

Idaho State University
Faculty Professional Policies Council
Minutes

Thursday, April 24, 2008

11:00 AM

Clearwater Room, Student Union Building

In Attendance: Allen, Hasenpflug (Chair), Marsh, Olah, Payne, Savage, Shropshire
Excused: Adkison, Dundas, Johnson, Hatzenbuehler,
Absent: Meyer
Non-voting: Wallace (Recording Secretary)

1. Minutes of March 13, 2008 – *deferred*

The minutes were not ready for approval yet; deferred until later.

2. Continuing Business

a. Salary Schedules Findings Report and Recommendations

The Council members discussed the working draft that Hasenpflug had written and distributed for review. He solicited their input and ideas. Shropshire pointed out that Carnegie classes 3 and 4 no longer apply; ISU currently is a Doctoral/Research University (DRU) and is aspiring to become a Research University – High Level (RUH). Most institutions examined during this project do not have a salary schedule; the Council members felt their recommendations were more of a *salary strategy* for the Faculty Senate to consider. The conclusion was that the **primary salary erosion issues** to be addressed were: 1) **Annual increases in cost of living**; 2) **equity**; and 3) **merit**. Another suggestion was to figure administrative salaries (e.g. Department Chairs and Deans) separately from faculty salaries when comparing for equity. Members with specific ideas agreed send draft paragraphs to Hasenpflug for him incorporate into the final document which will be sent to the Council for final comments before submitting the recommendations to the Faculty Senate.

ACTION: Savage **moved to accept the draft document with the suggested changes.** Seconded by Olah. No discussion. The motion **passed** unanimously.

3. Elect New Chair, decide meeting dates for next year

Marsh indicated he would be willing to serve as chair of the Council next year.

ACTION: **Moved** by Hasenpflug and seconded by Shropshire to **elect Kevin Marsh as Chair** of the Faculty Professional Policies Council for next year. No discussion. The vote was unanimously **in favor**; Kevin Marsh will be next year's Chair.

Marsh asked Council members to email their availability directly to him, and he will determine possible meeting dates and times from their responses.

4. Adjournment: 12:00 p.m.

Respectfully submitted,

Catherine Wallace
Administrative Assistant 1
Faculty Senate Office

Approved by Faculty Professional Policies Council: September 3, 2008

Accepted by Faculty Senate: September 15, 2008