

Faculty Senate Chair's Annual Report: 2009-10

Alan C. Frantz, Ph.D.

The 2009-10 Academic Year started with several serious concerns on the minds and hearts of many ISU faculty. That situation was to remain constant throughout the year, although many of the concerns themselves changed as the year progressed. The Faculty Senate was therefore consistently reacting to and addressing issues that were not on anyone's list of goals to be addressed. In fact, the Senate was not ever able to discuss its goals for the year, despite the Senate Chair's intention to do so early in the year. Nonetheless, the Senate and its Councils were able to accomplish a fair amount of normal business, though certainly not as much as anyone desired.

In a normal academic year, faculty and staff members have full workloads. When significant changes or events occur, those workloads expand or become reprioritized for the people involved. Early in AF09, ISU experienced twelve significant changes or events, any one of which may have necessitated thorough discussion of the ramifications. The extent of the effects and the views of the relative importance of each among the faculty were wide-ranging regarding:

- 1) Implementation of the Banner ERP system;
- 2) Increasing enrollments to record levels;
- 3) Changing and increasing workload expectations with fewer personnel, less funding, no salary increases, elimination of incentive pay (for example, distance learning and bi-campus teaching), reduced benefits at state and impending reductions at the institutional level;
- 4) Accreditation visit by NWCCU;
- 5) Aspirations to move to Research University-High in the Carnegie Classifications;
- 6) Aspirations to establish a medical degree program;
- 7) New personnel in upper administrative positions, thus new approaches, views, management styles, interests, goals, and learning curves;
- 8) Dismissal of a 20+ year veteran tenured professor;
- 9) Many existing policies in need of major revision, many new ones requiring formulation;
- 10) Financial crisis, which prompted
- 11) SBOE amendments proposed to grant authority to agency heads to take actions during times of "financial challenges" that are normally reserved for financial exigency; and
- 12) Plans introduced for possible major restructuring of Idaho State University.

The best method for providing a complete picture of the 2009-2010 Faculty Senate year may simply be to compile the various public statements and letters to faculty, the senate itself, the university president, and others during the year. Thus those statements and letters plus a small number of non-public Senate Chair communications follow in chronological order.

August 6, 2009

Dear Colleagues,

Hopefully your summer is going well—we know it is going too quickly! There are several items of importance you need to know as we approach the start of the new academic year. The Faculty Senate Executive Committee views the coming year as another important one for shaping policy that impacts the university's long term interests. We expect that returning and new Senators will agree that frequent and open communication among faculty, the Senate, and the administration will be vital throughout the year. We will attempt to keep you up to date via emails and the Senate website. We encourage everyone to send ideas and concerns to your Senators who represent you. We also encourage Senators to keep their constituencies posted on Senate activities.

Several items of importance are:

- a) Faculty Senate Executive Committee is scheduling a university-wide Town Hall meeting on Monday, August 24th from noon to 1:30 p.m. In Pocatello, we'll meet in VA 117 (College of Technology). Please be aware that the room seats 70, but there is standing room. We will send locations for Meridian, Idaho Falls, and Twin Falls as soon as we have the room numbers.
- b) The Senate Executive Committee views the workload policy as requiring further Senate review. This will be an agenda item for the first Senate meeting on August 24, but will likely be an initial discussion only. We'll need time to hear from you. The draft that Senate approved on April 6 is posted at <http://www.isu.edu/fsen/currentissues.shtml> and the policy as approved by the provost and president is posted at <http://www.isu.edu/acadaff/academicpolicies.shtml>.
- c) The Senate Executive Committee will invite various groups of faculty and administration to meet with them prior to or early in the semester: academic department chairs and directors; deans; past chairs of Faculty Senate; and current chairs of Faculty Senate Councils.
- d) Some faculty I've spoken with have been very interested in reading the Chronicle columns that Provost Olson writes. We all gain a better understanding of his views through them. If you are interested in reading his recent one on shared governance, it is accessible at <http://chronicle.com/article/Exactly-What-Is-Shared/47065/>. I do not know how long such links remain "live"—some older columns are available, too, yet earlier ones are archived and require an account to access.
- e) Senate Chair Alan Frantz and Vice-Chair Phil Cole will schedule meetings early in the semester with each department/college. We want to introduce ourselves and ask your views on issues and goals for the Senate this coming year.
- f) No Disenrollment—Student Fees are due Monday, August 24 at 6:00 p.m. An announcement was made that students will be disenrolled if their fees are not paid. That decision has recently been changed, and there now will be no disenrollment.
- g) Because of opportunities offered by the implementation of the new Student Information System, three deadlines will be set for the 2010-2011 catalogs at both the undergraduate and graduate level. First, all minor changes to the 2009-10 undergraduate catalog must be identified and provided to the Registrar's Office by September 14, 2009. Second, any catalog changes for the 2010-2011 catalog that affect other courses such as prerequisites, corequisites, student status (i.e. admitted to major), or new degrees must be submitted to the Curriculum Council or the Graduate Council by October 12, 2009. Finally, any "stand alone" courses for the 2010-2011 catalog that do not affect other courses, such as electives and experimental courses, must be submitted to the Curriculum Council or the Graduate Council by November 9, 2009. Colleges are encouraged to submit all changes prior to their respective deadlines. This is

all driven by the goal of creating a Fall 2010 class schedule needed for on-line registration using the new system in early April, 2010.

- h) Another item on the Banner Student Information System implementation—are there reports you need as faculty advisors and instructors regarding your advisees or your classes that you a) have received in the past and want to receive in the future? b) have not ever received but would be helpful to you? or c) have received in the past, but would be more useful with some modifications? If so, please contact Juli Hafen at x2578 or hafenjul@isu.edu.
- i) Please give feedback to your Senators this year on the various issues we'll be addressing. Faculty were asked quite often last year to comment, and we made progress only because so many faculty became involved. Please be involved this year, too! We will also be announcing many openings for university level service throughout the year, including new openings on the Faculty Senate as well as its Councils and Committees. We recognize that there is an abundance of service opportunities available, fewer people available to serve, and less allotment of workload designated for service. Yet much of our service is necessary for simple operation of the university. We need to address as faculty how we might reduce the amount of service—are there things we do that we ought not to do? Or that we can do more efficiently? Only we can generate good answers to those questions. If you have ideas, please send them to your Senator(s)!

Thank you, and see you soon,

Alan Frantz, Education, Chair

Phil Cole, Physics, Vice-chair

Dave Delehanty, Biological Sciences, Past-chair

Cindy Wilson, Pharmacy, Executive Committee member

Thom Hasenpflug, Music, Executive Committee member

Beth Guryan, CSED, ISU-Meridian, Executive Committee member

August 31, 2009

Dear Colleagues:

With nearly a full week of classes behind us already, I think it time to send everyone a few lines of announcements and thoughts. Welcome to campus, if you are a new faculty member, and welcome back to the rest! As you likely already know, this fall is starting off with a lot of change in the air. In order to learn as much as we can about faculty views, the Senate's Executive Committee (vice chair Phil Cole, Physics; past chair Dave Delehanty, Biology; Cindy Wilson, Pharmacy, Beth Guryan, CSED-Meridian; Thom Hasenpflug, Music) scheduled a series of meetings:

- 1) a university-wide faculty meeting on Monday the 24th at noon. Around 125 faculty attended and shared concerns about MAPPs, finances, the workload policy, FRC funding priorities, the academic calendar, the F/S Handbook, and more. As soon as I can, I want to review the tape and transcribe some comments that were eloquently stated.
- 2) Later in the week, the Executive Committee met with Provost Olson, Vice President Crowell, and Assoc. Vice President Adkison. We discussed several issues, then were able to visit at length with President Vailas about some of the same issues.
- 3) On Thursday, the Executive Committee met with about 25 department chairs and program directors. It was the first of two such meetings, with the next one scheduled for Wednesday, Sept. 2nd at 3:00 pm in the Senate conference room, REND 301.
- 4) Yet to be scheduled, a meeting with the deans.

Those are the special meetings scheduled by the executive committee. Vice chair Phil Cole and I are scheduling visits with individual departments and colleges. We've made a good start and will be seeing many of you in the next few weeks.

At 4:00 p.m. on Monday, August 24th, the Senate held its first meeting of the academic year. After only a short time for introductory business, the Senate launched right into a discussion about the workload policy. Provost Olson participated fully. My view is that we held the kind of exchange that needs to take place at a university—one that demonstrated divergent opinions yet was polite and collegial.

The Senate accepted the report submitted by University Ombudsman John Gribas and thanked him for his continuing service in that office. I will ask Catherine Wallace, the Senate's Administrative Assistant, to post the report on the Senate website under <http://www.isu.edu/fsen/currentissues.shtml> so faculty may access it.

During a meeting on the Banner implementation this morning, I learned that the admissions module will be the first of the student programs to be installed. Some faculty have asked about workshops on how to use Banner. The Banner implementation team will schedule workshops when the university gets close to installing the modules that faculty will use.

At a meeting last Thursday, I learned from Joseph Han, Assoc. Vice Pres. of Facilities Services, that he is looking for ways to reduce the costs associated with the parking operation, plus improve parking lots and services in the future. The single most important point in the policy that hits home to me is his statement about there being no free parking—anyone who currently parks for free is essentially being subsidized by those of us who buy annual permits. If this interests you, a draft policy is posted on the Senate website at (). If you have good ideas and suggestions or concerns about parking and/or the draft policy, please contact Mr. Han by September 25th at hanjose@isu.edu, or you may send comments via your faculty senator and the Senate will forward them to Mr. Han.

Please remember the provost's Fall Academic Assembly on Monday, September 14th at 3:30 p.m. in the Pond Student Union Theatre, CHE 314, Meridian 502, and Twin Falls C89.

For faculty who are interested in reading Provost Olson's recent Chronicle of Higher Education column, it is available at

http://chronicle.com/article/Growing-Pains/48088/?sid=at&utm_source=at&utm_medium=en

Let me end with a piece of good news. President Vailas told the cabinet last week that the State Board of Education made the official determination that faculty on nine-month contracts are considered to be full time, and the state's plan to require part-time state employees to pay an increased share of the health insurance premiums will not apply to nine-month faculty.

Best wishes,

Alan C. Frantz, Ph.D.

Chair, Faculty Senate

Introduction: President Vailas' Faculty/Staff Assembly Noon on Wednesday, Sept 3.

Good afternoon, Ladies and Gentlemen, welcome to President Vailas' Fall General Assembly. When the president asked me to introduce him, of course I said yes, I would be happy to do so. Thank you all for attending today. This is an important step in the process of shared governance, and I thank President Vailas for scheduling time with him and his cabinet to hold a dialogue on issues that concern the faculty and staff. We are at the beginning of a new academic year and there is much to do, a lot going on, all of it pressing and needing to be addressed at once. Senate leadership and the Senate are working with the administration to open even better dialogue between us and across campus. President Vailas has told me that he welcomes collegial discussion about points of disagreement, and asks that when you and I let him and his administration know about our concerns, that we be specific and that we also share our suggestions on how better to address those concerns. There are microphones set up for your questions. If we run out of time before you get a turn, please be sure to contact your staff council representative or your faculty senator to relay your question or comment. Please welcome now President Arthur Vailas.

September 10, 2009

Dear Colleagues:

Last week, President Vailas held his fall General Assembly for faculty and staff. Vice President Crowell spoke about research, Vice President Fletcher spoke about finances, and President Vailas spoke about several topics, and gave credit to faculty and staff for the institution's turnaround. If you were unable to attend and are interested in viewing it, you may do so at <http://www.isu.edu/president/>.

In my introduction to President Vailas, I stated in public a request he made of me, that when faculty inform him and his administration about our concerns, that we be specific, and that we also share our suggestions on how best to address those concerns. In his address, the president also stated that policies can always be improved; faculty and staff just need to take their suggestions through the process. These statements are very encouraging to me as Senate Chair, for they form the basis for the progress we can make this year in important areas. Let me share an example.

Yesterday, the Senate Executive Committee met with Provost Olson and VP Crowell. Our main topic of discussion was the workload policy. I am pleased to report we had a very positive discussion, which should result in some meaningful revisions. The Executive Committee will draft the changes, present them to the Senate, and ask Senate to forward them to the Faculty Professional Policies Council and entire faculty for review. I will concurrently discuss our proposed revisions with Provost Olson to ensure they reflect his understanding of yesterday's meeting, as well. Once Senate approves the revised policy, we will forward it to Provost Olson. When he places the policy on the Council of Deans agenda, I will attend the meeting to represent faculty, which will constitute the Academic Council as listed in the flow chart for changing the Faculty/Staff Handbook.

We do not have good news in the area of finances. Last Wednesday, Vice President Fletcher told faculty and staff about a possible upcoming holdback. In an email to me, former Senate and Budget Council chair Karl De Jesus shared his own views of the economic situation after analyzing state tax receipts—he also projects possible significant budget reductions. We should know more today and tomorrow.

I have a two announcements:

Please remember Provost Olson's Fall Academic Assembly next Monday, September 14, at 3:30 in the Pond Student Union theatre, CHE 314, Meridian 502, and Twin Falls C89, if you are able to attend. Senate vice chair Phil Cole and I are slowly making progress in visiting with individual departments and colleges. If we haven't yet made it to your college or department, please know that we will—it may just take a bit more time to get everyone scheduled.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

Introduction by Senate Chair Alan Frantz of Provost Gary Olson at the Fall Academic Assembly on Monday, September 14, 2009:

Good afternoon, ladies and gentlemen, my name is Alan Frantz. As chair this year of the Faculty Senate, it is my pleasure to introduce Provost Gary A. Olson today to mark the occasion of a new ISU tradition: our first Fall Academic Assembly. Dr. Olson arrived on campus last April with a thousand things all needing to be addressed at once. Somehow, I suspect that number may actually have increased rather than decreased given the budget news of late. Gary Olson, a noted scholar of rhetoric and cultural studies, was selected this past January to serve as Idaho State's Provost and Vice President for Academic Affairs. Prior to his arrival, he served as dean of the College of Arts & Sciences at another ISU—Illinois State University and as a long-time faculty member and administrator at the University of South Florida. During his last two years there he served as the chief academic officer at the institution's St. Petersburg campus, where he helped lead the campus to semi-autonomous status. He has also held faculty and administrative positions at the University of Alabama and the University of North Carolina at Wilmington. Dr. Olson earned his B.A. in history and English literature at King's College at Wilkes-Barre, PA, his M.A. in 19th Century British literature at the University of Connecticut, and his Ph.D. in literary criticism, 19th Century British literature, and rhetoric at Indiana University of Pennsylvania. With that background in English, it is no wonder that he is married to another noted scholar, Dr. Lynn Worsham, who has joined the ISU Department of English & Philosophy as professor of English. Dr. Worsham serves as editor for the journal known as JAC, a forum for interdisciplinary inquiry into rhetoric, writing, culture, and politics. Dr. Worsham was honored at Illinois State University last year as the distinguished Arts & Sciences lecturer, and she has been invited to visit the University of Houston in October as Distinguished Visiting Professor. She will deliver a major lecture and spend time with faculty and graduate students from both the University of Houston and nearby Rice University. Idaho State welcomes you, Professor Worsham, and wishes you well in your work. Lynn, would you please stand and be recognized?

Provost Olson told me on an early occasion that one of his goals at Idaho State was to improve communication with faculty, and today's assembly is an example. He also plans to hold town hall meetings for faculty, has scheduled monthly meetings with the university's department chairs, and plans to increase the visibility of important information using the Academic Affairs website. Provost Olson has met several times with me and other members of the Faculty Senate Executive Committee to discuss policies, and a recent result of our discussion is a new review by faculty and the Senate of the workload policy. I am encouraged by this and confident that we can make significant progress this year in many areas that affect all of us. It is my pleasure now to introduce our speaker for this university's first Fall Academic Assembly, please welcome Provost and Vice President for Academic Affairs, Dr. Gary A. Olson.

September 22, 2009

Greetings Colleagues:

Budget news first—last week ISU submitted possible holdback scenarios of 4% and 6% to the state, utilizing unspecified reductions. President Vailas expects that Governor Otter will notify state agencies of his holdback target this week. ISU will have two or three weeks to respond with a plan, therefore a special budget committee will be called again. That said, the president intends to be as general as possible to allow the regular budget process to take place. I am concerned that we may finish one holdback scenario, and then face another later. When that happens, we spend an inordinate amount of time dealing with budget cuts and cannot make progress in other important areas.

Faculty have requested that Faculty Senate monitor the budget process carefully and also learn more about how funding is utilized. Senate has charged the Budget Council “to go through the most recent available financial documents on a Cash Basis to determine how much money was actually brought in to the university and how much money was actually spent, itemizing the amounts spent on each expense.”

Faculty have also suggested that Senate poll the faculty to learn their views in three areas: the workload policy, the role of graduate students in teaching undergraduate courses, and the budget. The senate executive committee has therefore constructed a straw poll. We do not have usage yet of electronic polling, which we hope to gain soon, so we are sending the poll to faculty via campus mail. Please fill it out and place it in campus mail by September 30th. Outreach faculty without campus mail will need to send it via regular mail. We appreciate you sharing your views.

