

IDAHO STATE UNIVERSITY  
FACULTY SENATE  
MINUTES

**VOLUME XXVIII, MEMO 5**

October 27, 2008

4:00 PM

Faculty Senate Conference Room, REND 301

In Attendance: Beard, Bearden, Cole, Delehanty (Chair), Dye, Edwards, Forest, Frank (telecommunication) Frantz, Guryan (telecommunication), Kantabutra, Kearns, Kratz, Lambert, Larsen, Livingston Friedley, Magnuson, Moulton, Murphy, Phelps, Vik, Wolter, Womack

Non-voting: Adkison, Crowell, De Jesus, Fullerton, Knight, Trimmer, Wallace (Recording Secretary), Werth (Work Study Assistant)

Excused: Adler, Hasenpflug, Knudson, Oliphant, Packer, Smith, Wilson; Adamcik, Ford, Vailas

Absent: Whitaker; Spencer

Guest: Crowell

**I. Announcements**

A. Tuition Benefits Task Force

Frantz said there was no new information to discuss.

B. Handbook Changes update

Despite what the routing chart shows, President Vailas had reiterated that the President's Cabinet is not a decision-making body so the Handbook change recommendations were forwarded to the Academic Council which will consider them during its meeting next week.

C. Phased Retirement update

The Faculty Professional Policies Council formed a small task force to work on this issue. The task force met with David Miller and Brian Sagendorf last week and the Council will discuss their findings when it meets later this week.

D. Reed Gym Fee Committee update

No update was available.

E. Cultural Affairs Council Grant money available – check their website for more information

Livingston Friedley, who chairs the Council, said there was one \$500 Mini-Grant still available, plus other grant money available to help sponsor speakers or events. She urged Senators to inform their constituents.

F. Recognizing Research, Scholarship and Creative Activity

Frantz reminded Senators of the Senate discussion a couple of weeks ago regarding what is meant by “research” at ISU. He said that during the recent General Assembly, Dr. Pamela Crowell, the new Vice President for Research, specifically stated that in her view “research” is an all-inclusive term that encompasses “research, scholarship and creative activity.” Crowell affirmed for the record that is in fact her stance.

G. Town Hall Meeting – tentatively set for Dec. 8<sup>th</sup>, format to be decided

Delehanty said that the Administration usually calls General Assemblies for all faculty and staff: one in the fall and one in the spring. The Faculty Senate has a similar forum, the Town Hall meeting, which is a regular Faculty Senate meeting held in a venue that will accommodate a large faculty audience and telecommunication with distant ISU campuses. Delehanty asked Senators to consider holding a Town Hall this semester in order to allow faculty to address the Administration and ask questions. He would like a format that would facilitate candid questions yet protect vulnerable faculty members who may not feel comfortable asking difficult questions. He asked for Senators' ideas and suggestions.

H. General Education issues – Steve Adkison

The Northwest Commission on Colleges and Universities (NWCCU) has tasked ISU to review various curricular requirements as part of its accreditation review. Historically, ISU has

taken a top-down approach in assigning ad hoc committees to review general education requirements. However, since curriculum decisions rightfully belong to faculty, Adkison, Delehanty, Trimmer and Jennifer Attebery collectively decided that Adkison send a letter to Faculty Senate asking the Senate to assign one or more of its Councils to address the curriculum review process required by NWCCU.

Adkison's memo to Faculty Senate discussed NWCCU's findings in 2004 and the deficiencies they require be rectified. It also includes NWCCU's Policies 2.1 and 2.2 that govern those findings. ISU has done a good job of describing individual courses and the expected learning outcomes of those courses for each of the 12 general education Goals. What needs to be done now is for ISU to:

- 1) Articulate its broad, overarching goals for general education programs and what students are expected to come away with.
- 2) Develop and implement a general education program review based on the articulated program goals.
- 3) Close the loop so that if the program review identifies any needed changes, the resulting recommendations can be implemented.

The problem has been that in the past ISU has tried to do the program review without first deciding what the program is supposed to accomplish.

NWCCU will be satisfied as long as ISU articulates its broad goals, comes up with a workable assessment plan and conducts a review of the general education program. No changes to the program are required by NWCCU, but the *process must* be completed by the end of July or early August this coming year. Adkison reiterated that this is not meant to be used as an excuse to change the general education program requirements. If the review suggests potential changes, those can be considered more carefully after the process is completed.

