

IDAHO STATE UNIVERSITY  
FACULTY SENATE  
MINUTES

**VOLUME XXVIII, MEMO 7**

December 1, 2008

4:00 PM

Faculty Senate Conference Room, REND 301

In Attendance: Adler, Beard, Bearden, Cole, Delehanty (Chair), Dye, Forest, Frank, Frantz, Guryan (telecommunication), Hasenpflug, Kearns, Knudson, Kratz, Lambert, Livingston Friedley, Magnuson, Moulton, Murphy, Oliphant (telecommunication), Phelps, Smith, Vik, Wilson, Wolter, Womack

Non-voting: De Jesus, Ford, Fullerton, Trimmer, Wallace (Recording Secretary), Wasden (Student Assistant), Werth (Work Study Assistant)

Excused: Edwards, Larsen, Packer, Vailas

Absent: Kantabutra, Whitaker; Knight, Spencer,

Guests: Pamela Crowell, Dan Dale, James DiSanza, Wayne Gabardi

**I. Announcements**

A. Campus Planning Report update – Denise Bowen

Delehanty introduced Denise Bowen, the past Chair of Campus Planning Council. She briefly reviewed what President Vailas had asked the Council to do last year in developing a comprehensive procedure to assess, evaluate and prioritize all campus facilities and infrastructure needs, including long-range plans for maintenance, repair, renovation and new construction from all funding sources – State allocations, Permanent Building Fund, Division of Public Works (DPW), private donations and so forth. DPW funds are normally used to address safety issues and code violations. The Council is continuing to work on developing and implementing prioritization criteria and blending the current, approved DPW project process and the yet-to-be determined long-range project planning process.

Bowen distributed a hand-out listing the Campus Planning Council's responses to the Faculty Senate's "laundry list" and briefly described the status and ongoing work of each point. Classroom and building safety issues are being addressed, possible incentives could perhaps be offered to contractors who agree to abide by the sustainability recommendations, the Council is working with the Office of Research to find ways of accommodating faculty research space needs, since the State does not provide money for research facilities. The Council will be working with the City of Pocatello on an overall plan for routing traffic away from Martin Luther King Jr. Drive. Athletics facilities also come under the purview of the Council.

B. Senate and Faculty/Staff Meetings with the Provost Candidates

Delehanty said that the three Provost candidates will be meeting with the faculty and staff, starting this week. Additionally, Faculty Senate will have breakfast meetings with each of the candidates. Delehanty urged Senators to attend and discuss faculty governance issues with the candidates. He said that his read on faculty is that they want a Provost who will champion and defend academics and faculty purview over academic issues, and who will promote a strong working relationship between faculty and the Provost.

C. FY2011 DPW Building Fund Requests – due Jan. 16, 2009

The call for DPW building requests have gone out and units will need to submit their requests by mid-January for them to be considered.

D. Today's Open Forum – Governor's Announcement and Budget Status

This morning the Governor announced a 4% holdback (3% in addition to the original 1% holdback) plus another 2% to be held in reserve, **totaling 6% of this year's (FY2009) budget** that cannot be spent. This was a full 1% more than had been anticipated. More cuts are expected from next year's budget, with 10% reductions likely. Delehanty has asked upper administrators whether financial exigency might be declared; they are clearly trying to avoid such dire measures any way they can.

E. Senators meet with State Legislators in Boise during Higher Ed Week?? ICHEF Reception?

Delehanty told Senators that the Idaho Council of Higher Education Faculty (ICHEF) typically hosts a reception for State Legislators on the day they return to the Legislature to start their new year. Higher Education Week takes place the same week. Senators were invited to attend and meet with the State legislators. Delehanty had met the week before Thanksgiving with local legislators from the Southeast Idaho region and found them to be open and supportive of higher education.

**ACTION:** Vik **moved to suspend the agenda and address New Business Item C.** Seconded by Magnuson. The motion **passed**, and the agenda was suspended.