I have several announcements:

- The ISU Office of Student Affairs has invited me to participate on a committee, which I unfortunately won't have time to do. If you are interested in a special topic service opportunity, please let Senate know at fsenate@isu.edu. The ISU Minority Advisory Board in Student Affairs will “address enrollment, retention, and graduation issues pertinent to students of color at the institution and more importantly address minority student-athlete concerns.”
- Announcements should be forthcoming from Human Resources and Academic Affairs regarding “I-9” and “e-Verify” requirements for all new employees, including student employees. Please be sure to read those announcements if you are involved in the hiring process.
- If your program is designing or revising an ISU website, VP Tingey asks that you remember to check with University Relations (x3620) to ensure that your website maintains ISU branding/identity standards.
- ISU has confirmed a case of H1N1 flu—to read more information about the flu, please access <http://www.isu.edu/stuhlth/swineflu.shtml>.
- Faculty Senate voted to re-appoint Dr. John Gribas as University Ombudsman for another three year term. Thank you, Dr. Gribas for your willingness to serve in this important role.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

September 30, 2009

Greetings Colleagues:

By now you have heard the news that Governor Otter has announced a 6% holdback for higher education, with a plan to address it due in 3 weeks. You can read his announcement at http://gov.idaho.gov/mediacenter/press/pr2009/prsep09/pr_066.html, plus there is a link to a chart that shows the agencies, amounts, and percentages. President Vailas has reconstituted the Special Budget Consultation Committee, which includes me as senate chair and Jim Bigelow as Budget Council Chair. David Beard is another faculty member who is serving on the committee.

Even more important than the holdback news, though, is a set of proposed changes in SBOE policy regarding the authority of Idaho's presidents of public college and three public universities. You can access two documents on the Senate's "General Information & Current Issues" website under

Feedback Requested:

[Proposed SBOE Policy Changes](#) and [Synopsis](#).

The first document is not of good quality, but is all we have at the moment. A copy is supposed to be posted today on the SBOE website. I have searched, but not found it thus far. These changes are viewed by the SBOE as already inherent in the policies, and that they are being made explicit. Faculty may want to look carefully at the current policies under Financial Exigency and the proposed changes, and send your opinions of them and suggestions of what, if anything, Faculty Senate ought to do. I have heard already from Senate chairs at BSU and LCSC, where these policies are viewed with major concern, and I personally and many ISU senators share those concerns. I plan to work with the other Senate chairs to develop some kind of position statement to represent all of us. Another approach is for each institution's faculty (via the senate) to develop a position to deliver to the SBOE. The next meeting is in Lewiston on October 15 & 16, so there is not a lot of time. The first reading of the proposed changes is scheduled for that meeting. Please do let your senators know your thoughts on this issue.

The Faculty and Staff Diversity Center along with the Student Diversity Center are organizing a fall diversity calendar (October through December). If you have activities planned and would like to have them posted on the calendar, please send the information this week to diversity@isu.edu. There are several openings for faculty members to serve on various councils and committees. To volunteer or nominate someone (please check first with the person), please contact the Senate at fsenate@isu.edu. In some cases, nominations are supposed to be routed through your faculty senator.

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- Faculty Senate needs to appoint two faculty members to serve on the **Athletics Advisory Board** for the 2009-2010 academic year. There are two terms available: a one year term (could be a Faculty Senator) and a four year term. The AAB generally meets once a month for the academic year, usually on a Thursday, from 2:30 - 4:00, except for a couple of months when meetings take longer. If you would like to learn more about the AAB, please contact the chair, Dr. Scott Benson at bensscot@isu.edu or x2860.

- **Faculty Professional Policies Council** needs faculty to represent the following:
 - Arts & Sciences Humanities & Fine Arts (1 year term)
 - Arts & Sciences Social Sciences (3 year term)
 - Kasiska College of Health Professions (2 year term)
- **Campus Planning Council** needs faculty to represent the following:
 - Arts & Sciences: Biology/Physical Science (3 year term)
 - Humanities/Social Sciences (1 year term)
 - College of Education (3 year term)
 - Outreach Representative (1 year term)
- **Research Council's subcommittees:**
 - Humanities & Social Science Research Committee (HSSRC)**
 - (need a representative from each department: Art, Communication & Rhetorical Studies, History, Political Science)
 - Graduate Student Research & Scholarship Committee** may need new graduate student representation,
 - please contact Dr. Deb Easterly in the Research Office for more information.
- **Council for Teaching & Learning** needs one graduate student representative
- **Academic Standards Council** needs one Arts & Science rep, 2 year term, no particular department
- **Budget Council** needs one representative from the College of Education, a 2 year term
- **Curriculum Council** needs a representative from the Kasiska College of Health Professions, a 1 year term
- The **BAS/BAT Committee** needs four faculty representatives:
 - Arts & Sciences representative (3 year term)
 - Kasiska College of Health Professions (3 year term)
 - College of Technology (3 year term)
 - A member-at-large (3 year term) and one from any college
 - The BAS/BAT Committee's bylaws state "Faculty members are nominated via their Faculty Senator to represent their College."

Best wishes,
 Alan C. Frantz, Ph.D.
 Chair, Faculty Senate

[October 2, 2009]

Dear Vice President Fletcher,

Thank you for the opportunity to attach this note to the official minutes of the September 29, 2009 meeting of the Special Budget Consultation Committee. This note reflects my comments during that meeting that were not reflected in the minutes.

At the meeting, committee members were introduced to a restructuring plan that should result in some significant cost savings for the university. I stated that I would not be able to speak on behalf of faculty, since I had no input yet from any faculty, and I could give only my personal initial reaction to the plan. My personal view was that I could see some advantages and some disadvantages to it, and I expected there would be a range of views from faculty.

At some point I stated a concern that even if approved by the SBOE, the timeline was too short to implement such extensive reorganization. We would not realize the mid-year savings, but my view was that people needed notification that their contracts could be altered mid-year, and thus they should be grandfathered in and not face reduced salaries until July 1. Another concern I expressed was that the processes we have in place (such as for approving curriculum, for membership on committees and councils) would need to be changed, and there would simply not be time to do that on top of all the other things that we are undertaking.

Alan C. Frantz, Ph.D.
Chair, Faculty Senate

[October 2, 2009]

Dear Vice President Fletcher,

Please include the following as an attachment to the minutes of the Special Budget Consultation Committee meeting of October 1, 2009:

I introduced a prepared statement to read to the committee by lending support to the idea of creating a plan B, but for different reasons than others had expressed. I stated that I had been thinking carefully about the restructuring plan since our meeting on Tuesday, and that I faced a dilemma. On the one hand, I was joining senate chairs from our sister institutions in the state in formulating a faculty response in opposition to the recently announced proposals of SBOE policy changes. On the other hand, I had lent my personal support, with reservations, two days prior to seeking SBOE approval of a restructuring plan that depended on those very SBOE policies to be approved by the board. The dilemma was that these two were inconsistent, and I therefore had prepared the following statement:

This committee learned of the restructuring plan two days ago. We were asked our opinions of it with very little time to think it through. I stated that I was unable to speak for faculty, since faculty know nothing yet of the plan. I also said I personally could see some advantages and some disadvantages, and expressed the concerns that I could think of on the spur of the moment. I have been reviewing the plan in my mind for two days now, and am very relieved that we are meeting today. I now have the chance to say that after very careful thought, I now see one major disadvantage to the plan that outweighs the advantages—it is too much, too quickly, and most damaging, without the deliberative process of discussion and idea generation that may result in a better structure and smoother implementation—at least with some buy-in. With all the other pressures hitting the faculty at this time—I can't speak for staff (though I expect it is the same for them)—I think this could be a recipe for disaster. I propose we look at any viable immediate alternatives—such as what we would do if the SBOE were to turn down this plan next week—and see what we can come up with.

Alan C. Frantz, Ph.D.
Chair, Faculty Senate

Other items I contributed to the meeting:

What are the non-instructional areas we can look at to cut funds?

What cuts will Athletics incur? I have to bring up the opinion of many faculty that in financial times as these are, that the football program could be on the list of possible cuts.

Are there not new positions in the central administration over the past couple of years that could be trimmed?

October 9, 2009

Greetings Colleagues,

This is a short note today, with one announcement at the end. On Monday, the Faculty Senate will look at a draft resolution from ISU faculty that addresses the SBOE proposed policy changes. You likely know already that the proposal essentially takes financial exigency authority and extends it to the institutional level, but without the need to declare financial exigency and without restraints. We all know that the state's budget situation is serious; however, these changes would outlive the present budget crisis, and be in force for future administrations at our state universities to utilize for any level of budgetary problems. That is one of the main reasons that faculty across Idaho's state institutions are opposed to the proposals. The Senate Executive Committee met today to discuss the issue and formulate our approach. We will recommend on Monday to the Senate that ISU endorse and adopt the Lewis-Clark State College resolution (a draft is posted on the ISU Senate website, <http://www.isu.edu/fsen/currentissues.shtml> with permission from the LCSC Senate Chair, and a note that the LCSC Senate approved it yesterday) and add a statement of our own. At present, I expect to present our statement to the SBOE at the meeting next Thursday in Lewiston, so there is not much time. If this issue interests you, I ask you to read the LCSC resolution, let your Senator know whether you concur with an endorsement/adoption of it, and if you have additional ideas to include in our own statement, that you communicate those to your Senator as well. The official version of the LCSC resolution should be posted on their website soon (<http://www.lcsc.edu/faculty/>).

Several points I want to work into our statement are that these policy changes will impair an institution's ability to recruit and retain faculty, because it renders contracts meaningless. This will affect students, communities, indeed the whole state negatively. It abandons an emergency response system (declaration of financial exigency) during a time of emergency and replaces it with a policy that is fundamentally un-American--Americans have a long history of respect for contracts. Those are some of the ideas the Executive Committee and I generated today. We will need to draft them into a cohesive statement. Please feel free to assist! Of course, if you do not oppose the SBOE proposals, we need to know that, too. Please send your view to your Senator so we can look at both sides on Monday.

An announcement today is:

The College of Education's Visiting Author for the Bellon Visiting Author Series this academic year will be Yangsook Choi, an author and illustrator. Ms. Choi is from Seoul, South Korea, and now resides in New York. She will be in Pocatello March 15-17, 2010. Her schedule of presentations will be publicized closer to her arrival. Please contact Dr. Beverly Klug for more information.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

October 14, 2009

Good morning, Colleagues:

I am getting ready to head to Lewiston for the SBOE meeting, and I want to give you a quick update before I leave. News came from the SBOE office yesterday that "Items pulled from the agenda include: Tab 2 on the Business & Human Resource, HR Committee; Proposed Amendments to Board Policy – Sections II.B.2., II.F.2., II.G.2., II.N., 1st Reading." This is the set of policy changes that I wrote about last Friday. My counterparts at BSU, LCSC, and U of I held a phone conference with me Friday afternoon to discuss the proposal and our respective approaches. You saw the resolution from LCSC already. The ISU Senate met Monday and worked on our response, but it is not needed at this point. I am unsure how this will proceed now, but there is some talk among the senate chairs that we may be invited to assist with a future draft of the proposal. I will of course keep you informed.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

October 20, 2009

Good Afternoon, Colleagues:

This will be a lengthy message--there are a couple of important topics today plus announcements. First, last Wednesday evening and Thursday noon, the four senate chairs met in Lewiston during the SBOE meeting. We mostly discussed the proposed amendments to SBOE policy – Sections II.B.2., II.F.2., II.G.2., II.N. (see <http://www.isu.edu/fsen/currentissues.shtml>). As you know, the SBOE pulled the proposal from the agenda after all four senates raised concerns. The four chairs believe that the SBOE is open to receiving a new draft from us (working with general counsel) that includes language faculty can accept, and that the Board plans to include the first reading of the original proposal or a revised proposal on the next meeting's agenda (December 10). The four chairs are not unanimous in a belief that we ought to endorse a revised proposal--each of us is discussing this point with our respective senates. The outcome of those discussions will determine how we proceed. The issue is this: faculty across the state can oppose the policies altogether and request that the SBOE not make any changes to those policies. We chairs believe that the SBOE is in favor of amending the current policies in some fashion, and could pass the original one absent a revised proposal. If faculty across the state want an improved proposal, we have the opportunity to submit one. My view is that we should submit a unified revision from all four institutions. Because not everyone agrees with this view, it is important to voice yours to your Senators, so they will be guided in their votes next Monday. Last Monday, the ISU Senate drafted a response that includes some of the points the senate chairs discussed for a revised proposal. Here is the ISU Senate response:

The Idaho State University Faculty Senate expresses opposition to all proposed changes to Idaho State Board of Education Human Resource Policies II.B. II.G., and II.N. Senators expressed the following concerns with the proposed changes:

- 1) With the ability to alter faculty contracts mid-year, the ability to recruit and retain highly qualified faculty is impaired. This impacts students. Contracts are agreements between the Board and faculty members that assure protection for students who rely on classes and services, on an annual basis, determined in advance, to allow them to complete their higher education requirements.
- 2) This same ability to alter contracts diminishes the meaning and utility of tenure, which as a protection of academic freedom, is a safeguard for students who rely on their faculty to be free to pursue their research, teaching, and service, based on their expertise and profession-based authority.
- 3) Outside funding may be at risk as research grants and contracts depend upon a stable faculty to carry out the terms of the research grants and contracts.
- 4) The grievance process under the proposed changes is unclear regarding when an individual has the right to grieve changes in her or his contract and other substantial changes that affect the faculty member.
- 5) Parameters need to be developed to set limitations on the CEO's special authority, including definitions of when financial challenges justify the special authority to be invoked and the duration of that special authority. When the financial challenges are over and institutions resume their normal budgeting processes, special authority should cease.

Two additional ideas the chairs discussed in Lewiston are to include language that adds a recovery plan (when funding becomes available, reinstate salary reductions, etc.) and that stipulates each institution's faculty and administration develop its own mutually agreed-upon policy on how the emergency measures may be utilized during the defined "financial challenges" (quoted phrase borrowed from the SBOE language).

The senate chairs also discussed two topics that are of interest to all of us. I brought up the tuition fee waivers for faculty families (again, staff are likely to be interested as well, but the Senates do not represent them--we are certainly willing to collaborate with staff), and advocated that we develop a statewide proposal that allows the waivers to be valid at any of our state institutions. The other chairs all agreed this is a timely topic to pursue. The second item of interest was brought up by the U of I chair and regards the state contribution to PERSI that equals around 1.5% of salary of non-PERSI faculty and staff members. This is a somewhat little-known and confusing situation with history going back to 1990. The main point is that the legislature has the ability to reduce the contribution and redirect it to ORP faculty and staff retirement accounts. This could be a tough sell, but one that we should explore. If any faculty are interested in working on either of these two issues, please let your Senator know, and we can begin to coordinate our efforts across the state. ISU Senator Dennis Krumwiede (Business) has already expressed interest in working on the tuition waivers for families. I will work on both of them, too.

The second topic of importance is the draft Promotion & Tenure policy (see <http://www.isu.edu/fsen/currentissues.shtml>). Faculty Senate needs to finalize our draft and send it to Provost Olson. I have received one further comment on it that points out a redundancy in part C - quinquennial review section: combine sub-sections d and g. If you have further comments or suggestions, please send them to your senator or fsenate@isu.edu right away, so we may finish this policy draft.

Announcements of upcoming dates:

- 1) Dr. Nicholas F. Gier will be at ISU on Thursday, October 22, 2009 to address the faculty and public on "The Crisis in Idaho Higher Education." His address will be delivered at 7:30 p.m. in the Canoe Room (or Quad Lodge) of the Pond Student Union. Dr. Gier is the President, Higher Education Council, Idaho Federation of Teachers, AFL-CIO. He is an Emeritus Professor of Philosophy at the University of Idaho and has been active in the Idaho Federation of Teachers since 1973. Dr. Gier's visit is co-sponsored by the ISU Faculty Senate and the Idaho Federation of Teachers.
- 2) Provost Olson's first Town Hall Forum for faculty will be held next Tuesday, Oct. 27th from 3:30 to 5:00 p.m. in the Wood River Room of the Pond Student Union, Meridian Rm 502, and CHE 208.
- 3) Two NWCCU visitors will be on campus November 5th and 6th. The interim report is posted on the Academic Affairs website (<http://www.isu.edu/acadaff/InterimAccreditation/>).
- 4) Coming soon will be some mock registrations by students for the Banner registration module. There is a need for a few faculty from each college to participate in the mock registrations, and a bit of training on the system will be necessary beforehand. You should be getting more information about this from your colleges soon, as the Banner implementation team will need the names of volunteers by November 16th.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

October 27, 2009

Dear Colleagues:

Today's letter will be much shorter than the prior one. The Senate approved the posting of the Special Budget Consultation Committee Recommendations from last spring. The SBCC Recommendations were released to the Budget Council, which forwarded them to the Senate. Senate has worked with our administration to remove any sensitive and personally identifiable information from the list. Those recommendations are already posted to the Budget Council's website (<http://isu.edu/fsen/budgetcouncil/GeneralInformation.shtml>), which is password protected.

