

IDAHO STATE UNIVERSITY
FACULTY SENATE
MINUTES

VOLUME XXVIII, MEMO 1

August 25, 2008

4:00 PM

Faculty Senate Conference Room, REND 301

In Attendance: Beard, Bearden, Cole, Curtis, Delehanty (Chair), Dye, Frantz, Guryan (telecommunication), Hasenpflug, Kantabutra, Kearns, Knudson, Kratz, Larsen, Magnuson, Moulton, Murphy, Packer, Phelps, Smith, Vik, Wilson, Wolter, Womack

Non-voting: Adamcik, De Jesus, Ford, Fullerton, Wallace (Recording Secretary)

Excused: Adler, Edwards, Whitaker

Absent: Oliphant (telecommunication); Trimmer, Vailas

Guest: John Gribas, Faculty Ombudsman

I. Welcome and Introductions

Delehanty welcomed everyone back to the new academic year. The Senators introduced themselves.

II. Visions for the Year and Governance Principles

A handout on ISU's Faculty Senate and its nine Councils was distributed to Senators. Delehanty introduced himself and gave a brief history of the long-established tradition of faculty self-governance. A "university" means a community of teachers and scholars. He urged faculty and Senators in particular as faculty's elected representatives to diplomatically but firmly reassert their right to self-governance and protect their academic freedom to create and disseminate new information and knowledge. Faculty have the profession-based authority to:

- Establish curriculum for the university
- Determine the degree requirements in their fields
- Determine eligibility for joining the faculty ranks
- Determine eligibility for tenure
- Determine eligibility for sabbatical
- Evaluate university administrators

Delehanty's **vision and primary goal** for this year were to **help the faculty rediscover its voice and reassert its proper role in the long-standing university governance structure** as outlined in the Faculty/Staff Handbook. It is Faculty Senate's responsibility to defend faculty's right to exercise their prerogatives. He reminded Senators that the faculty spoke loudly and negatively a few years ago in voting "no confidence" in former President Bowen. Delehanty opined that this will be a transformational year at ISU as faculty and administration work out their differences and form a mutually respectful, productive and collegial working relationship.

He reiterated that **faculty have the right to say "no"** to administrative initiatives that do not serve the needs of the faculty or the overall good of the university. He commended the current administration for their concerted efforts in trying to correct the many problems facing them in the midst of very tight financial constraints. In particular, the budget books are now open for anyone to review and the budget process has become transparent. The administration has put together ad hoc task forces to come up with policy recommendations for the university to implement in order to address problems and streamline procedures. But, as Delehanty has been

reminding the top executives all summer, faculty have purview over much of the university's operative procedures and, as faculty's elected representatives, Faculty Senate and its nine Councils will be involved in the formulation and evaluation of new policies that affect them and are within their purview.

Delehanty went over the **faculty governance handout** and **reminded Senators they oversee the nine Councils and the respective subcommittees**. The Councils and subcommittees do most of the actual work, but the subcommittees report back to their Councils, which in turn report back to the Faculty Senate. Historically the administration has tried with varying degrees of success to circumvent the faculty governance structure by forming ad hoc committees or going directly to the Councils or subcommittees without going through Faculty Senate. Delehanty hopes to stop this circumvention and make sure initiatives and proposed policies are properly vetted by the faculty as a whole through their elected representatives, the Faculty Senate.

Delehanty commended the administration for responding to faculty's insistence that adequate salary compensation be addressed, but he felt the draft policy could be improved upon. The Senate will be working on this salary and merit raise issue in its next meeting. Beard cautioned Senate to pick its battles carefully: small enough to win, yet big enough to matter.

De Jesus reminded Senators that ISU's Faculty Senate is the most proactive Senate in the State. He exhorted Senators to read the *Faculty Senate 101* document posted on the Senators' website which outlines Senators' responsibilities. Delehanty gave a brief overview of how the Senate meetings typically run and the purpose of the Executive Committee. Adamcik and Ford are *ex-officio* members of the Faculty Senate from the Office of Academic Affairs, and they are welcomed by the Faculty Senate for their Administrative representation.

III. Presentation by Faculty Ombudsman, John Gribas

Delehanty introduced Gribas and turned the floor over to him. Gribas thanked the Senate for the trust they have shown in him, but especially in the Ombuds Office itself. Senators had a copy of his annual report which identified the following issues:

- The Ombudsman is effectively a conflict coach rather than a mediator.
- Department Chairs and Deans have a role in settling personnel disputes; it is part of their responsibility as administrators. Although Chairs are faculty first and administrators secondarily, they can do much to nip problems in the bud if they exercise their authority early and fairly.
- Selection and performance evaluations of administrators, including Department Chairs, should take into account the managerial skills necessary to resolve conflict.
- Current evaluation procedures do not hold Department Chairs accountable for fulfilling their administrative duties as spelled out in the Faculty/Staff Handbook.

Gribas urged the Faculty Senate to **explore ways of making performance evaluations of administrators more meaningful and hold those with authority accountable** for effectively and fairly resolving conflicts.