V. **New Business**

C. MAPPs Policy

Delehanty turned the floor over to Cole. A laptop computer was set up and the General Counsel's website was projected onscreen for Senators to view the **MAPP Policy 01.A.2** (commonly known as the **MAPP of MAPPs**) and its **Appendices**. Cole pointed out that according to the policy the Vice President for Finance and Administration ultimately is the **Responsible Executive** and the Office of Finance and Administration is the **Sponsoring Organization** for all policies that are part of the MAPP (Manual of Administrative Policies and Procedures). He displayed **Appendix B, the routing flowchart**, on screen and demonstrated that the Vice President for Finance and Administration:

- generates and approves the development of all new MAPPs,
- is head of the Sponsoring Organization,
- and has final approval of the documents before they are certified by the President.

Cole's main concern was that there is **no role for faculty, the Office of Research, or Academic Affairs in developing these policies**. Cole read a list of policies that had been recently released for comment: University Faculty Appointments; Faculty Workload; Tenure, Promotion and Periodic Reviews; Faculty Sabbatical Leave, and Children in the Workplace.

Appendix D, the checklist, lists the Vice President for Finance and Administration as both the beginning and ending authority on all MAPP policies. This could **potentially lead to an abuse of power**. The crisp, concise language used in the policy showed that it was carefully written and this circumstance was not accidental. Cole said the January 23<sup>rd</sup> deadline for comments for the policies was too soon and should be reviewed.

**ACTION:** Cole formally **made the following motion** which was seconded by Forest:

1. Be it resolved that all consideration of MAPPs, policies, procedures, and guidance that govern or affect academic research and education activities **be tabled** until the new Provost and the current Vice President of Research have reviewed and endorsed them.
2. Be it resolved that the Office of Finance and Administration will be limited to solely an advisory role in any matters of academic (research and education) personnel, promotion, hiring or any other matters of academic/research affairs. Specifically, the Vice President for Finance and Administration may neither vote in matters of Academic Affairs or Research as delineated in the current MAPP governing the production of MAPPs, policies, procedures or guidance, nor have any oversight in such matters as described in the case of the *Increased Personnel Action Scrutiny* document dated November 10, 2008.

**Thus:**

3. Be it resolved that the current MAPP governing the production of MAPPs, policies, procedures or guidance and the *Increased Personnel Action Scrutiny* document must be revised to reflect the changes required by Resolution 2.

**Moreover,**

4. Be it resolved that given the Faculty Senate is aware of much of the controversy surrounding the MAPP of MAPPs and recent draft policies that have been issued by the administration, I move that a special January meeting of the Faculty Senate be convened prior to the comment period of the draft policies. Faculty and Chairs will be especially encouraged to attend and voice their concerns.

Discussion: Cole noted the **University Organization Chart** shows the Vice President for **Finance and Administration**, Vice President for **Research**, Provost/Vice President for **Academic Affairs**, Vice President for **Student Affairs**, Vice President for **University Advancement**, and the **Faculty Senate** are all equals in the hierarchy. The Deans report to the Chief Academic Officer which is the Provost/Vice President for Academic Affairs.

Cole then went on to mention the *Increased Personnel Action Scrutiny* document is responsible for creating new positions, reassignment of responsibilities, salary increases, filling new or vacant positions, and position reclassifications. The document's routing procedure for approval was disturbing because it gives the Office of Finance and Administration approval at the beginning (via the College Business Officer) and at the end of the process, again opening up the possibility for abuse of power by that Office without adequate protection for the Academic side.

Delehanty said Cole brought up the concerns expressed and felt by many faculty about the distinction and fine line between academic and administrative functions and authority. **The fundamental problem is that the university is set up under a Provost style of leadership, and there is currently no Provost in place to serve as the Academic leader** of the institution. Mr. Fletcher was originally hired as the Vice President for Financial Affairs, and was later assigned to be head of Administration as well.

Delehanty clarified that the Faculty Senate chair was involved in the original development of the MAPPs last year, and was told the MAPP policies would be administrative policies and procedures, involving the inner workings of the administration. Adding to the confusion was that **the faculty policy drafts** Cole mentioned (Workload, Sabbatical, Tenure and Promotion and the others) **originated from the Office of Academic Affairs**, not from Finance and Administration. The only MAPP policy under consideration was the Children in the Workplace.