Many faculty have asked if the results of the Senate's straw poll will be available soon, and the answer is yes—at least the quantitative results. There were many comments, which we have not finished compiling and sorting into categories to maintain anonymity. You may have read an article in this morning's Idaho State Journal about the straw poll, and despite some inaccuracies in the story, it is accurate that the results were not released to the Journal. The senate approved a motion stating: "The Faculty Senate considers the Straw Poll to serve as a tool to assist with internal policy formulation and does not authorize data to be released outside the institution." There is a little reformatting to finish before the results can be posted, and I am working on that. The results will appear soon on the Budget Council website listed above, because it is password-protected (simply use your regular ISU login and password). We will find a better place for such items in the future, but will utilize it for now.

Unfortunately, Senate was unable to address two other important agenda topics at yesterday's meeting—the SBOE amendments proposal and the draft P&T policy. I have recently received additional comments on the P&T policy from Senators and from faculty, and remain hopeful that we can make progress on this at the next meeting.

Announcements:

- 1) ASISU is interested in subscribing to www.koofers.com which is an online service (apparently founded at Virginia Tech and subscribed to by the U of Idaho and other universities), for students to share information about instructors and courses at their institution. If faculty have comments, you may contact the ASISU president, Ross Knight, at knigherb@isu.edu.
- 2) A new MAPP will soon undergo review: the Code of Conduct/Ethics policy, which basically codifies in one place and amplifies existing policy statements touching on this subject, and currently scattered in many places. The Technical Working Group will consist of six members: two faculty, two staff, and two students, plus advisory support from HR and General Counsel. I asked Senators to recommend faculty to serve on the TWG, with an idea to include at least one member who works professionally in the area of ethics. I have received a couple of names already, and I plan to contact those faculty. Others, who may be interested, please contact me at senatechair@isu.edu.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

October 30, 2009

The quantitative Straw Poll results are given below, in the area of each question. Comments are not yet available—there were many, and they still need to be sorted into categories in a manner that ensures their anonymity. The methodology for the poll was simple: a) ten yes/no questions were posed, plus three demographic ones; b) a mailing list of all faculty of .5 FTE or greater was obtained from HR and checked for errors; c) the questionnaire was printed on bright green paper; d) 625 questionnaires were mailed to faculty addresses; e) ten faculty called to say they had not received their copy, their names were checked against the mailing list to help learn why they may not have received one, copies were delivered to them; f) 330 anonymous responses were received; and g) not all questions were answered by all respondents.

STRAW POLL - from the Executive Committee of the Faculty Senate

Faculty Senate is requesting faculty to respond to this straw poll via campus mail by **Sept 30, 2009**.

Please send your response to: **Faculty Senate
Idaho State University
Mail Stop 8070**

Background Information

Faculty Senate passed a draft of the workload policy on April 6, 2009. President Vailas signed a revised policy (provost's version) on May 10th. This revised policy has several major differences with the version from the Faculty Senate, and faculty across campus have voiced concern about that policy. Faculty governance has not been willing to accept it as final, because the agreed-upon procedures for policy change were not followed, reducing important faculty voice in final revision. Our current goal is to find mutually acceptable language and acknowledgement of the policy's legitimacy, once the process has been completed. In the President's Assembly on Sept. 2, 2009, President Vailas indicated a willingness to revise any policy, including the workload policy. On Sept 9, 2009, Provost Olson agreed that the workload policy be returned to the Executive Committee of the Faculty Senate. Thus, the Executive Committee is proposing to rework the document so that "*average of 9 workload unit's*" in the provost's version will become "*baselined to the number of courses per semester for peer institutions at the Doctoral University level, which is nine to ten classroom hours per week. The course load for core faculty will change to six to eight classroom hours per week when Idaho State University achieves the Research University-High designation.*" The Executive Committee also proposes to maintain the typical instructional workload of 12 units for contingent faculty as per the language in the Senate version of April 6, 2009. For the Faculty Senate to revisit the workload policy, we request your input so that we may address your areas of concern for faculty.

The revised policy entitled: Part 4. Personnel Policies, Section II. Appointment, H. Faculty Workload (Updated 5-10-09), can be found in http://www.isu.edu/fs-handbook/part4/4_2/4_2h.html.

We define contingent faculty as adjunct/visiting/temporary/lecturer faculty.

The primary changes of the workload policy:

1. Core faculty

- Faculty Senate's original version: *no more* than 9 workload units for teaching.
- Provost's version: on the *average* of 9 workload units for teaching

2. Contingent faculty

- Faculty Senate's original version: no more than 12 workload units for teaching; an expectation of service
- Provost's version: 15 workload units for teaching; minimal expectation of service

3. Process for determining workload

- Faculty Senate's original version: negotiated between faculty member and chair
- Provost's version: assigned

The Faculty Senate via the Faculty Senate Executive Committee is revisiting the workload policy, and wishes to hear your views on several issues. We have formulated questions in three areas to get your feedback (workload, teaching role of graduate students, and budget).

Workload Policy Questions

The purpose of this document is to design a university-wide, overarching flexible workload policy that accommodates the visions, aspirations, and responsibilities of each division/unit. Each unit will further develop policies specific to their own needs.

1. Should determination of teaching workload remain exclusively within the department /unit?
 - a. Yes
 - b. No

A	B	none
261 (82.3%)	56	13

2. What should be the maximum number of instructional workload units for a **contingent** faculty member? (please circle your choice) •9 •10 •11 •12 •13 •14 •15 •more than 15

Units	Response Tally	Units	Response Tally
9	27 (8.7%)	13	7 (2.3%)
10	4 (1.3%)	14	3 (1.0%)
11	2 (0.6%)	15	40 (12.9%)
12	227 (73.2%)		

Use of Graduate Students in Instruction Questions:

There has been discussion of replacing lecturers/contingent faculty with graduate students, who will take over the teaching responsibility for the courses. The provost has argued for this new pedagogical model as reported in the *Idaho State Journal* on August 4, 2009 and in the provost's Saturday column of August 15, 2009.

3. Does your department have a graduate program?
 - a. Yes
 - b. No

A	B	none
255 (78.0%)	72	3

4. In general, is it considered appropriate for graduate students to teach labs or recitation sections in your department under adequate supervision/guidance?
 - a. Yes
 - b. No

A	B	none
223 (74.3%)	77	30

5. In general, is it considered appropriate for graduate students to teach lecture-style courses, with full course responsibility, as the independent instructor of record?
- Yes
 - No

A	B	none
74	238 (76.3%)	18

6. Do you agree that undergraduate learning would be enhanced by replacing contingent faculty with graduate students?
- Yes
 - No

A	B	none
10	305 (96.8%)	15

7. Do you agree that undergraduate recruitment would be enhanced by replacing contingent faculty with graduate students?
- Yes
 - No

A	B	none
10	305 (96.8%)	15

Budget Related Questions:

8. Do you agree that faculty have had input into budget decisions for your division?
- Yes
 - No

A	B	none
105	214 (67.1%)	11

9. Do you agree that faculty should have input into budget decisions for your division?
- Yes
 - No

A	B	none
315 (96.9%)	10	5

10. Do you agree that there has been sufficient transparency in budget decisions within your division?
- Yes
 - No

A	B	none
95	218 (69.6%)	17

Please indicate your faculty appointment:

11. Faculty type

- Contingent = 59 (18.4%)
- Core = 262 (81.6%)

12. If Core:

- Tenured = 166 (60.8%)
- Tenure-track = 60 (22.0%)
- Other = 47 (17.2%)

13. College:

- Arts and Sciences 169 (52.2%)
- Business 22 (6.8%)
- Education 20 (6.2%)
- Engineering 14 (4.3%)
- Health Professions 54 (16.7%)
- Pharmacy 9 (2.3%)
- Technology 36 (11.1%)

In the margins or space below or on a separate sheet, please include any general or detailed comments on workload policy or on any other matter. We will assemble this straw poll and report the results at the next Faculty Senate Meeting.

Notes: The original number of questionnaires mailed to faculty was determined to be 620. A revisit of that determination resulted in the addition of five questionnaires, bringing the total to 625. The response rate is 52.8%. A few faculty and members of our administration have questioned the validity of this poll, thus a short explanation is warranted. The following comment was sent to the Senate by a social science faculty member; it captures the essence of the Senate's purpose for the straw poll:

The poll sent to all ISU faculty was clearly identified as a "straw poll." A straw poll by definition is different from a public opinion poll as well as a scientific survey. A straw poll is a frequently used mechanism in both politics and within many public as well as private organizations. Its principal objective is to provide increased interactive dialogue among relevant parties with regard to an issue or group of issues currently under discussion. Its results are nonbinding. Straw polls are used to take the temperature and see if there is sufficient interest in an idea or resolution so that relevant parties can get a sense of whether or not to proceed further, at what pace and scope, and with what intensity.

Studies indicate that response rates for internal organizational surveys (typically employee surveys) are typically low, in the 25-35% response rate - due to several factors, among them employee preoccupation with work, fear of reprisals from management, and employee cost/benefit calculations of the perceived efficacy of the results (i.e., what impact will my views really have within the organization). The response rate for this straw poll was 53% (330 returned out of 625) which is very high given the context of an internal organizational/employee poll. Given this understanding of the nature and the context of the poll, I think it was an appropriate exercise and helpful to Faculty Senate deliberations.

11-4-09 University-wide meeting called by President Vailas

Statement read by FS Chair Frantz

Good Afternoon, Colleagues:

I would like to share a few thoughts on the Special Budget Consultation Committee. The Committee reviewed ideas for cutting the budget, and we have had many concerns with the ideas—the same concerns you have. For example, I voiced early on that while I could see some advantages and disadvantages to the restructuring plan, there would be a wide range of views among faculty, and such a reorganization needed as much faculty & staff input as possible, as quickly as possible. Transitions to new structures take time and careful planning, and we already have a lot of change occurring on campus. VP Fletcher told me at our meeting last Friday that the administration shares that concern and today's forum is a response to get people involved as soon as possible. I brought up other concerns, and proposed that we look at any viable immediate alternatives. The bottom line for the Committee, though, was to preserve faculty and staff positions as much as possible, and other alternatives included layoffs. We may still be faced with layoffs, depending on whether we are required to cut more from our budget during the Spring semester. We have a lot of work to do, and a short amount of time to do it in. We'll need to put our best thinking and creativity into our suggestions for how to proceed from here. Thank you.

November 10, 2009

Good morning, Colleagues:

Two weeks ago, Faculty Senate passed a resolution calling for the president to concur with the findings of the grievance appeals board in the case of Dr. Habib Sadid. Last week, Senate held a special meeting to discuss the ramifications of that resolution, and a motion was made to rescind the resolution of the prior week. After discussion, that motion was tabled. At yesterday's Senate meeting, I included a statement about the resolution in my announcements. After concluding all of its regular business and a discussion on the budget and on integrating the restructuring task forces into faculty governance, Senate voted not to take the motion from the table. A reporter was present during the meeting. You may have read a story in this morning's *Idaho State Journal* as a result. Portions of my statement were quoted. I will share the entire statement with you below so you can read it in context.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

Senators:

After hearing from a few Senators earlier today regarding the resolution tabled at last week's Senate meeting, I decided I ought to prepare a few remarks on it for today's meeting. The resolution is tabled and may be taken from the table during this or a subsequent meeting this semester. My preference is to let it remain on the table for now in order to allow media attention to die down. I have been asked by a news reporter to share my personal view, and I have been reluctant to do so, because I do not think it would be appropriate--I could not truly represent the view of the faculty, yet as chair of Senate, anything I say can be viewed as representing the faculty. And this issue is divisive—I have been contacted by many faculty whose views are on both sides of the issue, including past Senate chairs and emeriti faculty. Thus my view cannot represent faculty at large.

Yet I do have a personal view. When I received a draft of the proposed resolution, I replied that “it is not proper for the Senate to pass a resolution such as this.” I stated the same at the start of the discussion on the resolution. My reasons were not the same as some we have been debating since that time, but the question that now rises to the top for me is whether the Senate ought to weigh in on personnel issues, and my belief is that we ought not to do so. In response to an inquiry by President Vailas, I wrote that “the Senate considered this to be an important issue and a pivotal decision regarding a faculty member and what is perceived as a threat to academic freedom and tenure.” I believe the Senate wanted to show support for the grievance process. That process concluded with a decision to dismiss Dr. Sadid. Whether the Senate or individual faculty agree with the decision or not, it did conclude the process. Subsequent media attention has seemed to me to turn the original Senate concern into a question of being for or against Dr. Sadid personally.

I believe we have many important and pressing issues facing this institution—restructuring, a budget crisis, policy development, a changing campus culture, and more—all added to our regular full-time work of teaching, scholarship, and service. We are in a unique position now for faculty governance to impact the future of this university significantly, and we need to make positive change become the focus of our energies.

November 19, 2009

Greetings, Colleagues!

This past Monday, the Faculty Senate Advisory Council met and discussed several items of importance to the faculty. First was an update from the Research Council on how that Council and its sub-committees will operate this year while processes become clarified (please see http://www.isu.edu/fsen/Senate_Action_Items.shtml for details).

Next, Vice President Fletcher shared the welcome news that you read about in a letter from Provost Olson and me earlier today. In short President Vailas has authorized a) a mini-budget cycle to take place between now and the end of January 2010; b) the timeline for the restructuring task forces to complete their work will be extended through January, 2010; and c) no notifications will be sent out to tenure-track faculty in December, 2009. This is all good news.

Third, we discussed the membership of senate councils and committees, and how we need to improve the process of communicating openings to faculty—especially those who are interested in adding university level service to their portfolios. We also discussed a desire to standardize the mechanism by which we select and appoint faculty to the various types of committees. Finally, it was noted that we are not yet at full strength on all councils and committees. In some cases we need Senators to serve on a council, and in more cases there are openings for faculty. This is a tough time to carve out time for additional service, but I will soon send out a note with all the openings I know about, and if one sparks an interest, please notify your senator or the senate office (fsenate@isu.edu).

Separate from the Advisory Council meeting is a new draft from the SBOE regarding the proposed amendments to policy regarding times of “financial challenge.” The draft arrived today and is available on the Senate website http://www.isu.edu/fsen/Senate_Action_Items.shtml. The document is long, and the wording changes start on the first page, which is page 3 in the document. Other changes are on pages 4, 7, 13, 23-35, and 29-30 (bottom right corner). It appears that the parameters advocated by the ISU Faculty Senate and administration will have to be worked out at the institutional level; please see 2d on page 3. Your comments and suggestions are welcome.

Faculty should also be thinking about methods to influence our governor and legislators in the upcoming months to protect the funding of higher education in Idaho. A good old fashioned letter writing campaign can be effective—we have done this before with some measure of positive results. My senate chair counterparts from around the state plan to meet with legislators in Boise during the January higher education week. I am suggesting we also set up a meeting with the governor, as has been done in the past. Other ideas and activities are welcome.

That is all for today. I hope everyone enjoys a very pleasant and safe holiday next week!

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

November 20, 2009

Greetings, Senators!

We have several agenda items for Monday's meeting (Nov. 30), and I want to give everyone advanced notice on those I've got information about.

I'll be drafting language for the thank you letters to our grievance appeals board members and for an affirmation to the Budget Council to work with the newly announced mini-budget cycle that should start soon and run through January. We already have a rather open charge to the Budget Council that we said we would follow up with specific requests as they arise. This would be such a request.

During the summer, Senator Beard sent in a request for an agenda item regarding our Senate "Statement on Faculty Governance" and the SBOE policy. That has not yet made it to the agenda, but will be there for our next meeting. I will attach his request to this message in a Word file.

We still have openings on councils and committees. Catherine is working on an updated list for me to send out soon, and I'd like to ask Senators to make another attempt to recruit faculty for these service opportunities. This is a tough year to ask, there is a lot, but we do need to try. One that just came in might be good for a Culinary Arts faculty member (of course, others may be interested, too): *Food Service Bid Committee. This committee is meeting to discuss the upcoming Request for Proposal. It will make a recommendation for a university food service provider. The current contract with Chartwells expires August 2011. Membership on this committee will require time and commitment during the next 12 months.*

Please take a look at the revisions to the SBOE policy amendments (http://www.isu.edu/fsen/Senate_Action_Items.shtml) on the Senate webpage.

Finally, we do have several policies that need to be finished and others begun. If we form small work groups of two or three, we could likely hammer out several of them (workload, senate bylaws, two grievance policies, plus we should examine the travel MAPP and see if there need to be modifications such that it can be adopted into the F/S Handbook and result in one university-wide policy. I think Phil Cole expressed some willingness to work on this one.).

That is all for now—enjoy your Thanksgiving Holiday!!

Alan

December 1, 2009

Greetings, Colleagues!

Hopefully you are all well rested and refreshed from a week away from normal business. I also appreciated the break! I mostly have announcements for you today, however, there are two topics I will address directly. The first is the new draft from the SBOE regarding the proposed amendments to policy regarding times of “financial challenge” (please see http://www.isu.edu/fsen/Senate_Action_Items.shtml). The policy amendment is on the December 10 agenda. Senate chairs from around the state will each have 5 minutes to address the topic, as was planned for the October meeting, when the item was removed from the agenda. My plan at present is simply to read the statement that Senate approved for the October meeting, plus add some observations of my own on the revisions to date. If you have suggestions for me, I welcome them! You may read the statement below, at the end of this letter.

