

Idaho State University
Faculty Professional Policies Council
Minutes

Wednesday, September 3, 2008
2:30 PM
Faculty Senate Conference Room REND 301

In Attendance: Allen, Ford, Hasenpflug, Hatzenbuehler, Johnson, Kratz, Marsh (Chair), Savage, Shropshire, Steiner
Excused: Payne (sabbatical), Squires
Non-voting: Wallace (Recording Secretary)
Guest: David Delehanty (Faculty Senate Chair)

1. Introductions

The Council members introduced themselves. There are two vacancies on the Council: Mark Olah left ISU so a replacement from Pharmacy is being sought. David Squires, the new Education representative, has a teaching conflict this semester and is seeking a replacement to take his place for fall semester only. He still wants to serve on this Council.

2. Announcements

Hasenpflug, an Arts & Sciences Faculty Senator, announced he has been nominated to serve on the Faculty Senate's Executive Committee to replace Senator Brad Curtis who is leaving ISU. If Hasenpflug is elected to fill that position he will resign from this Council. In that case, a replacement will be selected by the College to take his seat on FPPC.

3. Guest: Dr. David Delehanty, Faculty Senate Chair

A handout listing the current Faculty Senators and described the purpose and purview of each of the nine Councils of the Faculty Senate was distributed. Delehanty discussed faculty's rights and responsibilities in the long-established faculty governance structure at ISU whereby **faculty are involved in making decisions about much of what happens on campus**. He commended the current Administration's efforts to instill openness and transparency in the budgetary and policy making processes. He accentuated the fact that the Faculty Senate and Administration have a good rapport with each other and are actively striving to create a solid working relationship. Integral to a good relationship is the ability to candidly and professionally express criticism when warranted, and to commend a job well done when appropriate. Delehanty will be meeting with all the Councils, colleges and departments this month to reiterate this message and help foster good will between the Administration and faculty.

This Council will be particularly involved in helping to develop the **Manual of Administrative Policies and Procedures (MAPP)** in conjunction with the Office of Finance and Administration. Policies have been drafted by ad hoc committees and will be coming to this Council for review, vetting and revision recommendations as needed:

- **Reed Gym User Fee policy**
- **Travel policy**
- **Children in the Workplace policy**
- **Merit-based salary initiative** proposed by the Administration.

Delehanty urged the Council to be proactive and generate their own faculty-driven initiatives as well that will help advance the university's mission and the Administration's agenda where appropriate. **Expediency is critical**. The Council must work efficiently and quickly to come up with good, solid, reasonable and feasible recommendations to forward to Faculty Senate.

Specific charges from the Faculty Senate would be forthcoming, but the Council should not wait for the formal charge before beginning their work. Consider dividing into small task forces in order to work on several different initiatives simultaneously.

4. Minutes of March 13, 2008 and April 24, 2008

ACTION: Hasenpflug **moved to approve both sets of minutes.** Seconded by Savage. No discussion. The motion **passed** unanimously. The minutes will be forwarded to Faculty Senate for their review.

5. Continuing Business

a. Salary Schedules findings report update

A copy of the final Salary Recommendations report composed by this Council last April was distributed to each Council member. The report is scheduled to be reviewed by Faculty Senate on September 15, 2008. Hasenpflug reminded members that it is likely the Faculty Senate soon will remand the salary issue back to the Council for more work.

6. New Business

a. Reed Gym fee

Faculty and alumni have been up in arms about the ad hoc Reed Gym User Fee committee's proposal that would force them to pay a fee to use Reed Gym. The concerns raised were:

- Faculty have been supporting the university for many years through their low salaries, which in turn have helped keep student fees low.
- Reportedly about 12 years ago President Bowen agreed to transfer approximately \$54,000 per year to the Reed Gym facility on behalf of the faculty as part of their compensation package. The \$54,000 has been transferred every year.
- Free use of the Reed Gym was a **perk promised to faculty as partial compensation** for their chronically low salaries and was **written into the Faculty/Staff Handbook as a faculty right.** Many current and retired faculty felt the current Administration was renegeing on that promise.
- The **proposed fee structure was unfair to faculty** because it was based on student fees which pay for things that faculty do not use at all: e.g. ~~intramural sports and~~ student club sports. The most recent proposed fee structure for faculty (which has not been released) would reportedly generate about \$35,000.
- Faculty recognize that **Reed Gym does need upgrades.** Money for the proposed remodel, though smaller scale than originally suggested, has already been allocated.
- Many faculty were angered **at the way the initial fee proposal was presented** with no prior warning
- The proposed fee was very high, and faculty were offended that it was so much higher than what students would have to pay.