The Academic Affairs Office is busy collecting information and data to help Senate and its Councils complete this project. De Jesus asked for clarification about the third task of "closing the loop." Adkison replied that faculty (through the Senate's Councils) are the ones to decide what program revisions should be made to general education requirements, if any. Faculty Senate would have to approve those recommendations. Then Academic Affairs would direct the Deans and Colleges to comply with the recommendations.

After some discussion, Senators felt that **Curriculum Council and its General Education Requirements subcommittee should work on this assignment**, with help from **Academic Standards Council**. Trimmer reminded Senators that Curriculum Council is very busy already with its normal workload. He urged Senators to talk to their constituents, especially in the College of Arts & Sciences since most of the goal courses are taught in that College. Adkison reiterated that whatever Councils or committees the Senate charges with this task will be working closely with the Academic Affairs Office.

Delehanty said this issue would be revisited at the next Senate meeting in two weeks at which time any proposed motions/charges to Councils would be appropriate to bring up.

## II. Consent Calendar

### A. Minutes and Documents from Councils

1. **Academic Standards Council**
  - a. Minutes of October 1, 2008
2. **Athletic Advisory Board**
  - a. Minutes of September 11, 2008
3. **Budget Council**
  - a. Minutes of October 7, 2008
4. **Council for Teaching & Learning**
  - a. Minutes of September 9, 2008
5. **Curriculum Council**
  - a. Minutes of October 9, 2008
    - 1) **University Library Committee**
      - a) Minutes of January 18, 2008
      - b) *ULC Bylaws revisions – deferred until later- not part of Consent Calendar*

- c) Library Overhead Account Spending Procedures
- b. Minutes of October 16, 2008
  - 1) **College of Ed faculty Handbook excerpt – FYI only**
  - c. **NOI 2008-12 B.A. degree in Criminology - pulled from Consent Calendar**
- 6. **Faculty Professional Policies Council**
  - a. Minutes of September 17, 2008
- 7. **Research Coordinating Council**
  - a. Minutes of September 18, 2008
- C. Calendar Committee Report – decisions for FY2009-10
- D. Amended Handbook Change: updated description of Council for Teaching and Learning
- E. Council and Committee appointments – pulled from Consent Calendar
  - 1. **Student Conduct Board – one faculty member needed, 3-year term**  
*nomination for Sandra Dillon, Visiting Instructor, Languages and Literature*  
*nomination for Kristin Negilski, Clinical Asst Professor, CSED, ISU-Boise*

**ACTION:** Moved by Moulton and seconded by Lambert to **accept the remainder of the Consent Calendar**. The Senators voted and the **motion passed**. The documents listed above were accepted accordingly except for the NOI and the University Library Committee Bylaws.

Delehanty pointed out a couple of things he wanted Senators to note:

- Athletics Advisory Board minutes, page 2: the Board needs real information in order to advise. Also, the concern expressed in the minutes whether progress is really being made on Title IX is a valid concern and should be addressed.
- Budget Council minutes, page 1, I.A: ISU’s administration has asked the State Board of Education for a differential increase to gradually bring ISU’s salaries into line with the other universities in Idaho. The Faculty Senate should follow up later this year to keep the pressure on salaries as a top priority.
- Faculty Professional Policies Council is working on the Reed Gym issue.

### Items Pulled from Consent Calendar

#### II.B.5.c. NOI 2008-12 B.A. degree in Criminology

Delehanty brought to Senators’ attention that the salary budgeted for the proposed new 9-month faculty position was \$34,500 plus fringe and health insurance costs. Senators **objected that this salary was way too low**, especially in light of the ongoing efforts to increase faculty salaries. Lambert questioned the wisdom of starting a new program if it cannot afford to pay adequate salaries. De Jesus mentioned one of the concerns younger faculty had a few years ago was that ISU was not taking care of its new hires and young faculty in terms of salary. This would set a very bad precedent. Vik said the starting salary in Psychology was at least \$10,000 more than the proposal budgeted. Frantz checked the current Operating Budget and noted the lowest Assistant Professor salary in the College of Arts and Sciences was a little more than \$40,000.

**ACTION:** Frantz moved to **approve the NOI 2008-12 for a B.A. degree in Criminology with the caveat that the salary be increased to a reasonable amount**. Seconded by Forest.