Gribas also asked Faculty Senate to **clarify the process of selecting an Ombudsperson, clarify reporting lines and write procedures for administering the Ombuds Office**, since President Vailas felt it is inappropriate for the President to oversee the faculty Ombudsperson. If the Faculty Senate approved and so directed him, Gribas was willing to take on that endeavor and work with the Provost's Office and Budget Office.

Vik said an administrator evaluation system was piloted a few years ago, but questions arose about how to compile and maintain confidentiality of faculty responses in the face of Freedom of Information laws, who was eligible and qualified to evaluate which administrators, and similar problems. Frantz suggested Gribas be involved in the Chair evaluation process because he is familiar with what they should be doing and can also protect confidentiality. Gribas said he would be willing to work with a **small task force** if Senate were to form one to explore this issue.

Boise State University evaluates their Deans annually and some ideas might be gleaned from their process. Gribas felt that establishing some process would greatly help the faculty members who come to him. Delehanty reminded Senators that they and other faculty members can contact Gribas directly if they have any further questions.

To recapitulate, Delehanty said Faculty Senate has been asked to:

- 1) **help clarify the selection and support of the Ombuds Office** and
- 2) **oversee processes for evaluating administrators' performance to make sure the processes exist and are meaningful.**

De Jesus requested the minutes show that the Ombuds Office is under the Academic Support portion of the budget, as is Faculty Senate; therefore it is under the Provost's Office. The Faculty Senate would recommend a faculty member to serve as Ombudsperson, and the Provost would make the final appointment.

Adamcik said that since the Senate's pilot attempt, the Provost's Office has continued to request **anonymous evaluations of Deans from all faculty and staff**. Paper evaluations had a much higher response rate than electronic versions. The evaluations were analyzed using SPSS software and comments were typed up. Dr. Wharton had the compiled information available when he met with each Dean. **There is no campus-wide policy mechanism for evaluating Chairs as yet; one could be developed and implemented.** A small subset of Faculty Senators might be allowed to see the evaluations, but personnel confidentiality must be protected.

For the benefit of new Senators, Delehanty reviewed the Consent Calendar and procedures for pulling, voting and approving the Consent Calendar items. He then opened the Consent Calendar for consideration.

IV. Consent Calendar

- A. Faculty Senate Minutes
 1. Minutes of April 14, 2008
 2. Minutes of May 5, 2008
- B. Minutes from Councils
 1. **Curriculum Council**
 - a. Activity Report Summary
 2. **Athletics Advisory Board**
 - a. Minutes of April 10, 2008
 - b. Minutes of May 8, 2008
- C. Council and Committee appointments
 1. Faculty Senate reps on Councils
 - a. **Research Coordinating Council – pulled from Consent Calendar nomination for Deanna Dye, Physical Therapy**
 2. General faculty reps
 - a. **Faculty Professional Policies Council** (second Wednesday at 2:30)
 1. Health Professions – replace Mary Dundas
nomination for **Susan Steiner, Nursing**
 - b. **Campus Safety Committee** (2nd Tuesday Sept thru April at 3:00 p.m., start Sept. 9)
 1. Arts & Sciences – replace Chad Gross
nomination for **Brett Harwood, Theatre**
 - c. **Cultural Affairs Council**
 1. Non-Arts & Sciences –replace Beverly Ray, Education
nomination for **Carol Mundt, Basic Gen. Ed, College of Tech**

Cole asked how many faculty members sit on Research Coordinating Council. There is only one Faculty Senator representative, but faculty members from each College sit on each Council.

ACTION: Moved by Moulton to **approve the remaining items on the Consent Calendar.** Seconded by Smith. No discussion. The motion **passed.** **Susan Steiner, Brett Harwood and Carol Mundt** were appointed as nominated. Formal letters of appointment will be sent to each of them.

Consent Calendar Items Pulled

III.C.1.a **Research Coordinating Council**
nomination for **Deanna Dye, Physical Therapy**

There was some more discussion about the membership and representation makeup of the Research Coordinating Council.

ACTION: Vik moved to **appoint Deanna Dye as the Faculty Senate representative on the Research Coordinating Council.** Seconded by Beard. No discussion. The motion **passed** unanimously. A formal letter will be sent to Deanna Dye confirming her appointment to the Research Coordinating Council.

Delehanty read a list of other Councils needing Faculty Senate representatives and asked for volunteers. After discussion of the purpose and structure of the Council and subcommittee system, the following Senators volunteered uncontestedly:

Senator Sarah Knudson (CSED) for the **Council for Teaching and Learning**

Senator Vitit Kantabutra (Engineering) for the **Cultural Affairs Council**

Senator Paula Phelps (Physicians Assistant Studies) for the **Campus Safety Committee**

ACTION: Moved by Smith and seconded by Dye to **appoint the uncontested nominations.** No discussion. The motion **passed** and the three Senators were duly appointed.

