

IDAHO STATE UNIVERSITY
FACULTY SENATE
MINUTES

VOLUME XXVIII, MEMO 18

May 4, 2009

4:00 PM

Faculty Senate Conference Room, REND 301

In Attendance: Adler (telecommunication), Beard, Bearden, Delehanty (Chair), Dye, Edwards, Frantz (telecommunication), Guryan (telecommunication), Hasenpflug, Kantabutra, Kearns, Knudson, Lambert, Larsen, Livingston Friedley, Magnuson, McCarthy (for Murphy), Oliphant (telecommunication), Packer, Payne, Schroder, Trimmer (for Smith), Vik, Wilson, Wolter, Womack

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

Excused: Cole, Smith; Adamcik, Adkison, Vailas

Absent: Forest, Moulton, Phelps, Whitaker; Fullerton, Knight, Spencer

Guests: Jim Bigelow, Pamela Crowell, Jim Fletcher, Joseph Han, Cindy Kelchner

I. Announcements

Delehanty invited Senators to the Portneuf Brewery immediately following today's meeting for a year-end party. He thanked everyone for the privilege and honor of serving as Chair during this difficult year. It was extremely interesting, quite frustrating at times, and rewarding at others. He thanked Senators for their hard work and due diligence during the many long meetings this year. He reiterated the importance of maintaining professional civility and respect for each other despite differences and controversies that may arise. Take the opportunity to learn from each other about the way different Colleges do things.

Delehanty commended the Executive Committee members for the many facets they each brought to the leadership: Hasenpflug's passion, Wilson's reason, Frantz' knowledge of ISU, De Jesus' experience, Guryan's institutional diversity, and Wallace's hard work as the administrative assistant. Delehanty briefly reviewed the controversial issues dealt with over the course of the year:

- the **Reed Gym** issue – preserving the rights provided for in the Faculty/Staff Handbook from summarily being taken away
- the **Children in the Workplace** policy – protecting faculty input and fair representation of shared governance in the creation of policies
- **MAPP of MAPPs** – formalizing the distinction between administrative/financial and academic issues, as well as ensuring the faculty members serving on the policy review committees are sanctioned by the faculty governance structure
- the series of **Faculty Policies** – preserving the right of faculty to provide meaningful input and help craft the policies that affect them, their academic freedom and the terms and conditions under which they work
- the **Budget Process** – a strong defense of the core faculty
- the **first Resolution** to the Legislature – that the faculty and the administrative leadership stand together
- the **second Resolution** to the Legislature **in opposition to across-the-board salary cuts** – demonstrating that faculty are not isolated from the community but are aware, engaged and using their political voice; lobbying for faculty equity and emphasizing higher education's role as an economic engine
- **Sabbatical Policy, Workload Policy, Faculty Appointments Policy** are almost finished

In response to criticism that the Senate has not finished its work on Tenure and Promotion, Delehanty reminded that the Faculty/Staff Handbook changes forwarded to the Administration in August and again in February still have not been dealt with. Other work done by Faculty Senate and its Councils this year and still waiting for administrative response:

- Academic Dishonesty and Scholastic Appeals
- Admissions and Standards recommendation
- Banner Pre-requisite and Co-requisite Checking
- Banner Wait-listing recommendation
- Salary recommendations
- Budget Cost Savings recommendations
- Academic Dismissal and Readmission Policy

Senate has also worked this year to reassert governance ownership over its Councils. Delehanty visited all the departments campus-wide and met with faculty to renew their awareness about governance and hear their concerns. The Council's Bylaws have all been revised and updated. The Senate recently successfully defended its own Bylaws against a challenge and attempt to have the Provost overrule its Bylaws.

Delehanty admitted he did not get to everything on his plate, for which he took full responsibility, and was not as successful as he would have liked in some areas, but he tried hard to do a good job as Chair. A lot was accomplished in Service to the university this year, on top of the usual teaching and research load faculty carry. This was a very busy year in an unusually difficult budgetary climate. He warned that next year promises to be just as busy because the difficult work is not over yet.

