

IDAHO STATE UNIVERSITY
FACULTY SENATE
MINUTES

VOLUME XXVIII, MEMO 4

October 13, 2008

4:00 PM

Faculty Senate Conference Room, REND 301

In Attendance: Adler, Beard, Cole, Delehanty (Chair), Dye, Forest, Frank (telecommunication), Frantz, Guryan (telecommunication), Hasenpflug, Knudson, Kratz, Lambert, Larsen, Livingston Friedley, Magnuson, Moulton, Murphy, Oliphant (telecommunication), Packer, Schoen (substitute for Kantabutra), Semenza (substitute for Kearns), Smith, Vik, Whitaker, Wilson, Wolter,
Non-voting: Adamcik, De Jesus, Ford, Fullerton, Trimmer, Vailas, Wallace (Recording Secretary), Wasden (Student Assistant), Werth (Work Study Assistant)
Excused: Edwards
Absent: Bearden, Phelps, Womack

I. President Vailas to address Faculty Senate

The President was caught in another meeting but would arrive shortly to address Senators before he had to leave for Boise. Delehanty suggested the Senate proceed with the rest of the agenda until President Vailas got there.

II. Announcements

A. Tuition Benefits Task Force – update from Karl De Jesus

De Jesus said there was nothing to report as yet; Vice President Fletcher was considering the suggestion.

B. Handbook Changes update – signed by Mr. Fletcher, being reviewed by President’s Cabinet

Delehanty reported that the President’s Cabinet reviewed the Senate’s Faculty/Staff Handbook recommendations this morning. Three concerns were brought up:

- If the Faculty Senate’s Bylaws are only published online and not in the Faculty/Staff Handbook it could be interpreted to mean that they are no longer subject to the normal Handbook review process.
- The Handbook Change Form developed by the General Counsel’s office should include a review by Academic Council and the Provost’s signature; the President’s Cabinet is not a decision-making body so would only review, not approve, Handbook changes.
- The proposed description of the Council for Teaching & Learning did not reflect the most recent revisions made by that Council in 2005.

President Vailas had arrived so Delehanty suspended the agenda and turned the floor over to him.

I. President Vailas to address Faculty Senate

Vailas said that Delehanty and Wilson had come to see him regarding his comments regarding not seeing faculty on campus during evenings and weekends. He emphasized that **he does recognize that many faculty members are working very hard and carrying a lot of weight for the university** and his comments were not directed at them. His impression was that his predecessor did not emphasize research and scholarship enough. Scholarship is what distinguishes good universities from merely being teaching institutions. Scholarship not only

helps improve teaching, it also engages students' interest, and very importantly, it adds to the prestige and good reputation of the institution. **Increasing those intangible assets will help President Vailas make a stronger case for State support** when he goes before the State Board of Education and the State Legislature. He is not blaming faculty; he blames the university's leadership for not setting a good tone and not paying enough attention to ISU's future.

Vailas' main concern was that **relative to itself, ISU's institutional total credit hour production has plummeted significantly**. The non-academic world judges ISU based on its weighted credit hours and funds it accordingly. 70% – 72% of ISU's total revenue comes from that external funding source. **ISU has to improve its credit hour production if it wants to increase its funding**. President Vailas wants faculty themselves to go back to their respective units, figure out where improvements can be made and press for change. The Administration will provide whatever information they have to help make the process transparent.

Relative to full-time FTEs, extramural funding has also declined and is very low compared to its peer institutions. President Vailas has told the State Board of Education that **education is the key to pulling Idaho out of its economic slump and making it more competitive nationally**. As an institution, ISU needs to find ways internally to increase its production, streamline operations, cut unnecessary expenditures, increase extramural funding and do whatever it can to funnel more resources back into itself. Everyone needs to pull together to help strengthen ISU's case for more funding and increased support from the State of Idaho. President Vailas thanked faculty for the dedication, enthusiasm and excitement they consistently show toward the institution. He affirmed he was very proud of the faculty and stated he would take this force into combat any day.

Senators applauded President Vailas as he left the room on his way to the meetings in Boise.

