in legal documents the phrase “*financially feasible*” is limiting. He suggested substituting the word “*creative*” in place of “*feasible*”. Vik pointed out that even though only a small percentage of faculty would benefit from a tuition reduction, the majority of responses were overwhelmingly in favor of this particular perk, even from those who don’t have children who would potentially attend ISU. This is a broader issue that ties in with faculty retention and helps offset the lower salaries ISU faculty earn relative to their counterparts at peer institutions. Although the language benefits faculty and not staff, Senators know what faculty’s position is and how to argue for it, while they are less qualified to argue for what staff might want. The Staff Council is a better vehicle to argue for staff members’ perspective.

Masserini pointed out that many faculty members, including himself, are essentially second-class citizens because their health care benefits are not the same as afforded to the majority. Discussion ensued about priorities and whether the Senate should focus on issues that benefit all faculty or on issues that affect various small subgroups. Beard mentioned that savings through attrition could be reserved for salary increases since the State controls most of the compensation package and is unlikely to change their policies in response to anything the Senate might advocate.

Kangas warned against getting stuck in “either/or” scenarios, and opined that this issue should be seen as one concrete step in a series of steps toward the ultimate goal. De Jesus reminded that last year’s survey of faculty on this issue generated the largest response rate of any survey; approximately 50% of the faculty responded. About 50% of those without children who would benefit were in favor of reducing tuition for their colleagues’ dependents. However, Senate should not lose sight of their top priority which is salaries. The suggestion regarding attrition savings might not be a bad idea and could be a start toward finding a workable solution. Dye mentioned that her constituents often ask her about the status of tuition benefits; she has had no answer thus far. Delehanty agreed that salaries are top priority, but addressing compensation on multiple fronts is a good strategy. Courage on the part of faculty to speak up openly and not be silent on important issues is vital to the success of any initiatives the Senate takes on. Salary, tuition benefits, partners benefits, and other perk packages are the top four fair compensation issues. Masserini reiterated that the inequality of faculty members’ benefit packages violates ISU’s own non-discrimination policy. Kearns pointed out that the administration agrees that compensation is the number one concern. However, some of the existing perks are under threat, such as the use of Reed Gym. Masserini reassured Senators that he was actively working on that issue as well.

Adler voiced his strong support of this motion as it is a politically workable initiative that could help President Vailas in his faculty recruiting and retention efforts. The issue of Partner Benefits unfortunately faces very tough obstacles at the state legislative levels and probably would not yield any results. His point was that President Vailas agrees with faculty that compensation is top priority, but his ideas and methods of bringing it about may not coincide with faculty’s. Adler further stated that, in his opinion, President Vailas is a strong advocate of empowering faculty and wants faculty to take responsibility for governance and actively participate in key decision-making. Adler urged Senators to speak their minds confidently and openly to President Vailas when he comes to discuss compensation issues with the Senate during their next meeting.

Masserini returned the discussion to the motion on the table.

ACTION: Adler moved to strike the word “*feasible*” and replace it with “*creative*”.
Seconded by Sieber. No discussion. The **motion passed**.

ACTION: The motion as amended above was now on the table. No discussion. The **amended motion passed.**

V. New Business

A. Faculty/Staff Handbook Committee Motions – *deferred until next meeting*

B. Senate Leadership nominations – *deferred until next meeting*

Masserini reminded Senators that General Assembly was coming up next week from 3:00-5:00 p.m. in the Bengal Theater. He was gathering questions from faculty to ask President Vailas during the General Assembly meeting.

A special session of the Faculty Senate was scheduled for the following week. President Vailas would be there at 4:30 to talk about compensation with Senators. Before he arrived, Senate Leadership elections would be held to elect a new Chair, Vice Chair and Executive Committee members. The Handbook Motions would also be on the agenda for consideration.

Adjournment: 5:58 p.m.

The next Faculty Senate meeting is scheduled for **April 28, 2008** at 4:00 p.m. in the Faculty Senate conference room.

Dr. John Masserini, Chair

Catherine Wallace,
Administrative Assistant 1

Approved by Faculty Senate: August 25, 2008

Documents:

Campus Planning Council Minutes of March 19, 2008

Curriculum Council Minutes of March 13, 2008

Curriculum Council Minutes of March 20, 2008

Academic Standards Council recommendations:

 Early College Program Research Questions

 Academic Policies statement for Undergraduate Catalog

Tuition Benefits Task Force motion