The role and specific charge to the ad hoc User Fee committee was unknown; no recommendation had yet been made. Marsh suggested inviting the committee's leaders to the Council's next meeting and letting them know that their work falls under the jurisdiction of FPPC to assess the affect it will have on the faculty. He also suggested inviting the faculty members on the committee to present their perspective separately.

The following were identified as the **core issues:**

- whether or not faculty should pay to use Reed Gym
- Who has the right to change faculty's rights and with how much unilateralism?
- What policy should govern recreational facilities on campus?
- Where should ISU be headed and what is faculty's role in getting there?
- Would faculty be willing to pay under certain circumstances, and if so, what might those circumstances be?

Faculty reactions appear to be **strongly negative on this issue.** The Administration might ultimately win the fight, but only at the price of alienating faculty. The Council's task would be to help work out a successful compromise policy that can be implemented.

The Council members discussed the following courses of action:

- **check with their constituents to get a sense of how widespread the negative reaction is and how strong**
- gather **data on the percentage of faculty who use Reed Gym and would be affected** by a user fee.
- **factor in whether the negativity is based on the gym as it is now versus what it might be** down the road as the remodels and renovations take place.
Delehanty said the estimate is based on 150 faculty members using the gym.
- Don't poll constituents until data has been gathered and a policy has been drafted

ACTION: At the Council members' request, **Marsh agreed to extend an invitation to James "Byrd" Yizar and Lee Krehbiel, Vice President of Student Affairs to the FPCC meeting** to discuss the ad hoc committee's work on the gym fee issue. He will ask for a **draft of the report they are working on, plus data on the money needed and on faculty use** to be provided in advance of their visit.

b. Travel policy

The travel policy recently sent by Administration to faculty and staff was believed to be generally confusing. In particular, faculty were upset by having to justify their travel in terms of the advancement of the university. Concerns identified were:

- Having travel **expenses denied after the fact** because someone in the accounting office unilaterally decided the reason given was not adequate or found an alternate mode of travel would have been cheaper.
- Many faculty felt it is the **job of their Department Chairs to authorize travel** and the estimated expenses, not the job of the staff in the finance office after the fact.
- There are **legitimate reasons why someone may choose to drive rather than fly**, or vice versa, even though the alternate mode might have been cheaper. A Chair would know such things; an administrator would not.
- The policy seemed to reflect an **air of distrust** from the administration and impinged on academic freedom. Faculty are not travel agents; the vast majority are not trying to bilk the university by abusing travel expenses.
- If there are abuses in the system, the **individual abusers should be taken to task**, not the faculty as a whole.
- **Airline and hotel reservations often require a credit card number in order to guarantee a price quote.** This creates a conundrum: expenses must be authorized beforehand, but actual prices cannot be estimated without expending money.
- P-cards cannot be used for travel (why not?) so faculty are forced to put it on their personal credit cards and pay **finance charges** which are not reimbursed by the university. This is a problem that needs to be addressed somehow.

The members recognized the new policy may well be mostly old policies posed in a new way, and some parts are likely caused by State and/or Federal regulations that ISU must comply with. But there may also be some areas where the faculty can make suggestions for improvement, or even recommendations for the Administration to take up with the State.

A copy of the travel policy will be emailed to each of the Council members for their review. Members will **check the Faculty/Staff Handbook section on travel** to see which portions of the new policy have always existed and which portions are new. They will investigate the **liability issues and State regulations involved that must be adhered to.**

c. Tenure and Promotion policy

The Faculty Senate's Tenure and Promotion ad hoc Committee soon will be finalizing their findings and submitting a report to the Faculty Senate. Once the Senate reviews the report it is likely this Council will be asked to do further work on this issue.

d. Children in the Workplace policy

The original draft of this policy was not well thought out and revisions are still in the works. The Council should expect to see this policy draft come their way for review sometime this fall.

7. Adjournment: 4:16 p.m.

The next meeting of the Faculty Professional Policies Council is scheduled for **Wednesday, September 17, 2008 at 2:30 p.m.** in the Faculty Senate Conference Room.

Respectfully submitted,

Catherine Wallace
Administrative Assistant 1
Faculty Senate Office

Approved by Faculty Professional Policies Council: September 18, 2008 via email ballots
Accepted with minor correction by Faculty Senate: September 29, 2008