Delehanty opened the floor for Senators' comments and questions. Adamcik said **she would provide Faculty Senate with a 5- or 6-year history of credit hours** that will show which programs have declined, which have stayed the same and which have increased. The Deans were given the reports, but the information may not have filtered down to the faculty. The data are available by **individual course**, and summarized by **departmental program prefix** and by **College**. She said the Departmental information would be the most informative. She was hoping that the departments themselves would analyze their programs, numbers and type of faculty members, and see their own trends.

B. Handbook Changes

Delehanty returned to the agenda, taking up the question of whether the Faculty Senate Bylaws should continue to be part of the Faculty/Staff Handbook, or whether a line stating the Bylaws are available online would suffice.

ACTION: Beard moved **to rescind the previous motion and keep the Faculty Senate Bylaws as part of the Faculty/Staff Handbook until the Senate can find a better remedy**. Seconded by Moulton. The motion **passed**, the Senate's Bylaws will remain in the Handbook for now.

C. Phased Retirement update

Hasenpflug told Senators that Faculty Professional Policies Council has a subcommittee working with Mr. Fletcher and Human Resources on this issue to address the concerns Mr. Fletcher outlined in his response memo. There are a few sticking points regarding the State's insistence on less than half time employment with no benefits provided, and no multi-year contracts unless specifically approved by the State Board of Education. Hasenpflug asked Senators for guidance regarding **how to protect faculty members' tenure status and employment** since Boise State's policy specifically states they give up tenure in favor of a

fixed term retirement contract. He also asked for guidance regarding **how clinical and research faculty perceive the issue** of phased retirement.

Frantz expressed concern that without benefits, there would be no incentive for phased retirement. Fletcher clarified that multi-year contracts were possible, but would require specific State Board of Education approval. For any workload greater than 49%, \$8600 in medical benefits plus 21% of salary would also have to have specific SBOE approval. In the current economic climate he doubts the SBOE would approve such additional expenses.

The key point is that once the employees are classified as retirees, they go off the benefit rolls. Frantz pointed out that in phased retirement, the person does not actually retire until the very end of the phase-out, so the benefit costs would remain the same as if they were not retiring.

There was some discussion about who would likely be hired to replace the retiring professor: adjuncts, instructors or tenure-track faculty. De Jesus reminded that in the current economic situation, new hires are not likely. For those programs facing declining enrollment, a professor who chooses to phase out would not be replaced. This could be a way of reducing excess faculty positions without having to let anyone go. Fletcher agreed that there is some merit to these ideas, but he cautioned that the State Board is not likely to go for anything that costs more money or increases their exposure. Adler pointed out it is in the interest of the university to keep senior faculty around while letting them cut back on their workload (and salary). This would be a good idea to pursue at the university level, at least on a case-by-case basis. Fletcher stated **he would be willing to talk to his contacts at the State level to sound out whether they think such a policy would be acceptable** to the State Board. Delehanty asked those working on Phased Retirement to consider these points in their discussions.

D. Reed Gym Fee Committee update

Kratz joined that committee three weeks ago as a representative from the Faculty Professional Policies Council. He said the committee has been soliciting comments from their constituents and is drafting a report that will be sent on to the Administration. It is not clear what will happen after that report is submitted. Delehanty said Faculty Professional Policies Council is waiting for concrete information they can take back to their constituents for review and feedback. Some constituent groups have produced position papers on the issue.

E. Council and Committee Bylaws template – in process

Delehanty said the forthcoming template is intended to provide more unity and consistency in Council and committee bylaws, but each Council and committee will write its own bylaws.