Vice President Crowell thanked Delehanty for his hard work this year. They had several one-on-one sessions and attended difficult meetings together; she expressed her appreciation for his efforts in their mutual trial by fire.

II. Consent Calendar

A. Minutes from Councils

1. **Budget Council**
 - a. Minutes of April 1, 2008
2. **Campus Planning Council**
 - a. Minutes of January 28, 2009
 - b. Minutes of March 18, 2009
3. **Cultural Affairs Council**
 - a. Minutes of April 3, 2009
4. **Curriculum Council**
 - a. Minutes of April 9, 2009
 - b. Minutes of April 23, 2009
 - 1) BAS/BAT Minutes of March 20, 2009
 - c. Proposals Approved April 30, 2009
5. **Faculty Senate**
 - a. Minutes of April 28, 2008 (*last spring*)

B. Bylaws Changes – all pulled from Consent Calendar

1. *Campus Planning Council – revised April 22, 2009*
2. *Council for Teaching & Learning – revised April 24, 2009*
3. *Cultural Affairs Council – revised April 27, 2009*
4. *Faculty Professional Policies Council – revised April 22, 2009*

C. Faculty/Staff Handbook Change Recommendations – all pulled from Consent Calendar

1. *University Facilities Naming procedures – Campus Planning Council*
2. *Children in the Workplace policy – Faculty Professional Policies Council*

D. Undergraduate Catalog Change Recommendations – Academic Standards Council – all pulled from Consent Calendar

1. *Resident Credit Policy*
2. *Alternative Credit Opportunities*
3. *Catalog Requirements policy*

E. Faculty Appointments to Councils

1. **Budget Council – meets twice a month on Tuesdays 4:00-5:30**
 - a. Engineering – replace Mary Hofle
College nomination for Mary Hofle
2. **Campus Planning Council – probable meeting day/time: 3rd Thursday 11:00-12:30 p.m.**

- a. Arts & Sciences: Biology & Physical Sciences – replace René Rodriguez
- b. Arts & Sciences: Fine Arts – replace Pat Brooks for remaining **2 years** of term
Linda Leeuwrik, Art has been nominated (2-year term)
- c. Arts & Sciences: Humanities/Social Sciences – replace Tony Martin for remaining **1 year**
- d. Library – new position contingent upon approval of CPC bylaws
nomination for Karen Kearns
3. **Council for Teaching & Learning** – meets 2nd Tuesday of month, 4:00-5:30 p.m.
 - a. Arts and Sciences – replace Jim Groome
 - b. Arts and Sciences – replace Maria Wong
 - c. Business – replace Priscilla Reis
4. **Cultural Affairs Council** – tentatively meets **Friday 9:30-10:30 a.m.**
 - a. Arts and Sciences – *replace Jeff Meldrum (eligible) – pulled from Consent Calendar nomination for Tera Letzring, Psychology nomination for Jeff Meldrum, Biological Sciences*
5. **Curriculum Council** – chosen by college-wide elections, meets **every Thurs 3:00-5:00**
 - a. Arts & Sciences: English & Philosophy – replace Jennifer Attebery
Cathleen Tarp, Languages & Literatures, was elected by the College 4/30/2009
 - b. Arts & Sciences: Social Sciences – vacant 2-year – *pulled from Consent Calendar Tom Hallaq, Mass Communications, was elected by the College 4/30/2009*
 - c. Engineering – replace Gene Stuffle
College nomination for Gene Stuffle for 2 more years (exp. May 2011)
 - d. Library Rep – replace Phil Homan
Kristi Austin was elected by Library faculty 4/24/2009
6. **Faculty Professional Policies Council** – meets **2nd & 4th Wednesdays 3:30-5:00 p.m.**
 - a. Arts & Sciences – replace Kevin Marsh
 - b. Pharmacy – replace Glenda Carr (eligible)
College nomination for Glenda Carr
 - c. Library – replace Sandra Shropshire
Library nomination for Mary Lou Beran
7. **Research Coordinating Council** – meets **1st & 3rd Thursdays, 3:00-5:00 p.m.**
 - a. Arts & Sciences: Humanities – vacant
nomination for Jessica Winston, English & Philosophy
 - b. Arts & Sciences: Social Sciences – replace Sean Anderson
nomination for Shannon Lynch, Psychology
 - c. Education – replace Shelly Counsell
 - d. Library/Museum – *new position contingent upon approval of new bylaws*
Library nomination for Phil Homan
8. **Bachelor of Applied Science/Bachelor of Applied Technology (BAS/BAT) Committee**
 - a. Arts & Sciences: Physical Sciences – replace Steven Shropshire
 - b. Arts & Sciences: Humanities – replace Russell Wahl
 - c. Health Professions – replace Carla Wiggins
 - d. Technology – replace Glenna Young, Health Occupations
nomination for Carole Mundt, Technical General Education
 - e. Technology – replace Scott Rasmussen, Electronics
9. **General Education Requirements Committee**
 - a. Arts & Sciences [Goal 11] – replace Scott Benson, Economics
 - b. Arts & Sciences [Goal 5] – replace Benjamin Crosby, Geosciences
 - c. Arts & Sciences [Goal 2] – replace James DiSanza, Comm. & Rhetorical Studies
 - d. Arts & Sciences [Goal 3] – replace Robert Fisher, Math
 - e. Arts & Sciences [Goal 10A, 10B, 12] – replace Chris Loether, Anthropology
nomination for Tera Letzring, Psychology
10. **University Library Committee** – 3-year terms
 - a. Arts & Sciences: Natural Sciences (Biology) – replace Colden Baxter
Rick Williams, Biology was appointed 4/13/09
 - b. Arts & Sciences: Social Science A – replace Tera Letzring