Second is a draft of the sabbatical policy that Senate approved last Spring, then revised again due to the changes in how sabbaticals now need to be funded. A thank you goes to Dr. Thom Hasenpflug, who has undertaken the revision of this policy. The current draft is posted on the Senate website at under “General Faculty Info & Current Issues” (<http://www.isu.edu/fsen/currentissues.shtml>). Please review the new draft, and if you have comments or suggestions, direct them to Dr. Hasenpflug (hasethom@isu.edu) by Thursday, December 10th. The plan is for Senate to approve our final draft during our December 14th meeting and forward it to Provost Olson.

Announcements:

- 1) HR reports that a program called People Admin will work with Banner. A main feature is Applicant Tracking, an online tool to assist with position searches. It will be starting soon, and people will receive training as searches are undertaken.
- 2) There will be a rise in the tuition for faculty/staff & spouses who take ISU classes. It will be set at 10% of fees starting next Fall or later. I still need to learn details on how the fee will operate. A group of faculty (Dr. Dennis Krumwiede, Dr. Mary Whitaker, Professor Doug Warnock, and I) is working on a plan to extend tuition benefits to faculty children.
- 3) President Vailas and other cabinet members have been meeting with legislators, and are continuing to do so—in Meridian today. The president reports that legislators are all aware of the funding situation in higher education, but there are many factors that will impact our final funding for this and the next year. He reported that legislators applaud the restructuring efforts he has told them are in progress, and they consider this to be “good stewardship of public funds.” They also applaud the university partnerships with industry and small business.
- 4) January 11th, 2010 starts the new legislative session. President Vailas will present to JFAC on January 26th, during higher education week in Boise. I encourage faculty to become involved in lobbying the legislature for better support for higher education.
- 5) There will be four candidates for the position of Director of the Alumni Association on campus for interviews this week and next. There is an hour time slot at 4:00 on T & Th both weeks for anyone interested in meeting the candidates at the Alumni House.
- 6) There is a need for a faculty representative on the Food Service Bid Committee, and for two faculty to serve on a committee to revise the EEO/Affirmative Action/Discrimination Grievance Procedure in the F/S Handbook. Please contact your faculty senator if you are interested in serving in one of these capacities.
- 7) Faculty Senate plans to utilize our main discussion time on December 14th to discuss the restructuring efforts. I have invited the chairs of the three academic task forces to participate.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

Passed by Faculty Senate, October 12, 2009

The Idaho State University Faculty Senate is opposed to the creation of policy extending financial exigency authority beyond the existing financial exigency policy. However, the Faculty Senate is also unwilling to sit idly by without input if such policy is to be enacted. Therefore we recommend the following concept to be followed, details of which need to be drawn up:

- a) include a definition of an entry point (when the "financial challenge" begins);
- b) include a definition of an exit point (when the "financial challenge" ends);
- c) include a recovery plan (when there is funding, how the institution can channel funds back to areas that were cut);
- d) include language to allow each institution to draft mutually agreeable policy on how such "financial challenge" authority will be utilized and implemented; and
- e) include clarification of the grievance policies attached to the "financial challenge" period.

December 10, 2009

President Agidius, Members of the Board:

The Faculty Senate of Idaho State University finds itself in the strange position of opposing the proposed amendment to Board policy, while simultaneously requesting certain parameters be included, should the Board vote to adopt the amendment. We oppose the amendment because in its present form, the language renders contracts meaningless and thereby undermines tenure. This causes me to be concerned about the recruitment and retention of faculty.

I will read the statement as passed by the Senate October 12, 2009:

The Idaho State University Faculty Senate is opposed to the creation of policy extending financial exigency authority beyond the existing financial exigency policy. However, the Faculty Senate is also unwilling to sit idly by without input if such policy is to be enacted. Therefore we recommend the following concept to be followed, details of which need to be drawn up:

- a) include a definition of an entry point (when the "financial challenge" begins);
- b) include a definition of an exit point (when the "financial challenge" ends);
- c) include a recovery plan (when there is funding, how the institution can channel funds back to areas that were cut);
- d) include language to allow each institution to draft mutually agreeable policy on how such "financial challenge" authority will be utilized and implemented; and
- e) include clarification of the grievance policies attached to the "financial challenge" period.

Wording in the present draft does begin to address letter d) above.

A colleague recently sent me a news clipping, from which I quote: “Idaho’s college and university faculty believe their way of life is being threatened. And they’re on the verge of forming a statewide coalition aimed at derailing a proposal to change how the Idaho Board of Education declares a financial emergency... Faculty representatives... say the proposed policy not only threatens tenure and academic freedom, but also the viability of Idaho’s college system.” There is more, but what is especially interesting about this news article is the date: March 31, 1986. We’ve been here before. I can leave a copy of the article for you if you wish.

President and Members of the Board, thank you for your consideration.

December 16, 2009

Greetings, Colleagues!

It is the middle of Finals Week, and I know you are busy turning in grades. While I do have a bit of news to report, I mainly want to wish everyone a safe, restful, and enjoyable holiday.

Let me start with a general reminder that the legislature begins to meet on January 11th, and it would be beneficial for faculty to write letters to our legislators and governor voicing our concerns and ideas regarding the state of higher education funding in Idaho (and any other items of concern). I’ll now turn to a few notes about the SBOE meeting of December 10th and this past Monday’s Senate meeting.

During the SBOE meeting on December 10th in Twin Falls, all four senate chairs emphasized opposition to the creation of the “financial challenge” language, especially in its present form. LCSC’s chair stated flat opposition to the policy change, ending with a slightly open door to engage in meaningful conversation about redrafting the language. I spoke second, and stated “The Faculty Senate of Idaho State University finds itself in the strange position of opposing the proposed amendment to Board policy, while simultaneously requesting certain parameters be included, should the Board vote to adopt the amendment. We oppose the amendment because in its present form, the language renders contracts meaningless and thereby undermines tenure.” I then read the ISU statement passed by the Senate on October 12th (see my 12/1/09 letter to faculty) and brought to the Board’s attention the news article from 1986, when similar language was proposed (see <http://www.isu.edu/fsen/currentissues.shtml> under Informational Items). The BSU chair added a request for the Board to seek an official opinion by the Idaho Attorney General’s office. I had made such a request early on, but was sent a polite letter stating that the office would not be acting upon my request. However, the AG may do so if the Board requests an opinion, and faculty believe it would be in the best interest of the state to have an official opinion. The U of I chair gave specifics on contradictory language in the current policy draft, and on roadblocks to faculty approval. He also gave his personal view that higher education in the state ought to raise tuition significantly over the next two or three years. I believe that senate chairs will be able to provide suggestions for revisions to the draft policy, and the revised draft will likely appear on the February SBOE agenda.

This past Monday, Faculty Senate focused discussion on the current academic restructuring task forces. I opened the session with a statement of the main concern I have heard from faculty: that a major restructuring has such long-term effects, that it would normally be a process of a year or more to think it through carefully. Then the implementation would need to be planned carefully. Is ISU possibly attempting to move too quickly—or do the task forces see ours as a truly viable timeline?

The task force chairs Dr. Kandi Turley-Ames, Dr. Pamela Crowell, and Dr. Linda Hatzenbuehler were present, and they each took a few minutes to describe the progress their task forces were making and to answer questions from Senators. We were also able to ask questions of Provost Olson and Vice President Fletcher. The main messages I took away from the discussion were that a) task force members have been meeting often and long, wrestling with many of the same questions that Senators posed, and in a couple of cases, chairs noted something to take back to the task forces for consideration; b) pros and cons of many different models and ideas are being discussed; c) there is hope that our timelines are viable; and d) no decisions have yet been made, the process is ongoing. My memory is incomplete, I'm afraid—I know there is much more that was discussed, but those are the generalizations I recall.

My announcement today follows up with the aforementioned Senate discussion on restructuring. The Faculty Senate will hold a University-wide Faculty Meeting on Wednesday, January 6, 3:00-4:30 p.m. in the Pond Student Union Film Theatre, CHE 208, MERID 501, and TWIN C89. There is no specific topic for the meeting, although Senate is interested in continuing the discussion on university restructuring. We won't yet have any results from the restructuring task forces, however, this topic is likely to crop up in our thoughts during the break, and this meeting will be an opportunity to share and collect new thoughts and ideas that Senate can pass along to the task force members.

Wednesday the 6th at 3 p.m. is the best available date and time prior to the start of classes on the 11th. I checked schedules for university & college-level meetings, but not departments. If you have a department meeting already scheduled during this time, I apologize for the conflict and ask you to consider changing your department meeting time if you can. If you know you cannot attend the meeting, but wish to express your views, you may send them to me at senatechair@isu.edu.

Best wishes for the holidays,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

January 5, 2010

Greetings Colleagues, and welcome back to campus!

This is simply a reminder that the Faculty Senate has scheduled a University-wide Faculty Meeting for tomorrow, January 6th, from 3:00 to 4:30 p.m. in the following locations: Pond Student Union Film Theatre, CHE 208, MERID 501, and TWIN C89.

There is no specific topic for the meeting, although Senate is interested in continuing the discussion on university restructuring that we had on December 16th in Senate. We won't yet have any results from the restructuring task forces, however, this topic is likely to have occupied our thoughts during the break, and this meeting will be an opportunity to share and collect new thoughts and ideas that Senate can pass along to the task force members. Other topics are welcome, as participants desire, and two more I want to address are the SBOE amendments regarding "financial challenge" policy and lobbying the legislature during the upcoming session. In particular, we can generate bullet points to include in a Senate letter to the legislature and governor to inform them of our views on the status of higher education in the state. Senate Executive Committee met yesterday and discussed drafting such a letter. We would appreciate faculty input from across campus.

We realize that not everyone will be able to attend tomorrow, but holding a meeting prior to the start of classes gives the most people the best opportunity. I tried to schedule around college meetings during this week, but not around departmental meetings.

Best wishes for 2010,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

University-wide Faculty Meeting, Wednesday, January 6, 2010 3:00 to 4:30 p.m.

On behalf of the Faculty Senate, represented today by the Senate Executive Committee, I welcome you all back to our respective campuses—Idaho Falls, Twin Falls, Meridian, and Pocatello--for our Spring 2010 semester, and hope you were able to enjoy the well-deserved holiday break! Executive Committee members who join me today are Dr. Dave Delehanty from Biological Sciences, immediate past chair of Senate; Dr. Phil Cole from Physics, vice chair of Senate; Dr. Cindy Wilson from Biomedical & Pharmaceutical Science; and Dr. Thom Hasenpflug, Department of Music. [and Professor Paula Phelps, from Physician Assistant Studies.] I'm Alan Frantz, chair of Senate this year, and my academic home is in the College of Education.

Before I open up the meeting to participants, I want to tell you that I asked VP Fletcher yesterday about any financial news worth sharing, and he said there isn't much as of yet. However, we'll know more by next Monday, when Governor Otter delivers his state of the state address. JFAC starts its work on Tuesday, and President Vailas's presentation to JFAC is scheduled for January 26th.

We have no set agenda for today's meeting—this is a meeting at which Senate members would like to hear your thoughts on issues of importance to you. If we have time, I would like us to discuss the upcoming SBOE “financial challenges” policy changes, your ideas about possible university restructuring, and a faculty-wide effort to lobby the legislature and the governor in the coming weeks. The Executive Committee is interested in drafting a letter in support of higher education in Idaho, and seeks your input for such a letter.

We have microphones set up in each aisle of the Theatre, and colleagues in Meridian, Twin Falls, and Idaho Falls, please be sure to catch my attention—let's open up the conversation now.

January 13, 2010

Greetings, Colleagues!

Vice Chair Phil Cole and I met today with President Vailas, Provost Olson, Vice President Crowell, and Vice President Fletcher. Our main topic was the budget process, and I was asked by the president to convey to faculty the message he has been delivering consistently: his commitment is to preserve core faculty—meaning tenure-track and clinical faculty—through these tough economic times. In fact he stated that during the upcoming budget open forums in the colleges, he wants core faculty to be “off the table” in the budget scenarios that are presented—scenarios that may be adjusted throughout the process when factors from across the university are all taken into account. Provost Olson and Vice President Fletcher will be sending this message separately, but I am doing so already to reassure core faculty.

The difficulty is of course that the university has cut its budget so much in the past year that there is almost nowhere else to turn for an additional 2% or 4% cut. Thus when looking at budgets that are mostly personnel, there is not much left that can be cut—vacant positions are of course vulnerable, and not cutting them will need justification. President Vailas said today that if units are in the situation of nowhere left to turn, they will need to state that. An example is if a unit can only cut an additional 1.3% without affecting core faculty, then the unit needs to state that and back it up with the data.

An additional difficulty is that we are presently only able to work with the budget we have—not with the revenues that are forthcoming. It will not be known for about three months what we may receive in terms of a tuition increase or the final appropriation from the legislature. One final reminder from the president is that the 1.6% holdback due this month is not part of the mini-budget cycle. The Special Budget Consultation Committee will meet tomorrow and discuss the options open to the University for meeting this immediate cut.

I would like to relay a message from our legislative liaison, Kent Kunz. As faculty write to legislators and the governor, it can be helpful to include specific examples from their areas of how higher education has contributed economically to Idaho. Also, as one faculty member stated last week at our university-wide meeting, we need to ask legislators for adequate funding of higher education as an investment in the future of the state and its citizenry.

Best wishes for the AS10 semester,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

January 14, 2010

Good morning, Colleagues!

I did not have details firmed up yet yesterday to include two announcements in my letter, so here they are now:

1) The **Health Sciences Redesign Task Force** will hold a public meeting tomorrow, **January 15, 2010** from 12:00 - 1:00 p.m. in Rendezvous A B & C and Meridian 501. A draft organizational chart is attached. Dr. Linda Hatzenbuehler will also have copies at the meeting. This meeting is open to all faculty and staff in the Kasiska College of Health Professions and College of Pharmacy; interested faculty from other colleges/units are welcome.

2) The following committees and councils seek faculty representation, please contact your senator or fsenate@isu.edu if you are interested:

a. **Athletics Advisory Board**, two faculty representatives, one for a 1-year term and one for a 4-year term.

b. **Faculty Senate**

Health Professions (term expires May 2012)

ISU-Idaho Falls (term expires May 2012)

ISU-Meridian (term expires May 2011)

c. **Academic Standards Council**

Arts & Sciences rep -- any division (term expires May 2011)

d. **Campus Planning Council**

Biological & Physical Sciences rep (term expires May 2012)

Outreach rep (term expires May 2010)

Faculty Senate rep (term expires May 2010)

e. **Curriculum Council**

Kasiska College of Health Professions rep (term expires May 2010)

f. **Faculty Professional Policies Council**

Arts & Sciences: Social Sciences rep (term expires May 2012)

Kasiska College of Health Professions rep (term expires May 2011)

g. **Research Council**

Faculty Senate rep (term expires May 2010)

h. **BAS/BAT Committee**

At-large faculty rep (many students have Mass Comm related programs)

Kasiska College of Health Professions rep

Best wishes,

Alan C. Frantz, Ph.D.

Chair, Faculty Senate

January 15, 2010

Good morning, Colleagues!

I've received word about the schedules for additional Task Force forums:

1) The **Science and Engineering Task Force** will meet **Tuesday, January 19**, 11:00 - 11:50 a.m. in Education 243 and on **Wednesday, January 20**, 11:00 - 11:50 a.m. in Education 243.

2) The **Arts, Humanities, Social Sciences, & Education Task Force** will meet on **Tuesday, January 26**, 4:00 – 6:00 p.m. in REND A,B,C and **Wednesday, January 27**, 12:00 – 2:00 p.m. in REND A,B,C. Outreach sites are being arranged, and will be announced soon.

One more announcement is that names and addresses of our current Idaho legislators are posted on the Faculty Senate website under <http://www.isu.edu/fsen/currentissues.shtml>. Governor Otter has an electronic contact at http://gov.idaho.gov/WebRespond/contact_form.html. For regular mail, the address is:

Office of the Governor
P.O. Box 83720
Boise, Idaho 83720

Enjoy the long weekend!
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

January 29, 2010

Dear Colleagues,

A main topic of discussion at last Monday's Faculty Senate meeting was the creation of an open letter to our Idaho legislature and governor. The letter needs to be carefully worded, express understanding of the financial situation, appreciation for the support the state provides, yet also attempt to send a message that further erosion of support is alarming and will continue to affect students negatively (plus other ideas). We think the letter will be most effective if we send pages of actual faculty signatures. That takes time and coordination, but is likely worth the effort. Senators Knudsen and Baxter will join the executive committee next Monday in discussing a first draft. We plan then to send the draft to all faculty for suggestions, which we'll discuss at Senate before we decide on the final wording. As is invariably the case, such letters do not necessarily reflect the opinion of all faculty. For this letter, however, we can at least ensure that we are reasonably close for those who decide to sign on the signature page. Colleagues in Idaho Falls, Twin Falls, and Meridian, we'll figure out the best way to gather your signatures and submit all of them together.

On Tuesday, President Vailas presented to JFAC. We can only hope that JFAC recognizes the important work and accomplishments of ISU and the other state colleges & universities that they learned about from the presidents. President Vailas has a full schedule this week and next with what he likes to call the "Road Show." He is meeting with legislators, county commissioners, Chambers of Commerce, members of the media, Rotary Clubs, and ISU alumni. I would like to commend President Vailas for his aggressive attempts to educate and influence state leaders about the importance of higher education in Idaho. Two of his ideas for improving higher education funding are to establish a Higher Education Stabilization Fund (and deposit funds into it) and to return interest on student tuition & fee payments to the institutions—interest earned currently is deposited into the state's general fund.