**The Faculty Professional Policies Council was currently using the MAPP process to modify the MAPP of MAPPs itself to insert the existing faculty governance structure into the process** in an effort to solve some of these issues. In practice, many of the proposed MAPPs do impinge on academics, faculty creativity, scholarship and research. Faculty do need to have the ability to review and revise proposed policies before they are implemented.

Delehanty assured Senators that he has personally brought this issue to the attention to President Vailas, and to Vice Presidents Fletcher, Adamcik and Adkison in multiple face-to-face discussions with each of them. He knows that Deans have expressed similar concern about instituting a clear separation between Academics and Finance.

Today's Faculty Senate Agenda included a revised Faculty/Staff Handbook Change form and routing flowchart which will **revamp the process by which changes to the Faculty/Staff Handbook are made**, based on some suggestions and observations made by Pam Crowell, the Vice President for Research. The Provost will have the final approval before changes are forwarded to the President for his signature.

Delehanty cautioned that he does not see a pathway for faculty governance to assert authority over personnel hiring issues, but assured Senators that many central administrators and faculty do not think the Vice President for Finance and Administration should decide whether a faculty hire is made, nor at what rank. Delehanty agreed there needs to be a better separation between Finance and Academics.

Ford reiterated that the **MAPPs were intended to be administrative policies only**, and that the faculty policies that came from Academic Affairs would follow the customary pathway toward implementation into the Faculty/Staff Handbook. He also assured Senators that **all**

**hiring decisions are made by a committee consisting of all five Vice Presidents** with equal votes, and benefits as well as costs are considered in making those decisions. The College Business Officers report both to the Dean and to Finance and Administration. The purpose for their approval in proposed hiring is to ensure the numbers are sound and the money exists. Crowell clarified that Mr. Fletcher's signature at the bottom of the Personnel Scrutiny form was on behalf of the committee of Vice Presidents, and she reiterated the committee as a whole are the ones who make the decisions. The Chairship rotates every semester among the Vice Presidents. Wilson suggested **the Personnel Scrutiny form be signed by the Chair of the Vice Presidents' committee.**

Adler said he did not have a problem with the form because it originates with the Department Chair and is signed off by the Dean and that is unlikely to happen without the department faculty's input. De Jesus agreed with Ford that most of the faculty policy drafts are not MAPPs and will not be subject to the MAPP process. He also reminded that the Increased Personnel Scrutiny form was intended to be used only during this short-term fiscal crisis and would not become a permanent part of the hiring process. He also agreed with Wilson **the document should be changed to show the VP Council Chair instead of a particular Vice President as the signatory.** He confirmed with his Dean that the Business Officer reports to the Dean. De Jesus also cautioned Senators that some of the MAPP policies that would be tabled by the motion under consideration might contain cost savings measures, and holding those up would not be wise at this time.

Cole reiterated that his primary concern was that the MAPP procedure did not have any place for faculty, academic or research input. Vik expressed confusion he and some of his constituents have had about the various policy drafts. **Administration are staff members and would come under the scope of the Faculty/Staff Handbook.** It is also very clear that Faculty Senate and some of its Councils have purview over the faculty policies that were released, and those policies would not be legitimate unless they go through the long-established proper channels. Bowen reminded that the **faculty governance statement** developed a couple of years ago is posted on the Senate's website and **clearly spells out faculty's purview over curriculum, research, tenure and promotion, and other such areas in which faculty voice is primary.** The shared governance structure also says that **faculty have an advisory role in such issues as budgets.** Once a policy is generated by faculty and approved by the Faculty Senate, then if, for example, administration wants to add a deadline for tenure and promotion applications to be submitted on a particular form, she did not think that inappropriate.

Delehanty said the Senate and its Councils have been working hard all year to remind administration of their existence and authority over faculty matters. Delehanty also said that administration has the right to generate initiatives to bring to Faculty Senate, just as Senate brings initiatives to them. He admitted he had not appreciated the breadth and scope of the faculty policies until they were actually released. **Faculty do have the right to write their own policies** regarding these particular issues, and he supports Faculty Senate presenting its alternative drafts to the administration. The extended deadline is problematic because of its timing over Winter Break and the holidays, but he understands business must get done before the end of the academic year.