- Kathleen McCulloch, Psychology was appointed 4/13/09**
- c. Arts & Sciences: Humanities A – replace Curtis Whitaker
Linda Leeuwrik, Art was appointed 4/13/09
 - d. Education – replace Gail Coulter
Beverly Ray has been nominated by the College
 - e. Technology – replace Linda Smith
nomination for Sandra Knighton, Assoc. Degree RN Program
 - f. Library – replace Kristi Austin
Cathy Gray has been nominated by Library faculty
11. **Humanities/Social Science Research Committee**
- a. Arts & Sciences: Art – replace Tony Martin
nomination for Linda Leeuwrik
 - b. Arts & Sciences: Comm. & Rhetorical Studies – replace Sarah Partlow-Lefevre
 - c. Arts & Sciences: History – replace Erika Kuhlman
 - d. Arts & Sciences: Political Science – replace James Newman
 - e. Arts & Sciences: Psychology – replace Tony Cellucci
12. **Undergraduate Research Committee – 3-year terms**
- a. Arts & Sciences: Physical Sciences – replace Yu Chen
College nomination for Wenxiang Zhu, Mathematics
 - b. Arts & Sciences: Social Sciences – replace Tera Letzring
College nomination for Juliet Carlisle, Political Science
 - c. Education – replace Karen Appleby
 - d. Pharmacy – replace Cindy Wilson
College nomination for Jim Bigelow

ACTION: Moved by Lambert and seconded by Frantz **to approve the remaining items on the Consent Calendar.** No discussion. The **motion carried.** All meeting minutes were accepted. Mary Hofle, **Linda Leeuwrik, Karen Kearns, Cathleen Tarp, Gene Stuffle, Kristi Austin, Glenda Carr, Mary Lou Beran, Jessica Winston, Shannon Lynch, Phil Homan, Carole Mundt, Tera Letzring, Beverly Ray, Sandra Knighton, Cathy Gray, Wenxiang Zhu, Juliet Carlisle and Jim Bigelow** were appointed as nominated.

The contested seat for the **Cultural Affairs Council Arts & Sciences representative,** and the **Curriculum Council Social Sciences representative nomination for Tom Hallaq** were **pulled** from the Consent Calendar for separate discussion.