Several important meetings are scheduled soon: budget hearings (with FS Budget Council and Special Budget Consultation Committee) start on Monday, February 1, then on Wednesday and Thursday. On Friday afternoon, the Faculty Senate Executive Committee, Council of Deans, Staff Council President, Student Body President, President's Faculty Advisory Council, and the Provost's Faculty Advisory Council will meet with Provost Olson for a brainstorming/discussion session to review the proposed campus reorganization plan. On February 17-18, the SBOE meets on the BSU campus. I plan to attend, and will request time to speak about the proposed amendments. If the SBOE agenda does not rule out a noon meeting on the 17th, I should also meet with legislators for a luncheon that day along with other senate chairs around the state.

Upon learning of the departure of the current Director of University Relations and a search that will commence soon, I contacted Vice President Tingey to ask whether "this position is critical to fill right away, or whether it can be left vacant for a year with an interim in place. Has it passed the same scrutiny as vacant faculty positions?" Dr. Tingey replied that it is a critical position and it did go through the same scrutiny. He reported in President's Cabinet on Monday that the Office of University Relations will downsize by a .5 FTE position as a result of Mr. Garner's departure, since interim director Libby Howe plans to end her service at ISU once the new director is hired. Ms. Howe's position will not be filled.

There are three announcements today:

1) Kathleen Roberts, EEO/AA & Diversity Director, encourages faculty to consider participating in a diversity event called “World Café” on Friday, February 5, 9:00 to 11:30 a.m. Join in conversations that will shape ISU’s emerging future for a diverse and inclusive community. See <http://www.isu.edu/aaction/worldcafe.html> for further information. Please RSVP.

2) Not all faculty picked up from my October 27 letter to faculty just where the results of last semester’s straw poll are posted. The quantitative data are on the Budget Council’s website at <http://www.isu.edu/fsen/budgetcouncil/GeneralInformation.shtml> (because it requires an ISU login). Just as a reminder, my Senate Chair letters are posted on the Faculty Senate website at http://www.isu.edu/fsen/chair_business_items.shtml, if you wish to review any of them.

3) Jim Fullerton encourages faculty and students to participate in this semester's ISU Leadership Week, Feb. 1-5 as a collaboration with ISU Success Week. The theme for the week is "Making a Change for the Better." Details can be found at <http://www.isu.edu/nso/success.html>.

Best wishes,

Alan C. Frantz, Ph.D.
Chair, Faculty Senate

February 10, 2010

Dear Colleagues,

In my 1/29/10 letter to faculty, I noted that a main topic of discussion at the prior Faculty Senate meeting was the creation of an open letter to our Idaho legislature and governor. A draft of the letter is now available for your review and comments on the Senate webpage (<http://www.isu.edu/fsen/currentissues.shtml>) under “Feedback Requested.” Discussion about the best way to proceed with signatures has cast some doubt on the wisdom of collecting signatures; an idea instead is that faculty might utilize the draft as a template and send letters as individuals. Please send your comments/suggestions/ideas on the letter itself and/or how best to proceed to your senator(s) or to me at senatechair@isu.edu.

On the same webpage listed above, you will see a draft resolution that was introduced in Senate on Monday during the Open Forum section of the agenda. The resolution requests a faculty-wide vote “to determine whether the Idaho State University faculty support the plan for immediate reorganizing so as to provide maximum input – in a timely manner and in the spirit of full faculty engagement – for President Arthur C. Vailas to render a decision.” In order to give senators and faculty a chance to review and discuss it, the resolution was tabled. Please review it and let your senator(s) know whether you support holding such a vote or not. If there is a vote, my recommendation is for Senate to appoint a small group of faculty to design the ballot, and to invite the Office of Academic Affairs to appoint someone to participate. I recommend that the small group include at least one faculty member with survey research expertise—not that this would be a survey, but as an important vote, the wording needs to be very clear and precise. It will also be important for faculty to be well informed about whatever the restructuring plan is and its background and rationale. I would like to express my appreciation for all the time and energy that task force members across campus have put into the process and planning. Again—please let your faculty senator(s) know your views on this important issue in time for our next Senate meeting, rescheduled for February 22.

Many faculty have asked me when and how the Faculty Senate will become involved in the restructuring decision. The Executive Committee will participate tomorrow in Provost Olson's meeting with advisory groups and deans' council. Faculty Senate could vote on the proposal, but my view is that we can gain a much clearer understanding of faculty views with a faculty-wide vote. A strictly Senate vote—or no vote—are other options, and Senate welcomes your views on each of them. At this same meeting on 2/22, Faculty Senate will also consider and act upon the forthcoming Budget Council recommendations that stem from the recent round of budget hearings. The timeline is short, and those recommendations and Senate's action will be forwarded to Vice President Fletcher, who will take them to the Special Budget Consultation Committee meeting that will be scheduled during the week.

The SBOE meets on Thursday, Feb 18th at BSU. I have already requested time during the open forum to address the proposed Board amendments for Section II B of SBOE policy. I have not yet seen the most recent draft of the amendments, so I won't know exactly what I will say until those are published. However, if language remains that appears to threaten tenure, academic freedom, and the recruitment/retention of faculty, I will register opposition to it on behalf of the ISU Faculty Senate. I will also ask the SBOE to consider an alternate route for assisting the presidents of Idaho higher education institutions—to support President Vailas' proposal to the legislature that Idaho establish a *Higher Education Assistance Fund*—and then begin to deposit sufficient funding into it to help prevent the need for special executive powers during times of “financial challenge.” The president suggests

that the legislature allow the interest earned from student tuition to be deposited into the Higher Education Assistance Fund rather than the state's general fund.

ASISU President Ross Knight presented Faculty Senate a fee-structuring proposal on usage of the Reed Gym recreation facility (scheduled to open around mid-April). The proposal includes a \$20/month user fee for faculty, staff, and spouses. There was significant discussion about faculty views on the proposal, with concerns and suggestions raised to address various issues, such as costs for families. Mr. Knight indicated to me that there may be revisions to the proposal as a result of the discussion.

From this past Monday's President's Cabinet meeting, I have the following: First, the bad news—Idaho's economic forecast continues to worsen—the agricultural segment is down, federal stimulus is going away, and the reserve funds are diminishing. The governor's recommended 1.6% holdback for the start of the legislative session may turn into a 3-4% holdback before June 30th. The Idaho higher education presidents are requesting for a delay if that happens, and if granted, the 2011 budgets would be adjusted for this holdback. The stimulus funds owed to higher education will not be forthcoming, so that is another hit. The president shared that some states are now discussing declarations of financial exigency—Utah, Texas, Arizona, Mississippi; and Nevada is discussing scenarios of major cuts. The good news: the governor and members of the legislature have commended President Vailas on how ISU is approaching this challenging year, with increased enrollments, including graduate enrollments, the new program for veterans, and the discussions on restructuring—President Vailas has told them these have been achieved through the load that faculty and staff have been shouldering, but telling them also that we cannot keep up this pace forever.

There are three announcements today:

1) Faculty advisors—the Registrar's Office will soon start loading student major and degree information from HP1 to Banner. Many student records contain errors, and if not corrected, students may have trouble registering for some courses. Thus the office seeks everyone's help in checking to be sure the degree and major fields are accurate for students seeking degrees in your program. Faculty and staff who work in the programs understand the degree-major match the best, and thus your assistance will be invaluable. Records need to be accurate by February 19th. If you find errors, please report them to your departmental administrative assistant, or if you have questions of the Registrar's Office, please contact Joann Trimmer at x2599 or trimjoan@isu.edu.

2) ERP manager Dr. David Alexander will soon schedule an informative forum on what faculty need to know about Banner. Keep a lookout for an announcement from him.

3) Vice President Tingey asked me to remind faculty to submit nominations for the Professional Achievement Awards for each college. These are important awards that help build relationships with alumni. He also mentioned that the Simplot Games commence next week, and this presents a good informal recruiting opportunity for faculty and staff to interact with high school students from all over the country.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

Statement to the Board of Education, Feb. 18, 2010

by Alan Frantz, ISU Faculty Senate Chair

President Agidius, Members of the Board,

I'm Alan Frantz, chair of the Faculty Senate at Idaho State University. Thank you very much for this opportunity to address you this morning about the Amendment to Board Policy, starting with Section II B 2 that you will vote upon today. Last December 10th in Twin Falls, my senate colleagues from BSU, the U of I, LCSC, and I all brought our concerns to you regarding the proposed amendment. We registered the opposition of faculty across the state to the amendment, especially as it was worded at the time. We pointed out problem areas that needed to be defined or clarified. In response to a request from the Board, we sent in those objections and suggestions for further review. The Board office received additional comments and concerns from several individual faculty members, the Higher Education Council, and the Idaho Federation of Teachers. The Board staff reviewed everything, then recommended that there be no changes. Thus today we have essentially the same document we spoke about in December. It should be no surprise then that I urge you to vote against the proposed changes in their present form.

Faculty across the state are very aware of the current financial crisis. We are responding to it by increasing our already full workloads while we earn less money and also find our benefits reduced. We are finding ways to trim costs, at times paying out of our own pockets for travel or other expenses. We contribute extra time and effort in helping our institutions to figure out how to survive in this financial climate. But some burn out and leave. Two days ago a valued senior professor told me he just accepted a position back East. I am concerned that we won't be able to replace him, not only due to vacant positions understandably being sacrificed to the budget cuts. When finances are better and we are able to conduct searches, will we find candidates who will come to Idaho, once they learn that we have State Board policies in place that say contracts "containing a stated salary are not guaranteed such salary in subsequent contracts or appointments, and such salary is subject to adjustment during the contract period?" I spoke with a new faculty member 3 weeks ago. She came to ISU last fall from another state, where she was a professor for 21 years. She told me that she would not have left her former institution and accepted a position in Idaho had she known that policy language such as this would even be considered, let alone adopted. Thus my central message to you in December remains the same—I believe this language will seriously constrain our ability to recruit and retain faculty. Rather than adopt this language, I would encourage you to consider an alternate route for assisting the presidents of Idaho's higher education institutions—to support in whatever ways you can President Vailas' proposal to the legislature that Idaho establish a Higher Education Stabilization Fund—and then begin to deposit sufficient funds into it to help prevent the need for special executive powers during times of "financial challenge."

Thank you.

February 23, 2010

Good morning, Colleagues!

Since I still need to finish preparing for my class this evening, I need to keep this short. You may have read this morning's *ISJ*, which ran a story about the petition I received yesterday afternoon regarding a faculty vote on the restructuring. The Senate Executive Committee now has the charge of organizing and holding the vote within three weeks. At Senate meeting yesterday, we discussed the restructuring vote and generated a few ideas on how we should proceed. I have also been receiving suggestions from faculty who responded to the pending Senate resolution, which now is a moot point. You may have read Provost Olson's letter dated yesterday, in which he updated faculty on some of the changes that will be forthcoming in the plan he submits to President Vailas by March 1. Obviously, a faculty-wide vote on restructuring has to be on the most up-to-date plan possible, and must allow us all time to become familiar with it and discuss it. We also have to create a ballot that is as clear, fair, and informative as humanly possible. To that end, Executive Committee will decide soon how we will proceed, and my recommendation will be to request that at least one social scientist with expertise in survey research assists with the ballot. I will send further information to everyone as soon as possible.

Yesterday, Faculty Senate also discussed the Budget Council's recommendations that resulted from the recent series of budget hearings. Senate appreciates the diligence and efforts the Budget Council members spent in preparing these recommendations. Senate utilized a non-confidential version of the recommendations for discussion, and approved them to be forwarded to Vice President Fletcher. Senate added three statements for consideration: 1) Check for and delete overlap between the BC recommendations and savings from the reorganization plan, such that savings are not counted in both places. 2) Ensure that changes in department chair duties and length of contracts do not adversely affect departmental functions or accreditation. 3) Clarify which local accounts can be tapped to meet budget reductions and which cannot be tapped.

The final Senate agenda item yesterday was our draft letter to our legislators. Senate approved the letter with some revisions, plus directed the FS Executive Committee to decide how/when/where to send the letter. More will be forthcoming on that, as well.

Announcements:

1) In president's cabinet yesterday morning, President Vailas gave an overview of the financial challenges facing ISU at present. Rather than repeat them here, let me point you to his letter to faculty that came in our email yesterday morning that addresses finances and other topics. He added at Cabinet meeting that legislators really believe higher education should be self sustainable and he predicts continuing smaller levels of state support. His view is that we need to change or we won't survive—not as we now know ISU, at least. He wanted us to let our constituents know that he views the change process as healthy, discussions of restructuring and budget cuts are important, even amidst angst and discontent, but he asks for people to maintain their sensibilities and not create more fear.

2) President Vailas mentioned in his letter that the BSU Senate vice-president appreciated his testimony on tenure at the Senate Education Committee. Dr. Lynn Lubamersky, associate professor of history, caught me at the SBOE meeting last week and told me she was very pleased with the spirited defense of tenure by President Vailas. Dr. Lubamersky attended the SBOE meeting and spoke against the "financial challenges" amendment.

3) ISU passed the recent 5 year accreditation review, but the process starts again soon. NWCCU has new requirements, and Dr. Barbara Adamcik recommends that ISU create a standing committee on accreditation, since we will have tasks each year, starting in Fall, 2011. We may have a NWCCU speaker come to campus to talk about the new requirements.

4) The SBOE passed the amendment on executive powers last Thursday, but in a revised form. Language regarding mid-year adjustments to contracts was removed, with year-to-year adjustments and furloughs remaining. Final copies of the policy will be available soon.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

March 2, 2010

Good morning, Colleagues!

This is the first of two letters to you today. I want to keep them separate, because this one is a request from the ASISU Senate, and my other one regards the faculty vote on the reorganization plan. That one is more complex, and I won't have it finished this morning.

The ASISU Senate is organizing a trip to Boise on Thursday, March 11th. ASISU Senator Tom Briggs contacted me and provided the message below that students plan to carry to the Idaho legislature. At yesterday's Faculty Senate Advisory Council, ASISU Vice President Courtney Dickenson spoke about the event and requested that faculty, as possible, allow students to miss classes that day. Faculty Senate Executive Committee supports this ASISU initiative for students to speak with our legislators, and encourages faculty to extend to students whatever level of courtesy you are able in regard to their missing of class and making up the work, turning in assignments, etc.

Thank you for your consideration,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

These are three of the points that students will make to our legislature, as provided by Senator Briggs:

1. Tuition and fees have increased over 127% in the last 10 years. The ISU administration is proposing another 9.9% increase for 2010-11. These fee increases are due to the budget cuts that are being imposed on ISU from the Idaho state government.
2. With high unemployment in Idaho, it is essential that affordable access to higher education be available to Idaho citizens, so they can train themselves in new areas to become more marketable in these difficult economic times.
3. The future of Idaho is at stake! By creating a more educated workforce, we can prepare Idaho citizens for higher productivity. We need to make higher education more accessible, not more difficult to achieve. We NEED to invest in our future by promoting higher education as a solution to our economic troubles.

March 2, 2010

Good afternoon, Colleagues!

This letter will focus on the upcoming reorganization vote that Faculty Senate Executive Committee is required to conduct as a result of a recent petition signed by over 20% of our faculty. Executive Committee has been working on logistics, and we find that *Appendix B to Bylaws of the Faculty Senate General Faculty Vote* needs to be updated and clarified. We will soon work on revising the Bylaws--I sent my first draft to the other subcommittee member yesterday.

First, the Bylaws require the Senate Executive Committee to hold the vote within 15 working days of the receipt of the petition. When the petition was filed, Provost Olson's reorganization plan was scheduled to be submitted to President Vailas by March 1st. That date has recently been extended, and Provost Olson told Advisory Council yesterday that he hopes to have it completed within two weeks, possibly three. That means the vote will not be able to address the provost's final plan as submitted, if we are to hold to the required timeline in the Bylaws. We do not believe it wise to violate the Bylaws, yet we also want the vote to be meaningful. Thus Senate Executive Committee members have decided to schedule the vote for Wednesday, March 10th. We will vote on the plan as we know it by that date, meaning we all need to read Provost Olson's updates carefully (February 22 and February 26). Provost Olson told Advisory Council yesterday that he expects to send faculty his next update by the end of this week.

Second, in order to give President Vailas an even better view of faculty opinion on the reorganization plan, we will discuss in Senate the possibility of surveying the faculty after Provost Olson submits his plan to President Vailas, but before President Vailas makes his decision. If Senate decides to pursue this course, I hope we can do so with an electronic survey. The survey questions would of course need to be carefully drafted. Please speak with your Faculty Senators in regard to this topic. That comes later, though, so back to the vote.

Third, the required "secret, written ballot" wording will be simple and direct, in accordance with the petition and in light of the extension of the provost's submission date. It will state:

Do you support the provost's plan for reorganization, as you understand it today?

Yes No Abstain

There will also be a list of the colleges for a voter to check if she/he wishes to identify her/his home college. The abstention choice is required in the Bylaws.