In response to Dan Dale's question about what would be appropriate to ask and discuss with the Provost candidates, Delehanty said in his opinion speaking frankly and honestly is always a wise approach. Adler reminded that the important thing is that faculty and Faculty Senate have a chance to have input into the policies, wherever they originate.

Deviating from the agenda for a moment, Delehanty said that the upcoming December 15<sup>th</sup> Town Hall meeting format will be a university-wide faculty meeting for all faculty, without official administrative presence. These fundamental governance issues are important for the faculty and Faculty Senate to work out with the administration. Delehanty said he is not backing down an inch from taking a strong stand to assert faculty rights and governance in his dealings with the upper administration. These struggles are crucial to the internal workings of the university. However, in his view from attending Academic Council, President's Cabinet and the State Board of Education meetings, **ISU is facing substantial, serious threats from external sources.** In his opinion, the State Board of Education and some State legislators do not support ISU as much as they do the other Idaho universities, and have

established **policies that appear superficially equitable but in reality are quite unfair and hurt ISU.** Using enrollment headcounts as the basis for funding inherently punishes the institution whose enrollment numbers are capped by federal and accreditation standards. Ordering the giveback of financial reserves while allowing other institutions to hide their reserves in future building funds is highly unfair. Land Grant institutions such as University of Idaho will continue to receive federal money even during these hard economic times. ISU is dependent on tuition fees (which are capped by the enrollment restrictions) and State allocations for its funding.

Delehanty was well aware that many faculty were distrustful and unhappy with the way the administration has been handling academic and faculty issues. But those are internal issues, separate from the external threats coming from sources outside the university. He said he felt it was important to present a unified front supporting ISU's administration to the outside world to help combat the negative news, commentary and perception many people have of ISU. Although he recognized it would be a controversial move, Delehanty said he felt the timing is right and **he would propose the Faculty Senate send a letter supporting President Vailas and ISU to the State Board of Education.** He also felt such a letter would strengthen the working relationship between faculty and administration.

Delehanty encouraged **all faculty to attend the Town Hall meeting and bring their comments, complaints, frustrations, concerns and opinions** so that Faculty Senate can collect the feedback and address the concerns expressed over the course of the year. Faculty Senate will continue to protect faculty rights in house. At the same time, Delehanty asked faculty to **separate the internal fight from the external one, and to support the proposal to present a united front** to the State Board of Education.

Returning to the agenda and the motion under discussion, Delehanty commended Cole for the thought and effort he put into raising these important, legitimate questions about the respective roles of academics and administration. Cole said he would like to **amend his motion to delete Item 2 and the reference to the Increased Personnel Action Scrutiny document in Item 3** because he felt the issue had been adequately addressed during the preceding discussion. Forest advocated voting on Item 1.

Vik said he would be delighted to support the administration, but did not think they should bypass the proper faculty governance channels with respect to the faculty policy drafts. Delehanty agreed. De Jesus said he was pleased to know Delehanty was cognizant of the threats ISU was facing from some factions at the state level. He was willing to publically support the Administration, but that support should not be construed as a carte blanche to the administration. De Jesus agreed that **Cole's concerns were legitimate.** He suggested a statement be inserted into the MAPP policies to clarify they are administrative only, and as such, come under the purview of Finance and Administration. **The faculty policy drafts clearly belong in the Faculty/Staff Handbook** and come under the umbrella of Academics. Forest was concerned about the short comment period allowed, he did not think it sufficient to adequately address the policies.

Adler said he liked Delehanty's idea of faculty publicly supporting the administration, but he cautioned Senators that the media might put a different spin than intended on actions taken during a contentious public forum, so they should be prepared for that. But if the Faculty Senate were to vote in its regular meeting to endorse President Vailas, as the governing body of the faculty it does have the authority to speak on behalf of the faculty and the media would report that.

