

IDAHO STATE UNIVERSITY
FACULTY SENATE
INFORMAL MINUTES

VOLUME XXX, MEMO 15

February 14, 2011

4:00 PM

Faculty Senate Conference Room REND 301

In Attendance: Baxter, Beard, Bigelow, Bishop, Cole (Chair), Croker, Eakman, Ellis, Forest, Francis, Frazier, Galindo, Gross, Gryazin, Krumwiede, Leavitt, Leeuwrik, McCarthy, Melton, Pearce, Salazar, Seiger, Skidmore, Warren, Young

Videoconference: Mason, Oliphant

Ex-Officio: Christensen

Excused: Frantz, Tarp

Absent: Ostermeier, Jahnke, Vailas

Admin Assistant: Wallace

Guests: David Delehanty, Brian Hawk; Eniko Jordan (Idaho State Journal)

I. Announcements

- Cole read his statistical analysis of the results of the vote of no confidence on President Vailas, which is attached as an **Appendix** to these minutes.
- In response to Cole's request for an additional Faculty Senate meeting **Senators agreed to meet on February 28, 2011**. The scheduled Senate Advisory Council meeting would be canceled to accommodate the extra Faculty Senate meeting.
- Cole asked to suspend the agenda to discuss an important item that arose this afternoon.

ACTION: Ellis moved to suspend the regular agenda in order to talk about issues concerning the recent vote and the upcoming State Board of Education meeting later this week. Seconded by Bishop.

VOTE ON ACTION: Passed.

RESULT: The agenda was suspended to allow for discussion on the new item.

A. SBOE Feb 17th Meeting Agenda Item – PPGA TAB 11

Senators expressed concern that the State Board of Education's information was inaccurate and differed quite a bit from what Senators knew to be true. Discussion about normal SBOE meeting procedures and options available for Cole to inform SBOE members of Senate's viewpoint and formally apprising them of the vote results. Cole will attend the SBOE meeting this Thursday, February 17th.

II. Consent Calendar

A. Faculty Senate Minutes

1. Minutes of February 7, 2011

B. Council and Committee Minutes

1. **Research Council**

- a. Minutes of January 14, 2011

C. Council Bylaws and Recommendations

1. **Research Council**

- a. Revised Research Council Bylaws – update subcommittee information

D. Council and Committee Appointments

1. **University Research Committee (URC)**

- a. Arts & Letters: Fine Arts & Humanities
nomination for **Angela Petit**, *English & Philosophy*
- b. Arts & Letters: Social & Behavioral Sciences

- nomination for **Richard Hooper**, *Sociology, Social Work and Criminal Justice*
 - c. Business
 - nomination for **Jeff Brookman**, *Finance*
 - d. Education
 - nomination for **Paul Jantz**, *School Psychology Literacy & Special Education*
 - e. Science & Engineering: Natural Sciences/Math
 - nomination for **Joshua Pak**, *Chemistry*
 - f. Div. Health Sciences: College of Pharmacy
 - nomination for **Karl Maderas-Kelly**, *Pharmacy Practice & Administrative Sciences*
 - g. Div. Health Sciences: Health Sciences
 - nomination for **Tony Seikel**, *School Of Rehabilitation & Comm Sciences*
 - h. Technology
 - nomination for **Rita McNeil**, *Human Resource Training And Development*
- 2. **Humanities/Social Sciences Research Council**
 - a. Fine Arts
 - nomination for **Josephine Garibaldi**, *Theatre & Dance*
 - b. Humanities
 - nomination for **Sarah Partlow-Lefevre**, *Communication & Rhetorical Studies*
 - c. Fine Arts & Humanities – at large
 - nomination for **Linda Leeuwrik**, *Art*
 - d. Social & Behavioral Sciences – at large
 - nomination for **Debra Larsen-Aubrey**, *Institute Of Rural Health*

ACTION: Moved by Pearce and seconded by Francis to accept the entire Consent Calendar.

VOTE ON ACTION: Passed unanimously.

III. Continuing Business

A. Complete Draft of Tenure & Promotion policy

Warren introduced Brian Hawk from the College of Technology, whom he had invited to inform Senators about Professional Technical Employees (PTE) and how their rankings differ from academic faculty. Senators need to make sure those differences are adequately addressed in the Promotion and Tenure policy.