III. Consent Calendar

A. Faculty Senate Minutes - pulled from Consent Calendar

1. Minutes of September 29, 2008

B. Minutes from Councils

1. **Academic Standards Council**

a. Minutes of September 10, 2008

2. **Campus Planning Council**

a. Minutes of September 3, 2008

3. **Curriculum Council**

a. Minutes of September 4, 2008

b. Minutes of October 2, 2008

1) **NOI Routing Flowchart** – FYI only

2) **BAS/BAT Committee**

- a) Minutes of April 18, 2008
 - 3) **Bachelor of University Studies Committee**
 - a) Minutes of April 20, 2007
 - b) Minutes of November 26, 2007
 - c) Minutes of March 31, 2008
 - d) Minutes of April 18, 2008
 - 4. **Faculty Professional Policies Council**
 - a. Minutes of September 17, 2008
- C. Council and Committee appointments
 - 1. **Research Coordinating Council** (once a month Thursday from 3-5, starting Sept 4)
 - a. Arts & Sciences – replace Sharon Sieber for 1-year remainder of her term
no nominations as of 10/10/2008
 - b. Health Professions – *pulled from Consent Calendar*
 - 2. **Campus Planning Council**
 - a. Business – 3-year term
nomination for **Frank Plewa, Accounting**
 - 3. **Faculty Research Committee (FRC)**
 - a. Education – replace Gail Coulter 3-year term
Drew Meyer, Educational Leadership nominated by College
 - 4. **Student Conduct Board** – *pulled from Consent Calendar*
one faculty member needed, 3-year term
 - 5. **Student Housing Appeals Board** – *pulled from Consent Calendar*
one faculty member needed, 3-year term
 - 6. **Student Meals Contract Appeals Board** – *pulled from Consent Calendar*
one faculty member needed, 3-year term

Frantz asked for clarification on how the process works for selecting faculty members for campus-wide boards and committees that are not specific departmental or college representatives. De Jesus said the custom has been for Senators to talk with their constituents and bring forward nominations. The Senate considers the nominations and appoints one of the nominees to the Board or committee in question.

Delehanty pulled the **Student Conduct Board**, the **Student Housing Appeals Board** and the **Student Meals Contract Appeals Board** positions from the Consent Calendar. He asked Senators to **solicit nominees** during the next two weeks and the positions will be discussed next week.

Delehanty also noted for the record that there appeared to be an error on the NOI flowchart [he did not state what the error was].

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

Items Pulled from Consent Calendar

III.A.1. Faculty Senate Minutes of September 29, 2008

Ford pointed out an error on page 3, IV. New Business. The statement about the difference between classified employees and non-classified professional employees was incorrect so the clause was struck. Livingston Friedley said she was at the meeting so the attendance list needed to be corrected as well.

ACTION: Moved by Wilson and seconded by Hasenpflug **to approve the minutes as corrected.** No discussion. The motion was **passed.**

III.C.1. **Research Coordinating Council** (once a month Thursday from 3-5, starting Sept 4)

b. Health Professions

Deanna Molinari was appointed last Spring to begin a new 3-year term this Fall. **The seat has been filled.** No further action was necessary.

4. **Student Conduct Board** – one faculty member needed, 3-year term
5. **Student Housing Appeals Board** – one faculty member needed, 3-year term
6. **Student Meals Contract Appeals Board** – one faculty member needed, 3-year term

These three positions were deferred until next time.

Delehanty suspended the agenda to introduce **Matt Spencer, the ASISU President**, who wanted to speak to Faculty Senators about improving communication between Faculty governance and Student governance. Students are ex-officio members on the Faculty Senate and on most if its Councils. Spencer acknowledged that faculty and university committees have had difficulty getting students to attend their meetings. He said part of the problem is that many times the bylaws call for multiple student representatives from specific colleges. It would be much easier to fill such positions if the **bylaws could be changed to call for one ASISU representative without specifying a college.** He asked faculty to consider changing the bylaws, citing the **Parking Advisory Board** and the **Student Conduct Board** as specific examples. He recognized that students from different colleges have different perspectives, especially in the case of the College of Technology. But ASISU Senators are the leaders of the student body and can pull in more students' input when needed. Most problems he has dealt with are more general in nature and do not require specific college affiliation.

Ford pointed out that the **Graduate Student Research and Scholarship Committee** and the **Undergraduate Research Committee** do require student representatives from each college. Spencer agreed that there are a few cases in which the mission of the committee relies on those perspectives to be represented and those should not be changed. Hasenpflug asked Spencer to provide specifics so the Senate can respond to the students' concerns.