Regarding the **faculty policy drafts**, there was discussion whether the given timeframe to respond was set in stone for particular reasons or an arbitrary deadline imposed that can be ignored in favor of due diligence in crafting good, solid, thoughtful policies. Granted, the policies need to be completed but they should not be hurried through carelessly. The policies are part of the university's response to the accreditation evaluation report from October 2004, due in September 2009. **The Senate will take these faculty policy drafts up as part of its normal business for next semester.**

**ACTION:** Forest moved to **table Cole's motion regarding the MAPP of MAPPs until next meeting.** Seconded. The motion **passed** unanimously. **Cole will rewrite his motion in light of today's discussion.**

**ACTION:** Moved by Beard and seconded by Magnuson **to schedule an additional Faculty Senate meeting for next Monday, December 8, 2008.** The motion was **approved** unanimously. The Senate will meet at the same time next week.

## II. Consent Calendar

### A. Faculty Senate Minutes

#### 1. Minutes of October 13, 2008 – pulled from the Consent Calendar

### B. Minutes from Councils

#### 1. **Athletics Advisory Board**

- a. Minutes of October 9, 2008 – FYI only

#### 2. **Campus Planning Council**

- a. Minutes of October 8, 2008

#### 3. **Cultural Affairs Council**

- a. Minutes of October 22, 2008

#### 4. **Curriculum Council**

- a. Minutes of November 6, 2008
- b. Minutes of November 13, 2008

#### 5. **Research Coordinating Council**

- a. Minutes of October 16, 2008

### C. Council and Committee Appointments

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

- a. Arts & Sciences/Humanities – replace Sharon Sieber for 1-year remainder of term

#### 2. **Campus Recreation Advisory Board** (being formed, will meet 2-3 times per semester)

- a. Faculty Senate Rep

#### 3. **Admissions Appeals Committee – Joann Trimmer, Chair**

(meets 10:30-11:30 Thursdays 11/6, 11/20, 12/4, 12/11, 12/18 and 10:00-11:00 1/8)

- a. Fall semester rep

*No nominations were received for these seats. The vacancies remain.*

**ACTION:** Moved by Hasenpflug and seconded by Lambert **to approve the remainder of the Consent Calendar.** Motion **passed** unanimously.

## Consent Calendar Item Pulled

### C. 1. Faculty Senate Minutes of October 13, 2008

Frantz pointed a clarification needed at the top of page 3, to change from “**to retire**” to “**for phased retirement.**”

**ACTION:** Beard made a motion **to amend the Faculty Senate minutes of October 13, 2008 with the suggested change.** Seconded by Smith. Motion **passed**, the change was approved.

**ACTION:** Moved by Beard and seconded by Wolter **to adopt the amended Faculty Senate Minutes of October 13, 2008.** The motion **passed**, the amended minutes were approved.

## IV. Continuing Business –

### A. Consider expanding Executive Committee’s authority to route Senate business to Councils

– would require a change in the Senate’s Bylaws

### B. Town Hall Meeting – set for Monday, December 15<sup>th</sup> 4:00-6:00 p.m.

*Due to time constraints, these items were NOT discussed.*

Delehanty will draft a letter of support from the Faculty Senate to the State Board of Education for Senators to consider, or each Senator can draft their own letter if they prefer.

## VI. Adjournment: 5:55 p.m.

The next Faculty Senate meeting is scheduled for **Monday, December 8, 2008** at 4:00 p.m.

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Dr. David Delehanty, Chair

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Catherine Wallace,  
Administrative Assistant 1

Approved by Faculty Senate: March 2, 2009

Documents:

Campus Planning Council's Responses to Faculty Senate's Concerns about the CPC Annual Report  
Faculty Senate Minutes of October 13, 2008  
Athletics Advisory Board Minutes of October 9, 2008  
Campus Planning Council Minutes of October 8, 2008  
Cultural Affairs Council Minutes of October 22, 2008  
Curriculum Council Minutes of November 6, 2008  
Curriculum Council Minutes of November 13, 2008  
Research Coordinating Council Minutes of October 16, 2008