Items Pulled from Consent Calendar

B. Bylaws Changes

1. **Campus Planning Council** – revised April 22, 2009

Delehanty suggested the following changes:

Article 3, A. Membership: insert “College of” in front of all faculty representatives

Article 5, A. Minutes: insert language that allows the Council to elect a member to take minutes if it so chooses.

ACTION: Hasenpflug moved **to accept the bylaws with the suggested changes.** Seconded by Beard.

Discussion: Frantz made a friendly amendment **to correct the name of “Kasiska College of Health Professions” and that the same changes be made to all Councils’ bylaws for consistency.** The motion **passed as amended.**

2. **Council for Teaching & Learning** – revised April 24, 2009

Article II, A. Delehanty suggested changing the second sentence to read “implementation of ~~these~~ sound policies”. Lambert disagreed: it was clear enough as written. The suggestion was dropped.

Article V: Insert similar language allowing the Council to elect a minute-taker from among its members or to use Faculty Senate office staff.

ACTION: Lambert moved and Hasenpflug seconded **to accept the bylaws with additional language regarding the minute taker as suggested above.** No discussion. The motion **carried.**

ACTION: Frantz moved **to insert “a subcommittee of Curriculum Council” in Article III. A. 8.** to clarify the General Education Requirements Committee representative. Seconded by Beard. No discussion. The motion **passed.**

3. **Cultural Affairs Council** – revised April 27, 2009

There was discussion whether the Council’s bylaws should define the maximum amount of the Mini-Grant or whether the Council should have the discretion to change that amount. Livingston Friedley, the Chair of the Cultural Affairs Council, clarified that the history of the Mini-Grant has always been \$500. The Large Grant program awards other amounts, sometimes greater, sometimes less than \$500. Hasenpflug noted that the Council could revise its own bylaws if the Mini-Grant amount were to change. No further discussion on that point.

ACTION: Moved by Lambert and seconded by Wolter **to change wording from “student worker” to “staff member” in Article 5.** No discussion. The motion **passed.**

4. **Faculty Professional Policies Council** – revised April 22, 2009

ACTION: Lambert moved **to change the membership roster to match the changes made in the Campus Planning Council’s bylaws.** Seconded by Frantz. No discussion. The motion **passed.**

ACTION: Hasenpflug moved and Larsen seconded **to accept all the Councils’ Bylaws listed above as amended.** Frantz added that **all Council membership lists be made consistent.** The amended motion **carried.** The bylaws will be changed accordingly.

C. Faculty/Staff Handbook Change Recommendations

1. **University Facilities Naming procedures** – Campus Planning Council

ACTION: Kearnes moved **to approve the University Facilities Naming procedures as presented by the Campus Planning Council.** Seconded by Lambert. No discussion. The motion **carried.** The policy will be forwarded to the next step in the approval process for Faculty/Staff Handbook changes.

2. **Children in the Workplace policy** – Faculty Professional Policies Council

Delehanty commended the Faculty Professional Policies Council on a tough job well done. He briefly reviewed the policy’s controversial history and the extensive reworking with lots of input from faculty and staff to reduce it to this carefully crafted two-page document that asks for wisdom and reason in implementation.

ACTION: Moved by Frantz and seconded by Dye **to approve the Children in the Workplace policy as submitted by the Faculty Professional Policies Council.**

Discussion: In response to a Senator’s concern, Wilson reminded Senators that Staff Council had worked with the Council in devising this version of the policy and it is intended to be included in the Faculty/Staff Handbook. **No vote was taken** at this time.

ACTION: Beard moved to add under Purpose and Scope the words “minor children of faculty”. Seconded by Kantabutra.

Discussion: Larsen asked for and received clarification that Staff input was included in this document and that their concerns and interests have been adequately addressed. The

point was made that the policy is not specific to faculty and the approval process ensures that all constituents will have a chance to review the policy.

ACTION: Hasenpflug **called the question**. Senators voted **to approve calling the question**.

ACTION: The motion **to add the words “of faculty”** was voted upon. The motion **failed** and no change was made.

ACTION: Hasenpflug moved **to accept this version of the Children in the Workplace policy as-is**. Seconded by Kearns. No discussion. The motion **passed**. The policy will be forwarded in accordance with the approved routing path for Faculty/Staff Handbook changes.