Fourth, the Bylaws state "the voting body is defined as all continuing faculty, including: 1) tenured and tenure track faculty; 2) full-time, non-tenure track faculty, including clinical, research and lecturer appointments; and 3) full-time College of Technology faculty. Excluded from voting are adjunct, emeritus, visiting, and affiliate faculty." Executive Committee believes this broad definition is very inclusive, thus the only faculty who cannot vote are those on terminal contracts, meaning they will not be employees of ISU after this semester. In addition to all tenured and tenure-track faculty, everyone who is full-time and has faculty rank may vote, including directors (of institutes, centers, programs, etc.) and administrators.

Fifth, voting will take place on March 10th at various locations, including the Pond Student Union and upper campus (perhaps a short moving ballot box to spend an hour or two in Life Sciences, Garrison, Education, and the Performing Arts Center). We still need to work out some logistics, and as soon as we do, I'll send a letter and let you know the hours and locations, plus provisions for absentee and outreach center voting.

Sixth, according to the Bylaws, "A committee composed of the Faculty Senate Executive Committee, Faculty Ombudsman and the University Attorney shall count the ballots. The Chair of the Faculty Senate shall notify the President and the faculty within two (2) working days regarding the outcome of the vote. The notification shall include the number voting yes, no, abstentions, and the number of eligible voters."

Finally, if you note some glaring omission in what needs to be done in preparation for this vote, please let me know. Also, we may need some faculty volunteers to assist with taking a shift at a voting table. We'll have two faculty per table during voting hours, with at least one of those faculty being a Senator. Faculty and Faculty Senators, please let me know if you are able to assist on Wednesday, March 10th, and the hours you are available to assist (from 8:00 a.m. until 5:00 p.m.).

Thank you very much,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

March 6, 2010

Greetings, Colleagues!

Next week on Wednesday, a faculty vote will be held regarding the reorganization plan as it stands by that day. The plan is still in under revision, thus faculty will vote on the plan based on the draft presented by Provost Olson on February 12 plus the updates issued by the provost on February 22 and February 26 and any additional updates he provides (please see <http://www.isu.edu/acadaff/organization/>). I encourage every eligible faculty member to participate. The act of voting itself is an important part of faculty governance.

Eligible to vote are **all continuing faculty**, including tenured and tenure-track faculty plus **full time** non-tenure track faculty. The only exception is faculty who have received **terminal contracts**, and will not continue to be employed at ISU. Full time faculty on "**temporary contracts**" are eligible to vote, even if they do not yet know whether they will teach beyond the current semester. Administrators who hold faculty appointments are eligible to vote.

Voting tables will be set up in the following locations and hours:

Pond Student Union by the campus post office 8:00 a.m. - 5:00 p.m.

Rendezvous by the information desk 8:00 a.m. - 12:00 noon

Liberal Arts (near the English Dept. office) 10:00 a.m. - 1:00 p.m.

Physical Sciences Complex 3A (by the Chemistry Dept. Office) 10:00 a.m. - 1:00 p.m.

Life Sciences Complex (in the lobby outside Biological Sciences) 9:00 a.m. - 1:00 p.m.

Faculty Senate Office REND 301 for Absentee Ballots (Monday through Wednesday—please see the attached Absentee Ballot for instructions; ballots may be mailed as well.)

Roving Ballot Box:

Continuing Education Bldg (front desk) 8:30 - 9:15 a.m.

Education Lobby 9:30-10:20 a.m.

Garrison Lobby 10:30 - 11:20 a.m.

Reed Gym Lobby (near PE Dept. office) 11:30 a.m. - 1:20 p.m.

Performing Arts Center Lobby (near ticket office) 1:30 - 2:20 p.m.

College of Technology (cafeteria) 2:30 - 4:00 p.m.

Meridian Room 733, 11:00 a.m. to 12:30 p.m. and 3:30 to 5:00 p.m.

(please contact Dr. Barb Mason 830-5995 for a special appointment)

Idaho Falls CHE 219 10:00 to 10:50 a.m., 12:20 to 12:50 p.m., and 2:20 to 3:00 p.m.

Important: Please show your Bengal ID or another ID. Faculty assisting at the voting tables will ask for ID, check your name against the master list, and request that you sign in prior to handing you a ballot.

If you wish to vote and your name is not on the voting list, you may mark a ballot, place it in an envelope (available at the table), print and sign your name, and the faculty member at the table will write “**contested**” on the envelope. The ballot counting committee will then determine whether the person is eligible to vote, and if so, place the ballot in the ballot box without looking at it. We will then correct the voting list.

Please see the attached **Absentee Ballot** for instructions on voting absentee (also available starting Monday at <http://www.isu.edu/fsen/currentissues.shtml>).

Please see the **Absentee Ballot** for the wording (bottom half of the page, directions are in the top half). Voters may mark their college affiliation. “Other” is also listed in case someone in a research center position, for example, is not actually affiliated with a specific college.

I still need some faculty volunteers to assist with voting at the tables during the times listed. If you can assist for an hour or more, please email me. I will be the one working the “roving ballot box” and I need to have a faculty member join me at the table at each location. The College of Technology site is already covered.

Thank you all for your patience in reading these long letters! As long as I have your attention, let me add three announcements:

1) Curriculum Council proposals for catalog changes may now be submitted for the 2011-2012 catalog.

2) Cultural Affairs Council has funding available—a mini-grant and a large grant. Please contact Dr. Diana Livingston Friedley (x2611) for further information and check <http://www.isu.edu/fsen/culturalaffairsCouncil/GrantInformation.shtml> for application procedures.

3) For information on “Bengal Bucks for Haiti” please see <http://www.isu.edu/urelate/haiti.shtml>.

Best wishes,

Alan C. Frantz, Ph.D.

Chair, Faculty Senate

March 10, 2010

Lieutenant Governor Brad Little
Office of the Lieutenant Governor
State Capitol
Boise, Idaho 83720-0057

Dear Lieutenant Governor Little:

The faculty of Idaho State University strongly urge you to support higher education in this time of need and opportunity. Idaho's economy is profoundly supported by the beneficial effects of higher education, from technological innovations in business and industry to the skilled workforce able to use these innovations. Currently, two out of three Idaho jobs require an educational degree beyond high school, making higher education essential for the long-term well being of the people of Idaho. Higher education in Idaho is a necessity, not a luxury, if Idaho is to be competitive in a changing world.

Current demand for higher education in Idaho has never been greater. In fact, demand far exceeds supply in many important programs. In Nursing, for example, more than half of the qualified students must be turned away. The surge of university students accompanying the economic recession provides Idaho with an opportunity to retool and to enhance Idaho's competitive standing for future economic growth. Higher education is key to the success of Idaho's Project 60.

Higher education is a growth industry, one that brings national and international money into Idaho. Universities are money-generating engines for Idaho, and money circulates several times in a local economy. Idaho State University creates jobs, supports industry, and trains our skilled workforce. Idaho State University is the foundation for southeastern Idaho's technological and economic strength.

We urge you to recognize that appropriations to higher education are an investment. While we are sensitive to the continuing worsening of Idaho's economy, we fear that further cuts to higher education will result in Idaho's being left behind rather than positioned to be competitive in the economic recovery that lies ahead. An opportunity to assist is to support the bill establishing a Higher Education Stabilization Fund.

The faculty at Idaho State University are deeply committed to our students and to Idaho's well being. We thank you for your service to Idaho in these very difficult times. Again, we urge you strongly to support higher education in this time of need and opportunity.

Sincerely,
Alan C. Frantz, Ph.D., Chair
Philip Cole, Ph.D., Vice-Chair
David Delehanty, Ph.D., Past Chair
Thom Hasenpflug, D.M.A., Executive Committee Member
Cindy Wilson, Ph.D., Executive Committee Member
Paula Phelps, P.A., Executive Committee Member

March 12, 2010

Good morning, Colleagues!

The Faculty Senate Executive Committee, Ombudsman, and University Attorney have just completed the ballot count, with the following results:

"Do you support the provost's plan for reorganization, as it stands today?"

Eligible voters	656
Number voting	379
Yes	75
No	278
Abstain	26

Here is the breakdown by college:

College	Yes	No	Abstain
Arts & Sciences	32	153	10
Business	4	5	3
Education	4	10	1
Engineering	3	10	1
Kasiska CHP	13	36	4
Pharmacy	7	18	0
Technology	3	29	5
Other	5	4	0
Not Marked	4	13	2

Thank you to all the faculty volunteers who assisted with the balloting.

One additional note this morning regards the General Education Program Assessment Plan. The Curriculum Council passed "Objectives and Outcomes" during yesterday's meeting. The next step in the process is a survey to faculty regarding the objectives and outcomes. In order to move in a timely fashion, Faculty Senate will need to review the "Objectives and Outcomes" this coming Monday. This is a short window of opportunity, so please take a look at this two page document and send any comments, questions or suggestions to your Faculty Senator in time for Monday's meeting. The document is posted under "Feedback Requested" at <http://www.isu.edu/fsen/currentissues.shtml>.

Thank you to members of the Ad hoc General Education Committee and the Curriculum Council for your work on this important set of objectives and outcomes.

Best wishes, and enjoy the weekend!
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

March 16, 2010

Good morning, Colleagues,

About an hour prior to the start of yesterday's Faculty Senate meeting (3/15/10), a faculty member handed me a set of petitions requesting that Senate conduct a faculty-wide vote of confidence or no confidence on Provost Gary Olson. After the close of the regular Senate meeting, Senate Executive Committee, in an executive session, verified the signatories. The Executive Committee verified 165 of the 656 eligible faculty, or 25.15%. The Senate Bylaws require that at least 20% of the eligible faculty be represented for a request to be valid. Immediately after the signatures were verified and the count completed, the individual petitions were destroyed. Senate Executive Committee members signed a statement verifying the information I am sending you. Senate Bylaws also require that the vote take place within 15 workdays of the day the request was received. Spring Break will not count in the 15 days, given that the week is not a faculty workweek. Wednesday, April 7th is a possible day for the vote. With this advanced notice, faculty who are out of town should have sufficient time to send absentee ballots, should they choose to do so. I will send everyone an update soon.

Sincerely,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

March 19, 2010

Good morning, Colleagues:

In response to many faculty inquiries, the Faculty Senate Executive Committee is scheduling a faculty meeting for the purpose of discussion of issues leading to a recent faculty petition drive that requested a vote of the faculty at large. The request was for a vote of confidence / no confidence for ISU Provost Gary Olson. All faculty eligible to vote are invited on Tuesday, March 30, at 4:00 until 5:15 p.m. to the Pond Student Union Film Theatre, MERID 501, or CHE 311.

The written request was delivered to me this past Monday afternoon, March 15, and in an executive session, the Executive Committee verified the signatures on the petitions. There were signatures of 165 of 656 eligible faculty, thus the requirement of at least 20% of voting faculty was met. The Senate Bylaws require the Executive Committee to conduct the vote within 15 working days. The date for the vote will be Wednesday, April 7, 2010. A schedule for voting will be forthcoming. Absentee balloting will be possible immediately using the attached absentee ballot. Instructions are included on the ballot.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

March 29, 2010

Greetings, Colleagues,

This is the first of two letters I need to write to you. I'll hopefully be able to write the second one tomorrow, but I have to wait until after Senate Executive Committee meets this afternoon at 5:00 p.m.

This past Friday, March 26th, I received a letter from Dr. Mike Rush, SBOE Executive Director, regarding the confidence / no confidence vote scheduled for Wednesday, April 7th. That will be the main topic of today's Executive Committee meeting and tomorrow's letter. Because I want to devote tomorrow's letter to this topic, I will include my announcements for the week in today's letter.

Because of the letter from the SBOE and the need for Executive Committee to discuss it, I have tentatively re-scheduled tomorrow's meeting at 4:00 p.m. for faculty eligible to vote, and delayed it by one week. I have reserved the same time and rooms for Tuesday, April 6th--the Pond Student Union Film Theater, MERID 501, and CHE 311. The purpose of the meeting is for faculty to discuss the issues involved with the vote scheduled for April 7th regarding Provost Olson. I will moderate the meeting, yet how it proceeds will depend on the faculty who attend and participate.

Announcements:

- 1) President Vailas has asked for faculty, staff, and student recommendations on a campus smoking policy. Three possibilities are to leave it as is, to become a smoke-free campus, or to designate a small number of smoking areas that leave the rest of the campus smoke-free. He would like to have our recommendations by the end of the semester. Please send your views to your Senators so Senate can formulate a recommendation before the semester's end.
- 2) President Vailas has asked me to convey to faculty his commitment to finish this academic year without imposing furloughs on employees. He is hopeful that the tuition increase and other revenue streams will allow ISU to keep layoffs to a bare minimum, and preferably avoid them entirely. The U of I is planning for furloughs this year and next, and BSU is planning to utilize that option during next year's budget.
- 3) SBOE II B 2 c. states "Institutions shall adopt internal policies for implementing the employment actions in a manner consistent with the Board's policies and procedures, and furnish these policies to the Board." This is a policy that faculty should be proactive in drafting, and I am placing it on the list of policies that need attention by senators and other faculty.
- 4) The NCAA accreditation visit to campus is scheduled start on April 25th.
- 5) President Vailas is planning to showcase ISU achievements and milestones in the upcoming Annual Report. He plans to present the Annual Report at a special event in the Performing Arts Center on April 19th at 6:00 p.m., with a reception afterward. More information will be forthcoming.
- 6) At President's Cabinet meeting this morning, President Vailas said that tax revenues in Idaho are still falling short. We need a miracle or some kind of increase in taxes, or we may be facing an additional holdback. At this point, ISU is relying on the 9.9% tuition increase, and if granted by the SBOE, we have a strategy to emerge from this financial crisis. He views instructional delivery to be our highest priority in order to meet the needs of our students, especially as enrollments increase. He recognizes that everyone on campus is doing more with less, and expresses his appreciation.

Best wishes,

Alan C. Frantz, Ph.D.
Chair, Faculty Senate

March 30, 2010

Greetings, ISU Colleagues:

This letter is intended to provide a chronology of events to clarify the current situation regarding faculty's written request for a vote.

On Thursday afternoon, March 4th, I received a request from Human Resources to "review the signatures on the petition and verify them against the HR list of eligible voters." HR and Institutional Research had supplied the final list to me that afternoon. On Friday morning, March 5th, another member of the Senate Executive Committee and I re-verified the petition signatures for a vote on the reorganization plan, using the new official list of faculty eligible to vote. I then sent an email reply to Human Resources with the results and stated "Thanks for the offer, but it won't be necessary. Senate Executive Committee is responsible for overseeing the vote."

Around 5:00 p.m. that day, I was informed by University Counsel and Human Resources that calls were coming in to the university from the Idaho State Journal regarding faculty concerns about the administration wanting to see the petitions. Those concerns stemmed from the HR request on Thursday to get with me to verify the names. During that conversation, I was informed that there could be some concern about public media wanting to obtain the petitions. I expressed my view of the confidential nature of the petitions.

On Thursday, March 11th, after members of the Executive Committee, University Counsel, and the University Ombudsman had counted ballots for the reorganization vote, I asked if we could discuss how we should handle faculty petitions, and expressed my concern about a potential request for faculty petitions under open records law. During that meeting, University Counsel stated that he could not find an exemption in the public records law that he could apply to the petitions. He also said that whether they are public records or not, once a request for them as public records is filed, we cannot destroy them, as that would be a violation of the law.

Executive Committee members present and the Ombudsman did not view petitions as public records, even if no obvious exemption were apparent, and concluded that they should be shredded after verification, but before a public records request could be filed and hold up the disposal of the petitions. The petitions for the reorganization vote were shredded on Saturday, March 13th, and I prepared an announcement for the Faculty Senate meeting of March 15th regarding that action.

On Monday, March 15th, a new set of petitions was delivered to me about an hour before the Senate meeting, requesting a vote of confidence / no confidence in Provost Gary Olson. I stated such in my announcements, and said I would ask Executive Committee to remain after the meeting to verify the petition signatures. We did so, signed a statement to that effect, and I shredded those petitions. I then notified President Vailas and Provost Olson of the results via email, with a copy to University Counsel Brad Hall, and Ombudsman John Gribas. The next morning, I sent a letter to faculty regarding the petitions and the results. I stated in both notifications that the petitions had been destroyed.

On Friday, March 26th, I received a letter from Dr. Michael Rush, Executive Director of the Office of the State Board of Education regarding the vote of confidence / no confidence that is currently scheduled for Wednesday, April 7th. In his letter, he stated:

It is also the Audit Committee's understanding that the signatures set forth on the petition were subsequently shredded. As I am sure you are aware, this procedure is one that cannot be taken lightly, or without procedural assurance that the necessary steps have been followed. In

virtually every case in Idaho where petitions are required, the people to whom those petitions affect or direct have the right to see them. In addition, it is the Audit Committee's understanding that the Faculty Senate Executive Committee was warned by the University's General Counsel that the petitions were likely public records and should not be destroyed. As a result of these findings and after additional consultation with State Board counsel, the Audit Committee wishes to express its serious concern over the propriety of the actions of the Faculty Senate Executive Committee surround the shredding of the petitions. In light of the Audit Committee's concern and additional concerns expressed by the University regarding the potential violation of procedural requirements set forth in the Faculty Handbook, the Audit Committee strongly recommends that should a vote be conducted, the Faculty Senate Executive Committee work with University counsel to ensure this process includes a valid petition which can be verified to be in full compliance with applicable law and with faculty handbook guidelines and ensure that any other potential actions taken to initiate a vote comply with the faculty handbook.