IV. Economic Update Presentation – Karl De Jesus

De Jesus said the Budget Council was reinstated to in part to deal with financial crises and economic downturns like the one currently happening. Last year his presentation to the Senate showed the factors that impact the State's General Fund revenues: **Individual Income Taxes, State Sales Taxes, and Corporate Taxes.** This year's presentation showed a 2-year comparison between FY2006 and FY2007. Revenues have gone down substantially, with conservative estimated shortfall of about \$109 million. The projections are down 6.2% from the estimated General Fund budget of \$2.959 billion. The year-to-year ongoing appropriations are short about \$31 million. The Governor's announced holdbacks for the State would translate into:

The 1% holdback/reduction = approx. \$28 million.

The 1.5% reserve/reduction = approx. \$42 million.

Total = approx. \$70 million.

K-12 Public Education is exempt from the holdbacks. It gets \$1.4 billion from the General Fund Appropriations. The financial burden falls on the other Appropriations recipients.

For ISU: the 1% holdback = \$744,000

the 1.5% reserve = \$1,116,000

Total = \$1,860,000

If the full reduction is called for, ISU will need an additional \$1.77 million to make up the shortfall.

Since July and August, the forecasted increases in revenues did not happen. Instead, unemployment is going up, which means income taxes will go down, and tax refunds will likely go up. Corporate losses are also increasing (46%). Tighter credit is strangling new businesses, which is the job creation sector. Every economic indicator is at a multi-year low. The global downturn means exports will be down as well.

In short, ISU's shortfall will likely be anywhere from 13% (\$7.8 million) to 17.7% (\$11.3 million). This will be a multi-year problem. It took 4 or 5 years for income taxes to recover from the 2001-02 recession. In FY2002 ISU experienced a 10% holdback. It took until FY2006 to get back to the pre-holdback budget level. Luckily, enrollment revenues went up 71% during that period.

The Budget Council has made some recommendations for contingency plans that minimize faculty losses. ISU has made substantial investments in its younger faculty; those investments should be protected. De Jesus said the Council's focus is on keeping faculty. They are looking at creative ways of filling critical positions during this economic downturn.

Smenza reminded Senators that the **library is NOT protected; they are relying on one-time funds to keep journal subscriptions**. If the one-time appropriation does not come through, there will be a \$1 million cut in journal funds.

There was discussion of ways of cutting back curriculum, condensing courses, sharing teaching loads between departments and colleges. **With the retention problem and declining enrollments, there has to be some emphasis on good teaching**, not simply focus on research, although that is important. Students don't know the difference between professors, instructors, and adjuncts. In order to attract students, ISU has to offer a better quality education than its regional competitors. **Good teachers who inspire and encourage their students should be rewarded too**. Adamcik said that the credit hour data would help identify programs that can be condensed. It would require analysis, but the numbers could be calculated to show how many students were enrolled in each class. There is a wealth of information that could be gleaned from the raw data she has if someone or a group were willing to take on the task.

Delehanty reminded that the university cannot become a research-intensive institution by hiring only Assistant and Associate Professors, nor can it increase enrollment if student tuition is not affordable.

Hasenpflug thanked De Jesus for the eye-opening presentation. He agreed that trimming programs is necessary but reiterated that a solution for one program or department would not work for all. **Wilson suggested the Budget Council look at revenue-generating recommendations** that support plans for increasing enrollment and maintaining positions that bring in money. Adler mentioned he was at a meeting where the Governor and the State Majority Leader, Bart Davis, had each expressed a willingness to **consider expanding the K-12 holdback exemption to higher education as well**. **He suggested Senators raise this issue with their State legislators**.

There was more discussion about keeping flexibility in hiring decisions. Ford pointed out that it is not feasible at this time to keep vacant positions in departments. Positions have to be reallocated to where they make the most sense. Salary increases are also probably off the table for awhile, depending on what happens with the economy.