D. Undergraduate Catalog Change Recommendations – Academic Standards Council

1. **Resident Credit Policy**
2. **Alternative Credit Opportunities**
3. **Catalog Requirements policy**

ACTION: Bearden moved **to approve all three Undergraduate Catalog Change recommendations as forwarded by the Academic Standards Council**. Seconded by Wilson. No discussion. The motion **passed**. The recommendations will be forwarded to the central administration for their consideration.

E. Faculty Appointments to Councils

4. **Cultural Affairs Council**
 - a. Arts and Sciences – replace Jeff Meldrum (eligible)
nomination for Tera Letzring, Psychology
nomination for Jeff Meldrum, Biological Sciences

This item was pulled as a contested election. Vik clarified that Letzring had been nominated for two councils on which she had expressed interest in serving. If the Senate was reluctant to appoint her to both, her preference was the General Education Requirements Committee to which she had just been appointed by the approval of the Consent Calendar.

ACTION: Livingston Friedley moved **to appoint Jeff Meldrum to the Cultural Affairs Council**. Seconded by Lambert. No discussion. The motion **passed** and **Jeff Meldrum was appointed** to the Council. Delehanty asked Vik to convey to Letzring this appointment was not a rejection of her nomination but rather was seen as a way to get more faculty members involved in governance.

5. **Curriculum Council**

- b. Arts & Sciences: Social Sciences – vacant 2-year
Tom Hallaq, Mass Communications, was elected by the College 4/30/2009

There was a question whether Mass Communications was considered a Social Science or Humanities and whether the nominee would be eligible to represent the Social Sciences.

ACTION: Vik moved **to remand this nomination back to the Dean of Arts and Sciences for a review of eligibility** before the Senate will consider confirming the appointment. Seconded by Beard. No discussion. The motion **passed**. **The appointment was not confirmed and the Curriculum Council seat remains vacant.**

IV. Continuing Business

A. Faculty Senate Vice Chair Election

Delehanty reported that Phil Cole had accepted his nomination as Vice-Chair and was willing to serve if so elected. As Cole was out of the country attending an international conference, Delehanty relayed Cole's message that he would be honored to serve, that he would work hard, and that he cares passionately about the endeavors of faculty and faculty governance at ISU.

ACTION: Moved by Lambert to formally elect Phil Cole as Faculty Senate Vice-Chair/Chair-Elect. Seconded by Vik. No discussion. The motion passed and Phil Cole became the new Vice-Chair.

B. Faculty Senate Representatives on Councils – need volunteers!

1. **Academic Standards Council – meets 1st & 3rd Wednesdays, 3:00-4:30**

No nominations nor volunteers came forward. This item will be deferred until Fall.

2. **Budget Council – meets Tuesdays 4:00-6:00**

nomination for David Beard – he confirmed his willingness to serve.

ACTION: Moved by Lambert and seconded by Hasenpflug to appoint Senator Beard to serve on the Budget Council. No discussion. The motion passed.

3. **Campus Planning Council – meets 3rd Thursday, 11:00-12:30**

No nominations nor volunteers came forward. This item will be deferred until Fall.

4. **Council for Teaching & Learning – meets 2nd Tuesday 4:00-5:30**

No nominations nor volunteers came forward. This item will be deferred until Fall.

5. **Cultural Affairs Council – tentatively meets Friday 9:30-10:30**

Livingston Friedley said the Council meets twice a semester or so. The tentative time is contingent upon the availability of the eight members on this small Council. The Council's main purpose is to award grants to help fund cultural events.

ACTION: Larsen volunteered to serve on this Council. The Senators voted and approved Senator Larsen's appointment to the Cultural Affairs Council.

6. **Faculty Professional Policies Council – meets 2nd & 4th Wednesdays, 3:30-5:00??**

nomination for Cathy Oliphant – she confirmed her willingness to serve

ACTION: Wilson moved to appoint Senator Oliphant to the Faculty Professional Policies Council. Seconded by Hasenpflug. No discussion. The motion passed.