Two Senators volunteered to serve on the **University Research Committee:**

Senator Phil Cole (Physics) and **Senator Tim Magnuson (Biological Sciences).**

Each gave a short summary of his background and reasons for wanting to serve, then both left the room. The remaining Senators briefly discussed the two candidates. Ford reminded Senators that the proposals considered by the committee were from a wide range of disciplines and a broad perspective was needed.

ACTION: The Senate **voted to appoint Tim Magnuson to serve on the University Research Committee.**

Brad Curtis informed Senators he had resigned from the University effective September 5, 2008. The College of Technology will hold an election to find a one-year replacement to finish out his term. In their next meeting the Faculty Senate will elect a current Senator to replace him on the Faculty Senate Executive Committee. Delehanty commended Curtis for his dedication and hard work on behalf of Senate and the faculty.

V. Salary Schedule recommendation from FPPC – to be discussed next meeting, Sept. 15, 2008

Delehanty turned the floor over to Senator Hasenpflug who had served as Chair of the Council for the past two years. Hasenpflug said the recommendation report summarized the Council's findings; a salary schedule was not feasible for ISU at this point because it is unlikely the State Board of Education and the Joint Finance and Appropriations Committee would allocate the necessary funds every year.

The salary issue will be addressed at more length during the next Faculty Senate meeting on September 15, 2008. Delehanty asked Senators to discuss FPPC's report with their constituents and solicit feedback.

VI. Continuing Business

A. Policy Updates

1. **Reed Gym fee**
2. **Children in the Workplace**
3. **Travel**

Delehanty has reiterated to the Administration that a few faculty members on ad hoc committees does not constitute faculty governance. The policies listed and others as they become available are drafts and will be sent to the Faculty Professional Policies Council for their review, comments and recommendations.

B. Tenure & Promotion Task Force update – Dave Delehanty

Once the Senate's task force reviews and approves the final report, it will be brought to Faculty Senate for their consideration.

C. Update on New Charge to Academic Standards Council: Credits for Exams Proposal from College of Technology

The Senate voted May 5, 2008 to remand this issue to Academic Standards Council. Frantz briefly reiterated the Curriculum Council's and the Senate's concerns and the specific issues the Council will be asked to look at:

- Are the credits Academic or Professional/Technical and should they be granted?
- If Professional/Technical, can the credits potentially be converted to Academic and, if so, by what process?
- What affect will the new Banner system being implemented have on the transcribing of those credits?

Delehanty will **send a memo charging the Council to look into these issues further** and report its findings and recommendations back to the Faculty Senate.

D. Tuition Benefits Task Force update – Brad Curtis

Curtis informed Senators of his reasons for leaving ISU. The College of Technology is different from other Colleges in that the faculty are not eligible for tenure and therefore are not protected from termination. Some of the College's faculty members have been on terminal contracts for three or four consecutive years. His program has suffered from low enrollment, and this year new students were not allowed to enter the program. Curtis was put on a terminal contract this summer. Another (better-paying) job opportunity arose, and after much soul-searching Curtis decided to leave ISU.

Curtis' idea is that **tuition benefits could be treated in the same way that faculty can donate unused vacation leave time to other faculty who need extended sick leave.** He spoke to Brian Sagendorf in Human Resources and found out that less than 10% of the existing tuition benefit for employees and their spouses is ever used. That leaves 90% of funds already allocated for the tuition benefit which might be able to be pooled together. Some process or mechanism could be developed whereby **faculty could apply to the pool for the benefit on behalf of one or more of their dependents** to attend ISU. There would be **no additional cost** to ISU since the funds are already promised for faculty and spouses; and he doubts that the demand for benefits would exceed the capacity of the pool. Curtis hoped someone will take up this idea and work to get it implemented. He believed the Administration would agree that this would be a **feasible solution** to an issue that many

people have worked on for several years to no avail. Senators applauded Curtis and thanked him heartily for his dedication and passionate efforts in working on this difficult topic.

V. New Business

A. Handbook Changes – *deferred until next meeting*

1. **Senate Recommendation #1: Senate Councils** – revised Faculty/Staff Handbook changes
Executive Committee’s revisions to reflect recent changes to Councils’ bylaws and keep specific areas of concern listed in the description of each Council
2. **Handbook Committee Motion #4: Number of Senators** – revised
Executive Committee reworked this motion as requested by Senators on May 5, 2008

Due to time constraints, both of **the proposed Handbook Changes were deferred until next time.**

VI. Adjournment: 6:05 p.m.

The next Faculty Senate meeting is scheduled for **Monday, September 15, 2008 at 4:00 p.m.**

Dr. David Delehanty, Chair

Catherine Wallace,
Administrative Assistant I

Approved by Faculty Senate: September 15, 2008

Documents:

Faculty Governance Handout
Faculty Senate Minutes of April 14, 2008
Faculty Senate Minutes of May 5, 2008
Curriculum Council Activity Report Summary
Athletics Advisory Board Minutes of April 10, 2008
Athletics Advisory Board Minutes of May 8, 2008
Ombuds Office Annual Report 2007-2008
Credit for Exams – New Charge to Academic Standards Council