Discussion: De Jesus recommended remanding the NOI back to the Curriculum Council to resolve the salary problem, not simply pass it to the next level asking for the bare minimum. The Senators voted and the **motion failed**.

**ACTION:** Kearns moved to **remand the NOI back to the Curriculum Council**. Seconded by Magnuson. Vik added that the **salary issue was the specific reason** for remanding. Kearns accepted Vik’s amendment. The vote was taken and the amended motion was **passed**.

*[Since Curriculum Council has jurisdiction only over only curricular issues, not finances, the NOI with an accompanying memo of rejection was sent to the Academic Affairs Office to be returned to the Department for revision.]*

- E. 1. Council and Committee appointments: **Student Conduct Board** – one faculty member needed, 3-year term  
nomination for **Sandra Dillon, Visiting Instructor, Languages and Literature**  
nomination for **Kristin Negilski, Clinical Asst Professor, CSED, ISU-Boise**  
Senators spoke on behalf of the candidates. The Senators voted and Kristen Negilski was chosen.

**ACTION:** Moved by Livingston Friedley and seconded by Frantz **to appoint Kristen Negilski to the Student Conduct Board for a three-year term.** Motion **passed.** A formal letter of appointment was sent.

### III. Continuing Business

A. MOTION: Salary Recommendations

Delehanty read the following written motion aloud:

Whereas the faculty at Idaho State feels under-compensated for services performed in their respective teaching, service, and research capacities, and

Whereas the ISU faculty sees a disparity between our earnings and those of our peers even within the state of Idaho, notably at the University of Idaho in Moscow,

**the Faculty Senate thus moves that the ISU administration make every effort to adopt the recent FPPC salary recommendations, including:**

- A comprehensive plan to address the pay inequity with our peers at other Idaho institutions, involving progressive pay raises for all ISU faculty, separate from merit-based increases, to bring us into line with our colleagues at the University of Idaho.
- An administrative effort involving making our case to SBOE / JFAC based on the fact that local dollars are being diverted from the communities which ISU serves to people in Moscow.
- An administrative plan which incorporates both the concepts of equity and the state mandated merit-based pay, and a budgeting process with internally derived money that goes to address this.
- Ultimately, meaningful raises which at least keep pace with the cost of inflation.
- The administrations' recognition that ISU as an institution includes faculty who are leaders in their respective fields who indeed work as hard, maintain the same level of productivity, and thus deserve compensation comparable to their peers.

**ACTION:** Moved by Frantz **to approve the motion as written.** Seconded by Edwards.

Discussion: There was some discussion about the wisdom of singling out University of Idaho and whether there is a cost of living differential between Pocatello and Moscow that should be considered. The State Board of Education has stated they believe there is no significant cost of living difference. Ultimately, the Senators voted to **pass the motion** as written above.

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

1. **Council Actions and Outcomes, etc.** (first 2 pages of report)
2. **Attachment A** FY2009 Capital Project Improvement & Repair Request
3. **Attachment B** FY2010 Capital Project Improvement & Repair Request
4. **Attachment C** Campus Facilities & Space Progress Report 2007-2008
  - a. **C-1** Instructional Space Strategic Plan
  - b. **C-2** Research Facilities Infrastructure Report
  - c. **C-3** Student Auxiliary Space Task Force
    - 1) **C-3-1** 400 Study Facilities
  - d. **C-4** Sustainability Report
    - 1) **C-4-1** Sustainable Energy & Environmental Policy
      - i) **Suggested changes to Sustainability Policy** – from Senator Forest
  - e. **C-5** Campus Beautification Report
  - f. **C-6** Historical Preservation Report

- 1) **C-6-1** ISU Building Inventory
5. **Attachment D** Facilities Access Report
6. **Attachment E** Native American Art Display
7. **Attachment G** CPC Organizational Chart

Delehanty reviewed the history of this report: last year President Vailas charged the Campus Planning Council to prepare a report on the current status of the campus facilities. The Council worked on the report all year, and decided they should submit the report directly to the President instead of going through Faculty Senate. The President has already read the report and gave it to Vice President Fletcher. There are many recommendations for action made in the various sections of the report, recommendations which concern faculty at large and should be carefully considered before implementation. This is Senate's chance to make comments and suggestions they feel should be brought to Administration's attention before proceeding any further with the report. Delehanty addressed each section of the report separately, and Senators made the following comments:

**Attachment A:**

- Kearns noted the absence of the library on the 50-year plan; it used to be included.
- Page 2, #6 & #24:** De Jesus questioned whether the building renovations under way in Engineering and Business were part of the original \$8.9 million capital improvements listed on the 50-year plan or if they were in addition. A similar question for Reed Gym renovation.
- Project #10 Emergency Notification System** funded for FY2009 never appeared on the priority list; how did it get slated for funding? Delehanty believed it was funded using Homeland Security money.