7. **Research Coordinating Council – meets 1st & 3rd Thursday, 3:00-5:00**

No nominations nor volunteers came forward. This item will be deferred until Fall.

8. **University Research Committee**

Crowell clarified the committee met once this year at the convenience of all the members to consider grant proposals and award grant monies. De Jesus asked Crowell to review the membership of this small committee: two Deans, one member from the Faculty Research Committee, one Faculty Senate representative, two Office of Research staff members, and is chaired by the Vice President for Research. There has been discussion about changing the bylaws to eliminate the two staff members from the Council; that will likely be brought up again this coming year.

Hasenpflug expressed interest in serving and Frantz nominated him.

ACTION: Knudson moved to appoint Senator Hasenpflug to serve as the Faculty Senate Representative on the University Research Committee. Seconded by Dye. No discussion. The motion carried, and Hasenpflug was appointed.

The unfilled positions were **tabled** until Fall.

- C. Research Coordinating Council Bylaws – revised March 19, 2009
(was tabled by Senate April 20th for further review)

ACTION: Vik moved **to remove the Research Coordinating Council Bylaws from the table and open it for discussion.** Seconded by Wilson. No discussion; the motion **passed.**

Delehanty turned the floor over to Cindy Kelchner, a Council member, to explain the proposed changes. Kelchner thanked the Faculty Senate for providing the Council Bylaws Template; the Council found it very helpful as they rewrote the bylaws. There were several major changes made. The membership was reduced to a manageable size and eliminated many *ex-officio* members. There were now eleven voting members and only one *ex-officio*. The word “Coordinating” was dropped from the Council’s name. Vice President Crowell added that the voting members were all faculty, which had not been the case previously.

In response to a question by Wilson, Kelchner clarified that the Council’s subcommittee chairs were no longer members of the Council since their primary role was to report on subcommittee actions, and those reports will now be provided in a written format of minutes instead of requiring attendance.

Senators suggested the following changes:

- In **Article 3, Section 3.B.1:** Delete “etc.” and insert “or other recognized academic activities” at the end of the sentence.
- In **Article 5, E:** Insert “is the procedural authority”.
- In **Article 3, Section 2.B:** Change the sentence to read:
~~“If the Chair of Research Council is not a member of Faculty Senate, if there is not a Faculty Senator within the membership,~~ then a Faculty Senate representative...”

ACTION: Wilson moved **to approve the three amendments to the bylaws as suggested above,** which she repeated aloud to Senators. Kelchner added that **the membership roster have “College of” inserted,** consistent with the other Council bylaws. Seconded. The motion **passed,** and **the amendments were approved.**

ACTION: Wilson moved **to approve the Research Council Bylaws as amended.** Seconded by Vik.

Discussion: Guryan suggested adding an Outreach representative to the membership. Kelchner said the Council had considered doing so, but concluded that faculty at the satellite campuses were members of departments and Colleges that already had representation on the Council. More discussion was slated to take place in the Fall on how to increase representation of outreach faculty members. Vice President Crowell indicated that Deb Easterly in her office had been formally appointed to be the Research Support liaison for outreach faculty and facilitate two-way communication. Oliphant reported that faculty in Boise/Meridian were concerned that Pocatello-based representatives may not understand the research environment in Meridian and asked the Research Council and the Office of Research to keep that concern in mind when further discussions on this issue take place.

The Senators voted and the motion to approve the amended bylaws was **passed.**

- D. Draft Faculty Policies

1. **University Faculty Appointments**

The document was projected onscreen for Senators to view. At De Jesus’ request the computer operator scrolled down to the bottom of the document to view faculty comments. One comment suggested language be inserted to allow for advancement to Associate Professor, with exemplary accomplishments in one’s field without necessarily having a terminal degree. Another comment called for the inclusion of scholarly activity/research as a

requirement for advancement to Clinical Professor to be consistent with the requirements for a Clinical Associate Professor. No discussion nor motion was made at this time.