Members of the Executive Committee respectfully disagree with the State Board Office's interpretation of faculty petitions as possibly being public documents. Independent legal counsel (R. Coulter) indicates unequivocally that internal faculty petitions do not fall under a public records categorization and that faculty governance is not required to share or preserve petitions. Executive Committee members are confident that we acted in good faith, and we do believe that we are already in full compliance with the faculty handbook. We recognize and respect the authority of the State Board Office, and are asking that Office for clarification on what procedural requirements we have supposedly not followed. We are pursuing the other option available to the Senate. Additionally, we do not want to give rise to any possible claim that even an advisory vote may be invalid and therefore conveys no message, no matter which direction faculty may vote.

Therefore, Faculty Senate will discuss and vote on a resolution on April 5th regarding this matter. The resolution wording will be posted later in the week. Faculty should inform their Senators about the direction they want them to vote. We appreciate your understanding of the short amount of time you will have to consider the resolution and provide feedback to your senators.

If you are interested in viewing the documents involved in this sequence of events, you may find them posted on <http://www.isu.edu/fsen/currentissues.shtml>.

Thank you and best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

March 30, 2010

Dear Members,

After receiving a copy of Dr. Alan Frantz's recent announcement concerning the faculty petition issue, I requested and Dr. Frantz agreed, to allow me to briefly clarify a couple of points with respect to his announcement. First, it should be noted that the "independent legal counsel" referred to in the announcement was apparently acting as counsel for an individual member of the Executive Committee, and had not been commissioned or otherwise employed by ISU, the Faculty-Senate, or to my knowledge, the Executive Committee of the Faculty-Senate. Second, I would call your particular attention to the opinion of the Deputy Attorney General, a link to which is provided in Dr. Frantz's communication.

Thank you.

Brad Hall

--

Bradley H. Hall
General Counsel
Idaho State University

April 1, 2001

Good afternoon, Colleagues,

I have just completed a commentary for the *Idaho State Journal* regarding the vote as scheduled for April 7th. It utilizes the letter I sent to you earlier in the week, but I have modified it. I have released this commentary to the *ISJ*, given that the *ISJ* would likely write a story based on my letter to you. Mine is an attempt to keep this neutral and accurate. Indeed, 20 minutes after I sent the letter out to faculty, I received a phone call from the *Journal* asking me about it! I replied that I would send in a commentary.

This is the wording for the resolution Senate will discuss and vote on this coming Monday:

Whereas: The ISU faculty submitted a written request to the Faculty Senate Chair calling a vote of confidence / no confidence on ISU Provost Gary Olson;

Whereas: The ISU Faculty Senate Executive Committee validated that the faculty's written request exceeded the threshold of 20% of eligible voting faculty;

Be it resolved: The ISU Faculty Senate endorses the right of the faculty to hold a confidence vote as per their governance bylaws and therefore calls the confidence vote / no confidence for ISU Provost Gary Olson.

I am asking faculty to let their Senators know their views by next Monday, so Senators can vote accordingly on this resolution. If the resolution passes, the vote will be held as originally scheduled on Wednesday, April 7th. Should this occur, I strongly encourage eligible faculty to vote, no matter whether they vote yes, no, or abstain.

In order to prepare properly for a vote, should one occur on April 7th, I need to ask for volunteers among Senators and other faculty to assist at voting tables. Please send me the timeframe you can assist that day between 8:00 a.m. and 5:00 p.m. in Pocatello, Idaho Falls, and Meridian. I'll notify you if and when you are needed. Voting tables will not be exactly the same as we had them for the reorganization vote. Instead, I'm planning for tables in the Pond Student Union, Rendezvous, Life Sciences, Meridian, Idaho Falls, and two sets of roving ballot boxes to be scheduled in Liberal Arts, Business, Physical Sciences, Education, Garrison, Performing Arts, and Technology. Absentee ballots are another option. I have yet to work out an actual schedule for all the tables, and will send/post the schedule when it is ready.

One last item is a reminder of the re-scheduled meeting for faculty eligible to vote. The meeting is on Tuesday, April 6th, from 4:00 until 5:15 in the Pond Student Union Theatre, CHE 311, and MERID 501. The purpose of the meeting is for faculty to discuss the issues involved with the vote currently scheduled for April 7th. I will moderate the meeting, yet how it proceeds will depend on the faculty who attend and participate.

Thank you all and best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

The ISU faculty vote: a chronology and clarification of the current situation

Alan C. Frantz, Ph.D.

Chair, ISU Faculty Senate

April 1, 2010

Recent news reports have addressed the audit requested by the Office of the State Board of Education in regard to a faculty petition delivered to me as chair of the ISU Faculty Senate. The petition, delivered on March 15th, 2010, requested “a vote of confidence / no confidence on Idaho State University’s Provost, Dr. Gary Olson.”

This commentary is intended to provide a background and chronology of events in order to clarify the current situation regarding the faculty’s written request for a vote.

Senate bylaws state *“To initiate the procedure, a written request for the vote, signed by at least twenty (20%) percent of the voting faculty as defined above, must be delivered to the Chair of the Faculty Senate. The Faculty Senate Executive Committee will conduct the vote within fifteen (15) working days of receipt of the request.”* Part of the process in conducting a vote is to verify that at least 20% of eligible faculty have indeed signed a written request, and if so, the request prompts an action by the Senate Executive Committee to conduct the vote.

An earlier faculty petition requested a vote on a proposed reorganization plan. In preparation to conduct the reorganization vote, the Senate needed an official list of faculty eligible to vote. Human Resources, Institutional Research, and General Counsel worked with me on the definition of faculty eligible to vote, and HR provided the final list on March 4th. That afternoon, I received a request from HR to get together with me to “review the signatures on the petition and verify them against the HR list of eligible voters.” The next morning, another member of the Senate Executive Committee and I re-verified the signatures for the reorganization vote, using the new list. I then sent a reply to HR with the results and stated “Thanks for the offer, but it won’t be necessary. Senate Executive Committee is responsible for overseeing the vote.”

Around 5:00 p.m. that day, University Counsel and HR informed me that calls were coming in to the university from the Idaho State Journal regarding faculty concerns about the administration wanting to see the petitions. Those concerns stemmed from the HR request on Thursday to get with me to verify the names. During that conversation, I was informed that there could be some concern about public media wanting to obtain the petitions. I expressed my view of the confidential nature of the petitions.

On Thursday, March 11th, Senate Executive Committee, ISU Counsel, and the Ombudsman had counted ballots for the reorganization vote, I asked for time to discuss how we should handle faculty petitions, and expressed my concern about potential requests for faculty petitions under open records law. Counsel stated that he could not find an exemption in the public records law that he could apply to the petitions. He also said that whether they are public records or not, once a request for them as public records is filed, we cannot destroy them, as that would be a violation of the law.

Executive Committee members present and the Ombudsman did not view petitions as public records, even if no obvious exemption were apparent, and concluded that they should be shredded after verification, before a public records request could be filed and hold up the disposal of the petitions. The reorganization vote petitions were shredded on March 13th, and I prepared an announcement for the March 15th Senate meeting regarding that action.

On March 15th, a new set of petitions was delivered to me an hour before the Senate meeting, requesting a vote of confidence / no confidence in Provost Gary Olson. I stated such in my announcements, and asked Executive Committee to remain after the meeting to verify the signatures. We did so, signed a statement to that effect, and I shredded those petitions. I then notified the university president, provost, counsel, and ombudsman of the results. The next morning, I sent a letter to faculty regarding the petitions and the results. I stated in both notifications that the petitions had been destroyed.

On March 26th, I received a letter from Dr. Michael Rush, Executive Director of the Office of the State Board of Education regarding the vote of confidence / no confidence scheduled for April 7th. In his letter, based partly on an opinion provided by Deputy Attorney General Schrader, he stated:

It is also the Audit Committee's understanding that the signatures set forth on the petition were subsequently shredded. As I am sure you are aware, this procedure is one that cannot be taken lightly, or without procedural assurance that the necessary steps have been followed. In virtually every case in Idaho where petitions are required, the people to whom those petitions affect or direct have the right to see them. In addition, it is the Audit Committee's understanding that the Faculty Senate Executive Committee was warned by the University's General Counsel that the petitions were likely public records and should not be destroyed. As a result of these findings and after additional consultation with State Board counsel, the Audit Committee wishes to express its serious concern over the propriety of the actions of the Faculty Senate Executive Committee surround the shredding of the petitions. In light of the Audit Committee's concern and additional concerns expressed by the University regarding the potential violation of procedural requirements set forth in the Faculty Handbook, the Audit Committee strongly recommends that should a vote be conducted, the Faculty Senate Executive Committee work with University counsel to ensure this process includes a valid petition which can be verified to be in full compliance with applicable law and with faculty handbook guidelines and ensure that any other potential actions taken to initiate a vote comply with the faculty handbook.

Executive Committee members are confident that we acted in good faith, and after detailed consultation with independent legal counsel, we remain convinced that we have acted within the spirit and intent of the law and in full compliance with the faculty handbook. We recognize and respect the authority of the State Board Office, and are asking that Office for clarification on what procedural requirements we have supposedly not followed. As a result of the State Board Office's letter, we are pursuing an option available to the Senate, which is to have the Senate call for the vote. This would preclude any possible claim that a vote may be invalid, no matter which direction faculty may vote. It also allows faculty to contact their Senators and express their views on how the Senators should vote.

Thus at the Faculty Senate's next meeting on April 5th, a resolution regarding this matter will be discussed. The resolution itself is based on the fact that more than 25% of eligible ISU faculty signed a written request to the Senate Chair and that the Executive Committee verified the validity of the request. The resolution endorses the right of the faculty to hold a confidence vote, and therefore calls for the vote.

Should the vote occur on April 7th, I strongly encourage eligible faculty to vote, no matter whether they vote yes, no, or abstain.

April 6, 2010

Good Morning, Colleagues:

Last Friday around 5 p.m. and again yesterday morning, I was presented with petitions from members of the faculty, requesting a vote of confidence /no confidence in Provost Gary Olson. The Senate Executive Committee met yesterday and verified the signatures on the petitions. There were 148 valid signatures of the 151 signatures on the individual petitions. This is 22.6% of eligible faculty. We worked with General Counsel Brad Hall on wording of a notarized affidavit to that effect. He is already in possession of a copy of that affidavit. I have placed the petition signature sheets in a secure location, where they will reside until the ISU retention policy for such documents is clarified.

During yesterday's Faculty Senate meeting, I announced the new petitions and the results of verification. When a modified resolution was discussed for Senate to "exercise its right as representatives of the faculty to initiate a general faculty vote...", it was tabled after discussion. A main reason seemed to be that since the new set of petitions requires the vote, this changed the circumstances surrounding the resolution, and faculty had not weighed in with their Senators to vote under the new circumstances (this suffers from oversimplification, I'm sure--please talk with your Senator for more information). The Senate Executive Committee is now required to conduct the vote within 15 working days of last Friday, and the vote will proceed as scheduled for Wednesday, April 7th.

I will also moderate today's meeting for faculty eligible to vote, who wish to discuss issues related to the vote. The meeting is from **4:00 until 5:15** in the **Pond Student Union Theatre, CHE 311, and MERID 501**. How it proceeds will depend on the faculty who attend and participate.

Here is the voting schedule for Wednesday, April 7th:

1. Pond Student Union 8:00 a.m. to 5:00 p.m. (information desk area, Quadrangle entrance).
2. Rendezvous 9:00 a.m. to 2:30 p.m. (near the information desk).
3. Life Sciences 9 to 11:00 a.m. and 2 to 4:00 p.m. (lobby near Biological Sciences).
4. Roving Ballot Box I:
 - Liberal Arts 8:30 to 10:45 a.m. (near the English Dept.)
 - Business Building 11:00 a.m. to 12:30 p.m. (main floor lobby).
 - Physical Science Complex 3A 1:00 to 2:30 p.m. (by the Chemistry Dept. Office).
 - Pharmacy 3 to 4:00 p.m. (near dean's office)
5. Roving Ballot Box II:
 - Education 9 to 10:15 a.m. (in the lobby).
 - Performing Arts Center 10:30 to 11:15 a.m. (near the main entrance).
 - Reed Gymnasium 11:30 a.m. to 12:30 p.m. (hall outside the swimming pool).
 - College of Technology 2:30 to 3:30 p.m. (cafeteria).
6. Meridian 8 to 9:00 a.m. and 3 to 4:00 p.m. (Room 733).
7. Idaho Falls 12:20 to 12:50 p.m. and 2:30 to 4:00 p.m. (CHE 219).
8. Absentee Ballots (<http://www.isu.edu/fsen/currentissues.shtml>)

No matter which way you vote, I encourage you to participate.

Thank you and best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

Senate Chair Frantz's Statement on April 6, 2010 to start the University-wide Faculty Meeting

Good afternoon, Ladies and Gentlemen.

Thank you for attending, and welcome to today's meeting for faculty eligible to vote tomorrow. Are our colleagues in Idaho Falls and Meridian able to hear me okay?

You are likely aware that last Friday around 5 p.m. and again yesterday morning, I was presented with petitions from members of the faculty, requesting a vote of confidence /no confidence in Provost Gary Olson. The Senate Executive Committee met yesterday and verified the signatures on the petitions. There were 148 valid signatures of the 151 signatures on the individual petitions. This is 22.6% of eligible faculty. We worked with General Counsel Brad Hall on wording of a notarized affidavit to that effect. He is already in possession of a copy of that affidavit. I have placed the petition signature sheets in a secure location, where they will reside until the ISU retention policy for such documents is clarified.

The purpose of the meeting today is to give faculty the opportunity to discuss the issues surrounding tomorrow's vote. The faculty who asked for this meeting to be scheduled did so, I believe, mostly as a means to learn the specific areas of concern that have caused over 20% of eligible faculty to sign the petitions. If there are faculty present who are aware of those concerns and are willing to speak about them, then this session will potentially serve its purpose.

The way I would like to proceed is to alternate, if possible, between faculty who may hold views on one side of the issue or the other. So how we proceed depends on the participants. I will start off asking you to limit your comments to 2 minutes, in order to give as many people a chance to speak as wish to, then if there is no one left who wishes to speak, we can allow additional time for those who already spoke. We want to make sure to be aware of our colleagues in Idaho Falls and Meridian, so please catch my attention if I don't hear or see you, and you wish to speak.

Thank you. Is there someone who would care to begin and voice a concern that faculty may have that prompts tomorrow's vote?

April 9, 2010

Good Evening, Colleagues:

The Faculty Senate Executive Committee, Ombudsman, and University General Counsel have just completed the ballot count for the 4/7/10 voting, with the following results:

"Vote of Confidence / No Confidence for ISU Provost Dr. Gary Olson"

Eligible voters	656	%
Number voting	431	65.7
Yes, I do have confidence.	95	22.0
No, I do not have confidence.	295	68.4
Abstain	41	9.5

Thank you to all the faculty volunteers and Senate staff who assisted with the balloting.

Sincerely,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

April 16, 2010

Greetings, Colleagues:

We have only three full weeks of the semester left, and they promise to be very busy weeks as we bring our classes to a close, complete our grading, wrap up committee work for the year, and attend ceremonies and events. Commencement is April 26 in Boise, April 29 in Idaho Falls, and May 8 in Pocatello.

If you have not yet done so, please become familiar with the *Final Report on Campus Reorganization* (<http://www.isu.edu/acadaff/organization/>). We need to discuss this among our colleagues and determine our views on the plan. I myself have only skimmed it thus far, and need to spend some quality time with it this weekend.

Faculty Senate has a meeting this coming Monday and the final one on May 3rd. For Monday, April 19th, a recommendation from the Research Council will be introduced regarding restructuring of the Internal Grant Subcommittees. This is an important recommendation for faculty to read, discuss, and share your views with your Senators (please see under “Feedback Requested” <http://www.isu.edu/fsen/currentissues.shtml>). We will not vote on the recommendation until our final meeting (May 3rd), in order to give faculty time to review this.

For the final Senate meeting, please inform your Senators of your views on a campus smoking policy (I wrote about it in my 3/29 letter). Three possibilities are to leave it as is, to become a smoke-free campus, or to designate a small number of smoking areas that leave the rest of the campus smoke-free. Senate needs to make a recommendation to President Vailas based on your views. ASISU leadership and Staff Council will be making recommendations, as well.

President Vailas will meet with Faculty Senate on May 3rd to discuss the faculty’s recent no confidence vote. You are likely aware that the president is scheduling meetings with faculty and other constituencies.

ISU’s Follett Bookstore will participate in a new “Rent a Text” program that can save money for ISU students. There is a website for faculty to check for availability of texts (<http://www.rent-a-text.com/faculty.php>). If you have questions about this program, you may contact bookstore manager Laurie Richards at 282-2563.

Best wishes, and enjoy the weekend,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

April 20, 2010

Greetings, Colleagues:

Faculty Senate yesterday voted to hold a special meeting next Monday, April 26th, in order to address pressing business prior to the end of the year. Vice Chair Phil Cole will preside, because I will be attending the Meridian commencement that day.