**Attachment B:** The flowchart on page 2 states that projects under \$30,000 are funded using internal money. Delehanty pointed out that the projects are prioritized before the list is sent to the Faculty Senate and to the Academic Council simultaneously. There was discussion regarding whether the Senate should be allowed a chance to give input on the prioritizing.

- Because Campus Planning Council is one of the Senate's Councils, its work and reports **should go to Faculty Senate first** for vetting and approval before being sent on to Academic Council.

**Darrell Buffaloe's letter:**

- The upcoming Budget Process instructions to Deans and Unit Heads should include any facilities expenditure requests that may be needed. Up to now, no money for facilities repairs, upgrades or renovations have been included in the allocation requests; those should become part of units' budget planning.

**Project Funding Lists:**

- Unfunded projects should be carried over to the next year's list so they don't disappear. Currently there is no continuity from year to year.

**Attachment C:**

**Section C-1 Instructional Space Strategic Plan:**

- Library faculty were not asked to participate in any surveys.
- Some discussion and disagreement whether more large classrooms are needed to accommodate 200-300 students.
- Senators were aware that instructional space receives state funding; designated research space does not.
- There is an on-line reporting system in place for reporting safety issues in classrooms.
- Campus Planning Council should be involved in all decisions regarding proposed athletic facilities; Bengal Village was never brought to Campus Planning Council.

**Section C-2 Research Facilities Infrastructure Report:**

- Wolter noted that the Research Survey results incorrectly reported the number of active English and Philosophy researchers.
- Not enough research space allocated for new faculty.
- Establish a reporting mechanism for departments and faculty to report deteriorating lab conditions.

- Need to clarify exactly what the Facilities Department is responsible for maintaining and what the departments are responsible for in terms of paying for repairs/ upkeep.

**Section C-3 Student Auxiliary Space Task Force:**

Library study space incorrectly reported.

**Section C-4-1 Sustainable Energy & Environmental Policy:**

- Need a mechanism that allows for permanent climate-control in specific labs and spaces that are exempt from any power-saving measures such as turning down heat or cooling during weekends and holiday breaks. This would include musical instruments and certain computers as well as lab research projects.
- Some mechanism is needed for monitoring the energy-saving incentives.

**Section C-5 Campus Beautification Report:**

- Senate supports making the campus more pedestrian-friendly. Closing Martin Luther King Jr. Street should be explored again, especially since the opening of the Rendezvous Building has raised major safety concerns.
- Additional access from the freeway to the Stephens Performing Arts Center.
- Bicycle lanes; pedestrian walkways from lower to upper campus.

**ACTION:** Lambert moved to formally strongly commend the Campus Planning Council's work and to accept their report with the above "laundry list" of Senators' concerns . Seconded by Magnuson. The motion passed.

**IV. New Business – not addressed**

A. Revised Faculty/Staff Handbook Form and Routing Procedures

B. Council and Committee Bylaws template

*Due to time constraints, neither of these documents was discussed.*

**V. Adjournment:** 6:00 p.m.

The next Faculty Senate meeting is scheduled for **Monday, November 10, 2008.**

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Dr. David Delehanty, Chair

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Catherine Wallace,  
Administrative Assistant I

Approved by Faculty Senate: January 12, 2009

Documents:

General Education Requirements Memo from Steve Adkison  
 Academic Standards Council Minutes of October 1, 2008  
 Athletic Advisory Board Minutes of September 11, 2008  
 Budget Council Minutes of October 7, 2008  
 Council for Teaching & Learning Minutes of September 9, 2008  
 Curriculum Council Minutes of October 9, 2008  
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 Amended Handbook Change – updated description of the Council for Teaching and Learning  
 Salary Recommendations  
 Campus Planning Council's Annual Report 2007-08 with Faculty Senate's "laundry list"