The discussion turned to the recent controversy regarding non-tenure-track faculty and whether Lecturers should be allowed to be Faculty Senators. The Faculty Senate Bylaws were open to conflicting interpretation on that point. Clinical and Research faculty were specifically mentioned within parentheses as being eligible to serve as Senators; the question was whether the parentheses denoted examples of non-tenure-track faculty, or a closed list limiting the types of non-tenure-track faculty that may serve as Senators.

Delehanty suggested inserting a subheading of “**Teaching Faculty**” under which Lecturers and Professional-Technical Educators would fall. He pointed out that, unlike all the other faculty ranks, a Lecturer or Professional-Technical Educator need not have or be actively working toward a terminal degree nor be engaged in scholarly activity or research. The issue had to do with the definition of core faculty at ISU. Professional-Technical Education (PTE) faculty which comprise the College of Technology are barred from being granted tenure by State Board of Education policy. Clinical Faculty are required to have professional certifications or licenses and are essential components of the Kasiska College of Health Professions and the College of Pharmacy. Research faculty are required to have terminal degrees and conduct research. Lecturers do not have any such professional nor academic requirements.

Another consideration discussed was that of representation. Most academic faculty understand the needs and concerns of Lecturers, but PTE, Clinical and Research faculty have specialized concerns and needs that are not well known outside their specific fields.

The governance structure is open to all faculty, including Lecturers, who may serve on all Councils and committees, with the one exception of Faculty Senate. The intention behind this decision a few years ago was to prevent a scenario whereby a majority of Senators could potentially be non-tenured and subject to sudden termination or undue pressure to vote away tenure or key faculty rights. Tenured faculty are safeguarded from such pressure and threat of termination. Non-tenure-track faculty who are at least half-time are included in determining the apportionment of Senate seats so they do have representation on Senate.

Lambert cautioned against assuming that a Lecturer or Instructor would not feel as vested in ISU as a tenured Associate Professor or Professor. He reminded Senators that they speak for all their faculty constituents, regardless of rank, and they should keep their constituents’ interests and concerns in mind as when discussing issues and making Senate decisions.

Vik reiterated that Adjuncts are distinct from Lecturers and Instructors. Too often the distinction becomes confused and they are erroneously lumped together as a single group. Adjuncts are considered temporary faculty and are not included in apportionment counts. He stated that accreditors evaluate a university’s faculty in terms of their qualifications for teaching. He also reminded Senators about the turmoil a few years ago surrounding the no-confidence vote for President Bowen. At that time, two of the Faculty Senate Executive Committee were not tenure track, including the Senate Chair. Without the protection and insulation from retaliation that tenure provides, such a situation is even more volatile than it would be otherwise. Senators and their leaders must be prepared and willing to stand up to the administration when necessary, and not succumb to pressure or threats to job security.

In response to a challenge from Wilson, Delehanty clarified that his suggestion was intended simply to cluster the three non-tenured but terminal-degreed professor categories together (Clinical, Research and Professional-Technical Educators) and make sure they are considered part of the core faculty. He did not mean to imply that Lecturers were not committed or invested in the university, only that their position is more tenuous and more subject to pressure from the administration. Wilson did not see that Lecturers are not any different in that aspect than any other non-tenured faculty member on year-to-year contracts.

Provost Olson did not see a reason to add another category, but did not disagree with the points made. He said he had seen problems at other universities that allowed too many non-tenured instructors on their Faculty Senates. Payne said adding one or two non-voting Lecturer representatives on Senate might be one way to ensure they are adequately represented.

Frantz brought the discussion back to the document under consideration. De Jesus reminded Senators of the written faculty comments suggesting specific language changes. Senators agreed that the issue of Associate Professors without terminal degrees had been adequately addressed last time in adding the phrase about exceptional circumstances.

