

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

Wednesday, October 29, 2008  
2:30 PM  
Faculty Senate Conference Room REND 301

In Attendance: Allen, Carr (via telephone), Hasenpflug, Johnson, Kratz, Marsh (Chair), Savage, Shropshire, Strickland, Steiner, Thomas  
Excused: Ford, Hatzenbuehler  
Non-voting: Wallace (Recording Secretary)  
Guests: Thom Hasenpflug, David Sorensen (KCHP) for Linda Hatzenbuehler

**1. Announcements**

Kevin Marsh passed out the MAPP of MAPPs for those who have not seen it. This document will come into play with Reed Gym and the Children in the Workplace policy. In addition, the role of Faculty Senate and their role in governance was not clear in the document and may need to be taken into consideration by this Council as new business if time allows.

Posters were printed and put into place for the forum on Children in the Workplace but it was cancelled due to the MAPP review process. The forum will be rescheduled.

The Reed Gym Advisory Council has requested that FPCC wait till their document is produced before proceeding.

The next Council meeting is two weeks away, not the standard three weeks due to end of the semester calendars.

**2. Continuing Business**

a. Phased Retirement Policy update – Kevin Marsh & Thom Hasenpflug

Hatzenbuehler and Marsh have been working with Human Resources regarding the proposal prepared by FPCC about 18 months ago and recently remanded to the Council for further work toward implementation. A new development has come up and Marsh invited Thom Hasenpflug, the former Chair of this Council, to the meeting to discuss that development. On the Faculty Senate Business Tracking Form for the charge Phased Retirement there are 5 points to deal with. It is points 3 and 4 that are the aspects they are working with.

Hasenpflug has been a part of discussions that Marsh has not been able to be a part of and he was present to provide the summary. Hasenpflug reported that the Senators as a body really seem to want the idea of phased retirement to include 5/6ths and 3/4ths options. In some minds the sticking point seems to be benefits – they feel that if you take away the ability to be over 50% and thus take mandated earned benefits away it becomes less attractive to potential retirees, given VP Fletcher's additional recommendations. Benefits are extremely expensive: the University pays \$8700 for each employee. Individual cases could still be negotiated, but overall there is little room to protect the faculty.

The original idea of the Senate and older faculty was to cut one course per semester. If you allow a faculty line to drop below 50%, the faculty line has to be rehired in order to protect the line, which means that the line can become more expensive to the department and if it is expensive the Dean won't approve. There can, however, per the way Dr. Karl De Jesus explains it, that the phased hiring/retiring can become cost beneficial to the department.

There has been a disturbing trend of hiring adjuncts to cover tenure loads. Senators find this to be quite unfeasible having adjuncts just making up the load and being sat upon and abused for "chump change." This is not a good situation. Planned reduction in workload and teaching preserves benefits while incrementally reducing salary would be very similar to the sabbatical model used by the College of Business. To have any policy approved, ISU would have to be able to demonstrate a cost saving. The issue that Senators are making is that it may actually be cheaper to allow a higher workload level during the phase-out so that the faculty members can keep their benefits and others do not have to be hired to fill that position. In addition, the State Board of Education would have to approve such a plan. Marsh noted that there is a level of concern that the full faculty line might become a 2/3 line that would then be replaced at the 2/3 level, which would be a hit on the Department and would have to be anticipated and adjusted for.

It is unclear what FPPC needs to do from here. Strickland noted that ISU is in competition with a larger and larger market and a phased retirement plan could prove to be a recruitment and retention tool.

Johnson noted that there has been discussion at the Division of Human Resources of the possibility of half-time employees paying half of what the state is paying for their benefits. The question arose whether faculty pay for their insurance in the case of full year sabbaticals.

Hasenpflug asked if there were any questions he should bring up to Faculty Senate or its Executive Committee. He noted that the current economic situation has changed everything. Timing has also changed; the priorities are shifting away from raises toward keeping faculty from being laid off. These shifts are important to understand and when things settle back down perhaps the previous work will become useful again.

Marsh noted that BSU has the only model to refer to, and despite its drawbacks ISU can use it as a model if need be. **Hasenpflug will look into whether or not this matter should be pursued further at this point and report back to FPPC** for the next meeting.

b. Reed Gym User Fee Task Force update – Larry Kratz

Kratz reported that a document has been written and is currently being fleshed out for presentation to Fletcher and Krebbiel in the coming weeks. The points remain that someone has to pay for the upgrades and students do not want to carry the entire load. In addition, there have been promises made to faculty and new hires that these facilities are available to them for free.

It was noted again that **there are no figures to substantiate more fees**. Dr. Vailas had indicated that there will be a specific proposal that will be sent through the Senate to FPPC.

c. Children in the Workplace policy

It was reported that this document is being reworked so the Council will take a wait and see approach at this time.

d. Travel policy

Not discussed in this meeting.

3. **New Business – MAPP of MAPPs**

Marsh posed a question to Hasenpflug and Kratz as to whether or not there was a place for FPPC to work on this MAPP document. FPPC is not listed in the MAPP process despite Faculty Senate being a governing body on campus. Marsh noted that if the Council members examine this document, they will note there are specific places that place much too much power in the Office of Finance and Administration. FPPC's charge is faculty policies, but they recognize Staff and others are affected as well. Thom noted that it would be appropriate for FPPC to come up with a resolution to present to the Faculty Senate to have the Council review the MAPP procedure document.

The MAPP of MAPPs document as it is written has impeded FPPC's work. Hasenpflug will ask Dave Delehanty, the Faculty Senate Chair, during Executive Committee if FPPC should work on this MAPP issue. The FPPC will move forward for now. **Each member should read through the document, mark it up and be prepared to provide suggested language for next time.**

4. **Adjournment:** 3: 51 p.m.

The next FPPC meeting is scheduled for **Wednesday, November 12, 2008** at 2:30 p.m. in the Faculty Senate Conference Room.

Respectfully submitted,

Lisa Salazar  
Volunteer Transcriber  
Health and Nutrition Sciences

Catherine Wallace  
Administrative Assistant 1  
Faculty Senate Office

Approved by Faculty Professional Policies Council:      December 10, 2008  
Accepted by Faculty Senate:      December 15, 2008