

Idaho State University  
**Faculty Professional Policies Council**  
Minutes

September 27, 2007

11:00 AM

Clearwater Room, Student Union Building

In Attendance: Allen, Dunzik-Gougar, Hasenpflug (Chair), Hatzenbeuhler, Johnson, Marsh, Olah,  
Payne, Shropshire

Excused: Dundas

Absent: Adkison

Non-voting: Wallace (Recording Secretary)

**I. Attendance and Preliminaries**

Hasenpflug called the meeting to order and determined a quorum was present.

**II. Minutes from August 30, 2007**

**ACTION:** Allen moved to approve the Minutes, seconded by Marsh. **Passed unanimously.**

**III. Old Business**

Revisit College of Technology's request regarding Masters Degree designation

The original charge was not to change the College of Technology portion of the Faculty/Staff Handbook as was previously thought, but to change the sections regarding the university-wide faculty ranks and qualifications in the Handbook to simply specify "Master's Degree" without a distinction between the various types of Master's degrees. The proposed change would make the ranking qualifications consistent.

It was also noted that in the Handbook's professorial ranking descriptions, "Doctor of philosophy" does not cover the various types of doctoral degrees faculty members actually have. Hasenpflug suggested this should be changed to simply "doctoral or otherwise terminal degree" for the same reason of consistency.

In the discussion, it was emphasized that in practice, degree designations vary greatly depending upon the discipline, course track of study, awarding institution, and other such factors. It was also pointed out that current hiring practices do not follow the Assistant Professor requirement for additional "graduate work beyond the minimum required for a master's degree." Nor are "three years of teaching experience at the college level" a necessity for being hired at the Assistant Professor level. Some Instructors are hired without having a Master's Degree, depending on the particular field and department. In those cases, the hiring is usually contingent upon the continued coursework and completion of the Master's Degree within a specified amount of time. Additionally, some Assistant Professors are hired with teaching experience only at the high school level, or sometimes straight out of university with no prior teaching experience.

In order to bring the Handbook policies in line with current practice the **suggested changes** are:

- 2.a.(1) Instructor requirements to simply "Master's Degree"
- 2.a.(2) Assistant Professor requirements to simply "Master's Degree", eliminate the additional graduate work requirement, and eliminate the college level teaching experience requirement.
- 2.a.(3) Associate Professor and 2.a.(4) Professor requirements to "A doctoral or the terminal degree in the field."

**ACTION:** Dunzik-Gougar moved to approve the suggested changes to the Faculty/Staff Handbook Part 4 Section III, seconded by Shropshire. The **motion passed** unanimously. Hasenpflug will type up the changes and forward the Council's recommendations to the Faculty Senate for consideration.

#### IV. New Business

##### University-wide Tenure and Promotion Committee

Although no formal charge has been given to the FPP Council as yet, during the Faculty Senate Advisory Council meeting on Monday, September 24, 2007 there was discussion about possibly forming a committee to review Tenure and Promotion applications campus-wide. The Faculty Professional Policies Council would be the group most likely tasked with designing the committee's structure, its mission and purpose, the membership composition, and overall purview. The Council would then make their recommendation to Dr. Wharton. There were two rationales behind this proposal: (1) that faculty should have more involvement in the final decisions as well as to promote a well-rounded "diversity of scholarship" that provides a cohesive university-wide perspective when granting tenure and promotion and (2) more uniform application of the necessarily diverse standards across the Colleges. Of course, there must be sufficient flexibility to accommodate the wide variation in standards, but there may be some way to incorporate more uniformity in tenure and promotion procedures.

There was discussion about how to go about approaching and accomplishing such a charge, what factors need to be considered, how to blend the differing discipline-specific criteria, and other such issues. Other universities' Tenure and Promotion policies could be looked at for guidance. No further action is required at the moment, but Council members were advised to start thinking about the various issues involved.

The next meeting is scheduled for October 25<sup>th</sup> in the Portneuf Room of the SUB.

Adjournment: 12:08 p.m.

Respectfully submitted,  
Catherine Wallace  
Administrative Assistant 1  
Faculty Senate Office

Approved by FPPC: November 29, 2007  
Approved by Faculty Senate: December 17, 2007