Other specific language changes were made to recognize specific situations encountered in various disciplines, especially with clinical faculty who do not always have terminal degrees:

- Delete “minimal” in the last sentence of B.1.Clinical Faculty, c.
- Delete “as well as a terminal degree in the profession” from B.1.Clinical Faculty, c. and insert it in B.1.Clinical Faculty b.
- Insert “appropriate” in the last sentence of each A.3. and A. 4 to read: “appropriate professional peer group.”
- Change “PhD” to “doctoral” in B.2.a. Research Assistant Professor.
- Change B.3.b. Sr. Lecturer to read: “requires meeting lecturer qualifications, ~~completion of a master’s degree and.~~”
- Insert “recognized” in the new requirement for a terminal degree in B.1.Clinical Faculty b.
- Insert “Clear evidence of clinically applied scholarly activity/research must be demonstrated.” as the second to last sentence in B.1. Clinical Faculty d.

ACTION: Lambert moved **to approve the document as amended above and forward it to administration.** Seconded by Kearns. No discussion. The motion **passed** and the amended University Faculty Appointments policy was approved.

Delehanty suspended the agenda to allow Wilson a chance to update Senators on the progress of an issue on which she has been working as a member of the Senate’s Executive Committee.

E. College of Technology Faculty Council Update

Wilson indicated she has been working with the Faculty Council and the Senators from the College of Technology. She thanked the Faculty Council for its extreme patience; policies have taken up much of Senate’s agenda and time this year. She has learned a lot about the history of the situation and the concerns the Technology faculty have. This is one of the pieces of the university that many faculty may not know much about. She will continue to work on this issue and will present it to Senators in the Fall.

ACTION: Wilson made a motion **to table the College of Technology matter until Fall.** Seconded by Hasenpflug. No discussion. The motion **passed**; the item was **tabled**.

Delehanty returned to the agenda and said the Executive Committee would continue conversations regarding the remaining items over the summer, and the items would carry over as continuing business for Senate next Fall.

D. Draft Faculty Policies

2. **Academic Departments and Department Chairs**
3. **Tenure and Promotion**

V. **New Business**

- A. Senate Policies on Minutes
- B. Electronic Polling System – need volunteer to set it up
- C. Faculty Views regarding Athletic Cuts

ACTION: Knudson moved **to table the remaining agenda items until Fall.** Seconded by Womack. No discussion. The motion **passed**; the items were **tabled**.

Delehanty presented the “red-tape cutter”, Senate gavel and a copy of Robert’s Rules of Order to Alan Frantz as the incoming Faculty Senate Chair. He assured Senators that the Senate would be in good hands next year.

Frantz thanked De Jesus again for graciously serving as Past Chair for a second year when last year’s Chair, John Masserini, left the university for another position. On behalf of Faculty Senate, Frantz presented Delehanty with a gift certificate from The Grapevine in appreciation for his hard work, his strong stance on governance, and his efforts to help faculty reassert their voice in the face of a tough year. He warned that Senators will have their work cut out for them again next year.

VI. Adjournment: 6:10 p.m.

The next Faculty Senate meeting is scheduled for **Monday, August 24, 2009** at 4:00 p.m.

Dr. David Delehanty, Chair

Catherine Wallace,
Administrative Assistant 1

Approved by Faculty Senate: August 24, 2009

Documents:

Budget Council Minutes of April 1, **2008**
Campus Planning Council Minutes of January 28, 2009
Campus Planning Council Minutes of March 18, 2009
Cultural Affairs Council Minutes of April 3, 2009
Curriculum Council Minutes of April 9, 2009
Curriculum Council Minutes of April 23, 2009
BAS/BAT Committee Minutes of March 20, 2009
Curriculum Proposals Approved April 30, 2009
Faculty Senate Special Meeting Minutes of April 28, **2008**
Campus Planning Council Bylaws, with minor amendments
Council for Teaching and Learning Bylaws, with minor amendments
Cultural Affairs Council Bylaws, with minor amendments
Faculty Professional Policies Council Bylaws, with minor amendments
University Facilities Naming Procedures Faculty/Staff Handbook recommendation
Children in the Workplace Policy Faculty/Staff Handbook recommendation
Undergraduate Catalog Changes:
 Resident Credit Policy
 Alternative Credit Opportunities Policy
 Catalog Requirements Policy
Research Council Bylaws, with minor amendments
University Faculty Appointments Policy