Fletcher commended De Jesus for the work he and the Budget Council had done in compiling the economic data presented here. He said that Micron just laid off 1500 more people, and the unemployment rate is now over 5% in Idaho, and will continue to go up. This situation will get worse before it gets better. The Governor may well have to call for **more reductions in the future**. The 2.5% translates into more like 3%-3.5% because there are certain costs that cannot be cut: bond payments, utilities, and the like. 80% of the budget is people-related; in some academic departments it is closer to 93% of their budgets. Some of the initiatives being implemented will not be able to generate the dollar amounts needed immediately. Therefore, the Administration is looking at cost-savings wherever it can find them in non-personnel related expenses. A draft MAPP policy on non-travel meals and entertainment is about

to be released. Vacant positions will be scrutinized to identify which ones ISU can get by without filling.

The Budget Cycle will start in a couple of weeks, and the unit budget targets are being developed now. Fletcher will keep in mind the 13%-17% reduction estimates De Jesus mentioned. The State Board of Education is declining to approve new positions in this economic climate.

Delehanty remarked that the current Administration is getting a taste of what many of the faculty experienced in 2001-02 with the 10% holdback. Scholarship suffered because there were severe cuts in the necessary resources and infrastructure to support research.

Semenza reiterated that the **library is facing 25% cuts in their budget if they don't get ongoing funds**. Plans need to be generated for deciding which programs will continue to be supported and which will not. De Jesus suggested departments and colleges help contribute toward their journals. Beard agreed that ISU should try to support at least a few solid programs instead of letting all of them deteriorate. Forest asked **why sports programs were not being talked about for cuts** instead of just meals, supplies and personnel positions. Delehanty said he had raised that issue many times with the Administration; so far without response. Wolter asked Fletcher how the rapid turnaround in athletics was accomplished since that might give some insights for other departments to emulate. Fletcher replied that they simply were held to their budgets. Once they hit 99% of, say, the travel budget, they were cut off until they reallocated funds from another segment of the budget.

Guryan brought up the **hard work and excellent community connections that clinical faculty have brought to ISU**. Clinical faculty are not protected by tenure, but they bring a lot of value to the institution.

V. Continuing Business -- *not discussed, deferred until next time*

A. Campus Planning Council's Annual Report 2007-2008

B. MOTION: Salary Recommendations

Due to time constraints, these two items were deferred until the next meeting.

VI. New Business

A. Recommendation from Academic Standards Council: Prerequisite Checking in Banner

Delehanty briefly summarized the Council's recommendation and that it would block students from registering for classes who had not taken the prerequisites or co-requisites listed in the course catalog. Instructors would be able to instigate manual overrides on a case-by-case basis. In response to Hasenpflug's request for clarification, Delehanty said that the course instructor would be the one to decide whether to allow a student to enroll in a course, not a Department Chair.

ACTION: Smith moved to **approve the Academic Standards Council's recommendation to implement Banner's Prerequisite and Co-requisite Checking feature**. Seconded by Livingston Friedley. Motion **passed**.

VII. Adjournment: 5:50 p.m.

The next Faculty Senate meeting is scheduled for **Monday, October 27, 2008**.

Dr. David Delehanty, Chair

Catherine Wallace,
Administrative Assistant 1

Approved by Faculty Senate with minor grammatical corrections: December 1, 2008

Documents:

Faculty Senate Minutes of September 29, 2008 *with corrections*
Academic Standards Council Minutes of September 10, 2008
Campus Planning Council Minutes of September 3, 2008
Curriculum Council Minutes of September 4, 2008
Curriculum Council Minutes of October 2, 2008
BAS/BAT Committee Minutes of April 18, 2008
Bachelor of University Studies Committee Minutes of April 20, 2007
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Bachelor of University Studies Committee Minutes of March 31, 2008
Bachelor of University Studies Committee Minutes of April 18, 2008
Faculty Professional Policies Council Minutes of September 17, 2008
Academic Standards Council Recommendation: Banner Implementation of Prerequisite and Co-requisite Checking
Economic Status PowerPoint Presentation