Senators discussed the policy and made the following observations, suggestions, and changes:

- PTE faculty have several different ranks and requiring 3 years between each promotion is not feasible, so they should be exempted from the three year requirement before advancing to the next rank. The College of Technology's Promotion and Tenure policy works well for PTE faculty, so **insert language in II.C.1.** to reflect that fact.
- Library faculty (among a few other disciplines) are often hired as Instructors; need to ensure there is an adequate mechanism for them to advance to Assistant Professors. Additionally, All-But-Dissertation (ABD) does not necessarily apply in these cases, since having a doctoral degree is not always the norm in some disciplines (e.g. Music). Senators agreed these sorts of discipline-specific concerns should be addressed in the department- or unit-level promotion and tenure policies rather than in the university-level policy.
- Add statements to qualify the applicability of requirements to faculty appointments in **II.E.2.**
 - Research faculty do not normally have teaching responsibilities; the policy should reflect that fact.
 - Clinical faculty usually do not do research, so it does not make sense to require letters from external reviewers because there is nothing produced to be reviewed.
- North West Commission on Colleges and Universities (NWCCU) policies require ALL faculty, regardless of tenure status, undergo periodic performance reviews, while SBOE policy requires only tenured faculty be reviewed every five years. Senators noted this policy meets the more stringent NWCCU requirements, and will suffice for SBOE policy as well.

- Insert language to address 10- and 11-month contract lengths in **I.C. 2.b.**
- Change “**college**” to “**college/school**” throughout the document to reflect the new structure of the Division of Health Sciences.
- Rephrase **I.A.** to incorporate language requiring colleges, departments and other subunits to have tenure and promotion guidelines consistent with SBOE policy and NWCCU accreditation requirements.
- In **II.E.3.** ensure there are adequate remediation mechanisms to address poor performance, including a plan for improvement with measurable goals, and require peer faculty review and evaluation of continued poor performance as part of the process in determining whether dismissal is warranted.

Further recommendations not specifically addressed by Senate but that need attention from those higher up the review/approval process:

- There are inconsistencies in the usage of terms describing the various unit entities in the policy:
 - Senators noted that the “**School of Nursing**” is not the equivalent of the “**School of Performing Arts**”, and the “**College of Pharmacy**” is a subunit of the Division of Health Sciences, no longer a stand-alone College like the other Colleges.
 - It is unclear what a “**unit**” is – in some cases it appears to be similar to a department level entity, and in other cases the term is used to refer to a larger entity, such as the Library, which is more on the level of a College.
 - A lexicon should be developed and inserted at the beginning of the policy to define the various terms used to describe the unit entities referred to in the policy: e.g. **departments, units, programs, colleges, schools, divisions.**
 - Ensure consistent usage throughout the document of all terms defined in the lexicon.

ACTION: Moved by Baxter and seconded by Warren to approve the **University Policy: Promotion, Tenure and Periodic Reviews** as amended, with the caveat that it first be proofread and minor typos, grammatical errors, and formatting glitches be corrected before the policy is forwarded to Administration.

VOTE ON ACTION: Passed unanimously.

B. Proposed Motions

1. **Budget Process** motion – by Ellis, seconded by Gross.

MOTION: **Whereas:** To streamline faculty input in the budget process for FY 2012;

Whereas: There has been no response to the memorandum sent by Mary Hofle (Faculty Senate Budget Council Chair) dated November 2, 2010, regarding annual budget cycle recommendations;

Whereas: Vice-President Fletcher publicly promised this information at the Open Budget Forum on December 13, 2010;

Be it resolved: the Faculty Senate again requests that all FY 2010 and 2011 recommendations, approvals, denials, and rationales be released to the Faculty Senate Budget Council prior to the Deans' budget presentation on February 18, 2011.

Discussion about the information packet Vice President Fletcher had sent to the Chairs of Faculty Senate and Budget Council last week. Senators felt the information desired was not sufficiently addressed in the information sent, as there was still no way of knowing which recommendations from the Budget Council and the Special Budget Consultation Committee had been accepted and which rejected, and what actions were actually taken in the last couple of budget cycles.

VOTE ON MOTION: Passed with one abstention.

2. **Faculty/Staff Handbook as Binding to the Institution** motion – by Melton, seconded by Bigelow.
MOTION: Whereas: The Faculty Senate endorses the University's President's statement that the Faculty/Staff Handbook is "binding to the Institution;"
Whereas: The Faculty Senate passed a Faculty/Staff Handbook change to indicate that the Handbook is binding to the institution.
Be It Resolved: The Faculty Senate requests to know the status of the "binding to the institution" handbook change.

FRIENDLY AMENDMENT by Pearce, seconded.

Insert an additional "**Whereas**" statement just above the "**Be It Resolved**" statement:

Whereas: the Faculty Senate has received the University Counsel's review.

FRIENDLY AMENDMENT ACCEPTED.

FRIENDLY AMENDMENT by Warren, seconded.

Add another sentence to the "**Be It Resolved**" statement:

Was the statement approved or disapproved by the Administration?

FRIENDLY AMENDMENT ACCEPTED.

FRIENDLY AMENDMENT by Forest, seconded.

Change "**Administration**" in the last sentence to "**Chief Executive Officer.**"

FRIENDLY AMENDMENT ACCEPTED.

AMENDED MOTION:

Whereas: The Faculty Senate endorses the University President's statement that the Faculty/Staff Handbook is "binding to the Institution;"

Whereas: The Faculty Senate passed a Faculty/Staff Handbook change to indicate that the Handbook is binding to the institution.