One of the agenda items will be the recommendation from the Research Council regarding restructuring of the **Internal Grants Subcommittees**. This is an important recommendation for Senators and other faculty to read and discuss. Please share your views with your Senators (please see under "Feedback Requested" <http://www.isu.edu/fsen/currentissues.shtml>). This was originally scheduled for the May 3rd meeting, but has been moved up to April 26th. If Senators or other faculty have questions, please contact Dr. Jessica Winston, who serves as Chair, Research Council Ad Hoc Subcommittee on Internal Grants. Her contact information is x2895 and winsjess@isu.edu. She plans to attend the Senate meeting, and would appreciate learning of questions in advance, if possible, so that any small queries can be addressed immediately and also so she can be prepared with any data Senators might need to address larger issues.

Other agenda items for the special meeting are:

- Faculty Input on Reorganization Plan
- Creation of a committee to draft policy for SBOE II B 2 c. ["Institutions shall adopt internal policies for implementing the employment actions in a manner consistent with the Board's policies and procedures, and furnish these policies to the Board."]
- Distinguished Professor Rank (see <http://www.isu.edu/fsen/currentissues.shtml>)
- Research Council Report #3

Announcements:

- 1) Please join me in congratulating Dr. Mikle Ellis, College of Engineering, on his election as vice chair of Faculty Senate next year, and chair the following year.
- 2) Please join me in congratulating our other three new Senate Executive Committee members for next academic year: Marcia Francis, Library; JoAnne Pearce, College of Technology; and Dr. Gregory Leavitt, College of Arts & Sciences.
- 3) A piece of financial good news is that the legislature did approve \$1 million via the Dept. of Public Works for Meridian, which was important in order to complete the build-out of the ISU –Delta Dental Residency Clinic at the ISU Meridian Health Science Center. Delta Dental has committed \$500K to this project.

Best wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

Faculty Senate's Questions regarding ISU's Reorganization

For President Vailas to address during the May 3, 2010 Faculty Senate Meeting

Motions passed by Faculty Senate on April 26, 2010:

1. The Faculty Senate will forward all motions made in regards to questions about the reorganization and its implementation to be given in advance to President Vailas and ask that he respond to those questions at the next Faculty Senate meeting on May 3, 2010.
2. First, we request from the President a public statement articulating the role of this reorganization in his vision for the future of our university, and details about how the reorganization is going to be implemented, including information on the following:
 - Timetable
 - College Executive Committee selection process
 - Documentation on precise implementation procedures (with subcategories)
 - Transition time
 - Effect on General Education
 - Meaning of "balanced scorecard" performance objectives
3. As outlined in the reorganization implementation plan, has the Provost begun to solicit input from the faculty on interim Founding Deans?
(In accordance with the last sentence on p. 19 of the Reorganization Plan dated April 8, 2010: "Upon acceptance of this or another reorganization plan by the President, the Provost will immediately solicit input from the faculty and then appoint interim Founding Deans.")
4. Since the Faculty Senate is the sanctioned faculty governance body at ISU, what will be the role of the newly formed College Executive Committees in the formation of policy?
5. The Faculty Senate requests the Administration to vet with Faculty Senate the plan for populating the College Executive Committees prior to its implementation, that is, before said Committees are populated. For example, what are the definitions of "faculty" and "administrators"?

4/28/10

Dear Colleagues,

Here is a link to the SBOE agenda from last Thursday's meeting. It has the reorganization proposal that was presented to the Board. Senate will likely discuss this topic with President Vailas at our final meeting next Monday. The link includes the entire 1600 pages, and the reorganization section begins on page 946. http://www.boardofed.idaho.gov/meetings/board/current_year/04_21_10/agenda_all.pdf

Best Wishes,
Alan C. Frantz, Ph.D.
Chair, Faculty Senate

May 14, 2010

Good Morning, Vice President Fletcher:

You asked for comments on the draft of the Student Recreation Center policy notification. While I understand the reasons for implementing a fee structure, I consider myself to be obligated to register opposition to it on behalf of the faculty. You are aware of the concerns that are being voiced by faculty in regard to the newly released parking fees. I believe that this policy change will generate a similar reaction. A main difference between this one and the parking one is that parking already had a fee that was increased. More important is the larger difference that the usage of Student Recreation Center has a policy in the Faculty/Staff Handbook that governs it, and that policy has not gone through the F/S Handbook change routing yet. The relevant F/S Handbook policy is

Part 4. Personnel Policies

Section VI. Benefits/Compensation/Personnel Files

H. Fringe Benefits (Updated 4/05)

5. Staff Identification Cards

... Employees and their families may enjoy free use of Reed Gymnasium and the Holt Arena facilities at times when they are not scheduled for classes or activities. Dependent children between the ages of twelve (12) and nineteen (19) of faculty/staff holding permanent cards may obtain facility use passes for the gymnasium.

I realize also that the new fee structure refers to the Student Recreation Center and the F/S Handbook calls it Reed Gymnasium. I do not believe that a name change invalidates the current F/S Handbook policy, given that the Recreation Center has existed since the 1970s, yet the Handbook (updated in 2005) still refers to the complex as "Reed Gymnasium."

In the draft memo to ISU employees, the statement "All current faculty and staff members who wish to use the Student Recreation Center are required to purchase a \$20 month membership" is not quite correct, because employees also have the option to pay the daily fee.

Thank you for the opportunity to comment on this draft.

Sincerely,

Alan C. Frantz, Ph.D.

Chair, Faculty Senate

June 15, 2010

Dear Colleagues,

FYI--The attached motion to direct Dr. Vailas to institute a review of the faculty governance structure at Idaho State University and report back to the board all findings at the conclusion of review. This motion is on the SBOE Agenda for June 17 in Idaho Falls.

Regards,

Alan Frantz

Chair, Faculty Senate

and

Phil Cole

Vice Chair, Faculty Senate

PLANNING, POLICY AND GOVERNMENTAL AFFAIRS
JUNE 17, 2010

SUBJECT

Faculty Governance Review

REFERENCE

April 2010

Board approved the request by Idaho State University to proceed with implementation of proposed Administrative Cost Reduction and reorganization.

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education, Governing Policies and Procedures, Section III.C. Institutional Governance.

BACKGROUND/ DISCUSSION

At the April, 2010 meeting of the Board, Idaho State University recommended, and the Board approved, significant organizational changes in the University's colleges, thereby also necessitating a revision of the faculty governance structure. A review of governance will necessarily require the use of a broad advisory group (including faculty) pursuant to Board Policy III.C.4. This group should examine models which will maximize effective and efficient participation by the faculty in its governance role. The president can then review the advisory group's input to make his recommendations to the Board.

STAFF COMMENTS AND RECOMMENDATIONS

State Board of Education Governing Policies and Procedure, Section III.C. Institutional Governance allows for the faculty of each institution to establish written bylaws, a constitution, and necessary procedures, subject to the approval by the Chief Executive Officer and the Board. All amendments to faculty bylaws, constitution, and procedures require approval by the Chief Executive Officer and the Board. Additionally Section II.C. allows for the establishment by the Chief Executive Officer of advisory groups to study and make recommendation on specific issue.

Review of ISU's faculty governance structure will allow for the consideration of additional efficiency's as well as bring it into alignment with the institutions reorganized governance structure.

BOARD ACTION

A motion to direct Dr. Vailas to institute a review of the faculty governance structure at Idaho State University and to report back to the board all findings at the conclusion of the review.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

June 25, 2010

Arthur C. Vailas, Ph.D.
President
Idaho State University

Dear President Vailas:

This letter is in response to Provost Olson and General Counsel Hall's letter of June 18, 2010 regarding the summer stipend and/or course release approval for the incoming Faculty Senate chair and vice chair. That letter delays the approval of the stipend/course releases until after a review of *institutional governance* is completed, based upon the recent State Board of Education directive for such a review. You and I spoke about this via telephone on June 21st, then again at the Deans' Council meeting the next morning, and set up a meeting this morning to discuss it further. From our conversations, it is clear to me that at present, your plan is to appoint a committee to review the governance structure with the possibility of preparing a proposal to be ready for your consideration with implementation possibly beginning as soon as the start of the impending academic year. You told me that some new Senate elections may be necessary early in the semester.

Please understand that I am in full agreement with a review of governance, properly executed, just as I support review of academic programs or any other part of the university. In fact, I am pleased to see from Provost Olson's and Mr. Hall's letter that you intend to expand the review beyond *faculty governance*, as directed by the SBOE, to *institutional governance*, which would naturally include the administration as well.

However, it is premature to be thinking about any elections in the near future. The SBOE action was "*a motion to direct Dr. Vailas to institute a review of the faculty governance structure at Idaho State University and to report back to the board all findings at the conclusion of the review.*"

Implementation of potential changes would take place after Board review (and should properly include review by the general ISU faculty and Senate), but those are stages that will arrive sometime in the future. There is much work to be done before those stages begin.

Therefore, my recommendations, in the strongest possible and respectful terms, are as follows:

- 1) Plan the faculty governance portion of the review to commence with the return of faculty from the summer break and reserve at least half of the seats on the committee for faculty members to be appointed by the Faculty Senate.
- 2) Appoint incoming Senate Chair Phil Cole to the committee; part of the chair's duties are to "participate on relevant standing and ad hoc committees" (F/S Handbook Part 2 Section IVA2d).
- 3) Authorize immediately the incoming chair's summer stipend and the release time traditionally granted to the chair and vice chair for the academic year.
- 4) After the review is completed and a proposal is submitted to you, you may likely want to revise the proposal; then I recommend you submit your proposal to the SBOE and simultaneously initiate the ISU F/S Handbook change process that is required for changing Faculty Senate Bylaws. This can be done in a timely fashion for SBOE approval during the fall semester, especially as Senate proceeds

with its current plans to revise the Bylaws in the fall. We now have a credible list of faculty that can be updated for accurate apportionment purposes.

5) If and when governance structural changes are approved, then the implementation can be planned. Spring elections for Faculty Senate and Councils can be held and a smooth transition effected for an official July 1, 2011 changeover.

One of my main concerns is timing. The SBOE directive has no timeline attached, presumably because members recognize that reviews of this nature must be undertaken with care, proper planning and personnel, and within a reasonable timeframe. It does not appear possible to carry out a proper review for the August 11-12 SBOE meeting. Given the 30 days-in-advance submission requirement for agenda items, the December 8-9 meeting is likely the earliest that a proposal could be presented. If a second reading is required, it could be in February.

We cannot afford to stifle or halt the normal workings of university governance and wait until potential and unknown revisions in governance are approved—the Curriculum Council, Academic Standards Council, Council for Teaching and Learning, Budget Council, Faculty Professional Policies Council, Campus Planning Council, Cultural Affairs Council, and Research Council all have work to do, all report to the Senate, and that work must proceed during a transition period—we already have a backlog of policy work. SBOE policy requires faculty governance to function, and it is reasonable to plan for a transition period; nothing of magnitude can be accomplished overnight, especially with the myriad tasks to be addressed during the implementation period of the university reorganization itself.

My view is that no harm can be predicted if the current governance structure is maintained during a transition period. Far greater is the potential for deleterious short-and long-term effects of rushing into a review and implementation. Just like members of the SBOE, ISU faculty are very concerned about process, and this is an opportunity to allow process to prove its value.

Sincerely,

Alan C. Frantz, Ph.D.
Chair, Faculty Senate
Professor, Educational Leadership

June 30, 2010

Dear ISU Colleagues,

Today is my final day as chair of Faculty Senate, and this is my final letter to faculty in this role; my role for the coming year is past chair, which means I serve on the Senate Executive Committee. I am pleased to be able to turn the reins over to Dr. Phil Cole as chair. Taskmaster Cole has already called an Executive Committee meeting for tomorrow, July 1, his first day as chair, so my break is short! It is actually very important to meet already, since there is much for us to discuss and plan for the coming academic year.

There is a bit of news to share with you. The State Board of Education met two weeks ago in Idaho Falls. Dr. Mikle Ellis, incoming vice chair of Senate, accompanied me to the meeting. We both found it interesting to see which agenda items the Board members passed without comment, and which they chose to discuss at length. If faculty have never attended a Board meeting, but are curious to learn more about that level of institutional governance, there is an opportunity to do so in Pocatello on Thursday, August 12th.

Provost Olson sent a letter to faculty last week, in which he mentioned a couple of the items passed by the Board—the new ISU budget and the Ph.D. program in experimental psychology. Congratulations on the program approval to the faculty in Psychology, and especially to Dr. Kandi Turley-Ames, for the years of preparation in designing the program and completing the extensive paperwork required for approval.

Another item passed by the SBOE that affects ISU is the directive to President Vailas “*to institute a review of the faculty governance structure at Idaho State University and to report back to the board all findings at the conclusion of the review.*”

As a result of that directive, Provost Olson and General Counsel Hall sent me a letter dated June 18th, that indicated “*it would be premature to make contractual commitments for stipends or release time for the fiscal year.*” That referred to the summer stipend for Dr. Cole and the academic year course releases for him and Dr. Ellis as Senate chair and vice chair. This concerned me and I spoke with President Vailas about it. He told me of his plans to respond to the SBOE directive by forming a task force to review ISU’s governance structure and prepare a proposal for him (he plans to announce the task force membership soon).

I shared some of my concerns about aspects of the review, and the president suggested we meet later in the week to discuss the topic further. We did so on Friday, June 25th, with Provost Olson, Vice President Fletcher, General Counsel Hall, and incoming Senate Executive Committee members Dr. Mikle Ellis and Asst. Professor JoAnne Pearce also in attendance. I presented a letter with a counter-proposal to President Vailas, and we discussed it and other business.

In my proposal, I wrote that “*I am in full agreement with a review of governance, properly executed, just as I support review of academic programs or any other part of the university.*” I submitted the following five recommendations to President Vailas:

- 1) Plan the faculty governance portion of the review to commence with the return of faculty from the summer break and reserve at least half of the seats on the committee for faculty members to be appointed by the Faculty Senate.

2) Appoint incoming Senate Chair Phil Cole to the committee; part of the chair's duties are to "participate on relevant standing and ad hoc committees" (F/S Handbook Part 2 Section IVA2d).

3) Authorize immediately the incoming chair's summer stipend and the release time traditionally granted to the chair and vice chair for the academic year.

4) After the review is completed and a proposal is submitted to you, you may likely want to revise the proposal; then I recommend you submit your proposal to the SBOE and simultaneously initiate the ISU F/S Handbook change process that is required for changing Faculty Senate Bylaws. This can be done in a timely fashion for SBOE approval during the fall semester, especially as Senate proceeds with its current plans to revise the Bylaws in the fall. We now have a credible list of faculty that can be updated for accurate apportionment purposes.

5) If and when governance structural changes are approved, then the implementation can be planned. Spring elections for Faculty Senate and Councils can be held and a smooth transition effected for an official July 1, 2011 changeover.

President Vailas is concerned that with the restructuring of Pharmacy, Kasiska College of Health Professions, and Arts & Sciences, that faculty in the newly-formed colleges may not be represented properly. I can agree with that possibility. We discussed having the newly structured colleges consider elections early in the semester, but agreed that could be too disruptive to try to implement during the fall, even if the review and approval process were completed (some vacancies still exist, which the colleges should fill, even if temporarily). My recommendation #5 was to set a transition period for the review to be accomplished during the coming academic year with any changes to be implemented July 1, 2011. President Vailas agreed with Senate concerns about the effects on faculty governance for AF10, but preferred to set a target date of January, 2011 for potential changes to become effective, if approved in time. He agreed to authorize the incoming chair's summer stipend and the course release time for the chair and vice chair for AF10 (and Provost Olson followed up with an approval letter). If changes cannot be implemented by AS11, the president agreed the timeline I proposed in my letter is the remaining option. He also agreed that upon completion of the task force review and submission of a report to him, he will forward it (with any changes he may wish to make) to Faculty Senate for review and discussion with faculty-at-large before submitting it to the SBOE. His goal is for the SBOE review to be during the October, 2010 meeting.

I would prefer to take the academic year for the governance review and not implement any changes until July 1. However, I told President Vailas that I could support AS11 implementation if the review/approval process were completed in time to do so without rushing through it.

This concludes my update of recent events. Thank you all for the support you have shown me this year—it has been a challenging year to say the least, and your encouragement throughout has been vital for me to sustain my efforts.

Two announcements:

1) I would like to extend my own congratulations to this year's distinguished faculty--those nominated, the finalists, and especially the three who were named: Karen Appleby, associate professor of sport science and physical education as Distinguished Teacher; Daniel Ames, associate professor of Geosciences, Distinguished Researcher; and Glenn Thackray, professor of geosciences, Distinguished Public Service

Award. Congratulations, also, to Donna Lybecker, associate professor of political science, recipient of the ASISU Teacher of the Year Award.

2) The ISU Reading Project Committee has selected *The Curious Incident of the Dog in the Night-Time* by Mark Haddon, for the 2010-11 Reading Project. Haddon's book won the 2004 Commonwealth Writers' Prize for Best First Book. The committee encourages faculty to consider working this book selection into course content, if possible, in conjunction with the campus-wide Reading Project and related events that are being planned for 2010 - 2011 (see www.isu.edu/lead/reading for updates).

Best wishes, and enjoy the summer break!!

Alan C. Frantz, Ph.D.

Chair, Faculty Senate 2009-10