Whereas: the Faculty Senate has received the University Counsel's review.

Be It Resolved: The Faculty Senate requests to know the status of the "binding to the institution" handbook change. **Was the statement approved or disapproved by the Chief Executive Officer?**

VOTE ON AMENDED MOTION: Passed unanimously.

Due to time constraints, the remaining items on the agenda were deferred until the next meeting:

3. *Organizational Chart* motion
4. *"Stop the Clock"* motion

V. Adjournment: 6:05 p.m.

The next Faculty Senate meeting was scheduled for **Monday, February 28, 2011** at 4:00 p.m. in the Faculty Senate Conference Room, REND 301.

Philip Cole, Ph.D., Chair

Catherine Wallace,
Administrative Assistant 1

NOTE: The Faculty Senate was suspended by the State Board of Education on Feb. 17, 2011, so these Minutes cannot be formally approved. However, they were reviewed by Faculty Senators and ex-officio members. Permission to post these Minutes to the Faculty Senate's website was granted by Phil Cole, the recent Faculty Senate Chair, and by Laura Woodworth-Ney, Associate Vice President for Academic Affairs.

Documents:

Faculty Senate Minutes Minutes of February 7, 2011
Research Council Minutes of January 14, 2011
Revised Research Council Bylaws – update subcommittee information
Tenure and Promotion Policy – with amendments
Budget Process Resolution
Status of “Faculty/Staff Handbook Binding to ISU” Resolution

APPENDIX

Chair Announcements February 14, 2011

- Feb 10 vote.
 - There were 495 eligible votes cast, of which 92 voted confidence, 359 voted no confidence, and 44 abstained. This means, $359 + 92 = 451$ is the total number of yea/nay votes cast, with a no confidence vote being 79.6% (359/451).
 - In Roberts Rules of Order the 44 abstentions do not count towards calculating the final vote, i.e. the yea/nay results.
 - Drawing from a total population of 649, we find for the sample population of 451 (See: <http://www.surveysystem.com/sscalc.htm#one>)
 - 1) Confidence Level 95% -- Confidence Interval 2.55%
 - 2) Confidence Level 99% -- Confidence Interval 3.36%

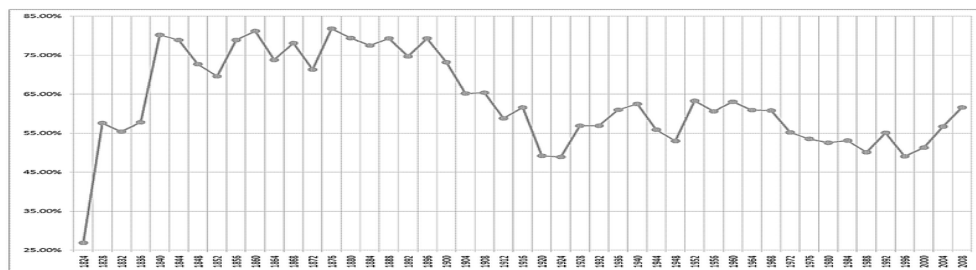
This means that at the 95% (99%) Confidence level between 77.1% (76.2%) and 82.2% (83%) would have voted no confidence on President Valias. It is then a fair assessment to state – in round numbers –that it was a 4:1 vote of no confidence on President Vailas.

Predicated on the binomial distribution with $p = 359$ and $q = 92$, and normalized to sample population of 451, the binomial coefficient multiplied by $(x)^p(1-x)^q$ gives a miniscule likelihood of ever achieving a 55% vote of no confidence, which was the number used by the Director for Marketing & Communications in the Idaho State Journal on Saturday, February 12, 2011. I calculate that the probability is around 15 parts in a billion, which is clearly much less than one in a million, to attain even the 55%-level of no confidence in President Vailas. The reported 55%-value of no confidence is not based on standard mathematics.

- The voter turnout was $495/649 = 76.3\%$.

The last presidential election to exceed this number was in 1888. Since 1960 the voter turnout has ranged from 49.00% (1996) to 63.11% (1960). The voter turnout in 2008 was 57.37%. The graph below is of voter turnout percentage from 1824 to 2008. See:

http://en.wikipedia.org/wiki/Voter_turnout_in_the_United_States_presidential_elections



- Progress Report on Review of Faculty Shared Governance – Tab11 (See pages 69-70 of http://www.boardofed.idaho.gov/meetings/board/current_year/02_16-17_11/ppga.pdf) This is for the SBOE meeting of Feb. 17, 2011.
- Our next Faculty Senate Meeting should be on February 28, 2011 as well as the one which is scheduled to take place on March 7, 2011. We have much work to do and I would ask that we schedule in an additional meeting.

- Given the importance of the overwhelming 4:1 vote of no confidence on President Vailas, the administration's report to the SBOE, along with the upcoming SBOE meeting, I request we alter the agenda to discuss these matters as the first agenda item.