

Idaho State University
Faculty Professional Policies Council
Minutes

Wednesday, November 12, 2008
2:30 PM
Faculty Senate Conference Room REND 301

In Attendance: Allen, Carr (telecomm), Ford, Johnson, Kratz, Marsh (Chair), Shropshire, Sorensen
(for Hatzenbuehler), Strickland, Thomas
Excused: Hatzenbuehler, Payne (sabbatical), Savage, Squires, Steiner
Non-voting: Wallace (Recording Secretary)

1. Announcements

Marsh urged the Council to finish a working draft of the Manual of Administrative Policies and Procedures (MAPP) revisions by the next meeting on December 10, 2008. He also handed out copies of the Reed Gym Task Force's Recommendation Report for Council members to review. Kratz will brief the Council on the report later in this meeting. Marsh thanked Kratz for his participation and work on the Task Force.

Marsh said Hasenpflug consulted with the Faculty Senate and received answers to the Council's questions:

- **MAPP of MAPPs** – go ahead with the work of revising the document
- **Phased Retirement** – keep working with university Administration to come up with some sort of plan that addresses Mr. Fletcher's concerns yet still allows for the retention of health benefits and greater than half-time employment during the initial stages of phased retirement.

More draft policies will likely be coming to this Council for review/revision, including Travel and Children in the Workplace. The Council may also be asked to draft a policy to address Hostile Work Environment issues.

2. MAPP of MAPPs

Council members discussed the purpose and intent behind the MAPP policies. Faculty are very concerned that policies are being created without representation or input from the various campus constituencies affected by the policies. They understood there are problems and abuses that need to be addressed, but the policies as drafted are felt to be too restrictive and do not allow for adequate flexibility. Marsh said the Council's task was to make sure policies are not so restrictive and distrustful as to stifle creativity or interfere with the efficient running of the university's business.

Thomas suggested inserting a statement in Section **II. Policy Statement** about shared faculty governance and the Faculty Senate. Ford noted that Section **III. Authority and Responsibility** would be an appropriate place to add Faculty Senate's (and other campus entities') role in the policy-making process. **The Faculty Senate Chair should be included in III.A. as a Responsible Executive** in addition to the vice presidents and deans.

Members drew attention to the fact that although the MAPPs are intended to provide written procedures for administrative practices, there is no clear line separating administrative from academic processes. Therefore, the MAPP policies are not exclusively the domain of administration. Discussion ensued about the respective roles and limitations of Academic Affairs and Finance/Administration. Administration is responsible for ensuring compliance with the various laws and regulations, but Council members strongly felt that the final authority and

decision-making regarding faculty travel lies firmly in Academics, specifically with department chairs.

More discussion centered around how members of the various groups in Section III. would be selected – whether by appointment and by whom, or by election by peers/constituents. Staff Council and ASISU need to be included in the policy-making process as well. Even those who are not directly affected by a proposed policy might have valuable insight that should be considered. There was also concern that the members of the Stakeholder Review Group be true representatives of their constituents and have some affiliation to the governance structure. Marsh suggested the following sentence be added to **III.C.**:

“Membership of the SRG must be appointed by the representative governance structure for each constituency including Faculty Senate, Staff Council and ASISU.”

Kratz questioned how quickly an effective ad hoc committee realistically can be assembled. He pointed to the Reed Gym Task Force as an example of how not to form a committee.

Members felt the Policy Advisory Group be comprised of the members of the President’s Cabinet. Questions arose regarding the role of the Vice President of Finance and Administration (VPFA) and how much veto authority the document gives him as currently written. Discussion returned to whether to stick with a separate Stakeholder Review Group as the document called for or whether to change that entire section to incorporate the governance structure of existing Councils and subcommittees. Kratz asked how MAPPs might be undone; there is a built-in annual review. **Marsh asked members to email any further comments or suggested edits to him. He will revise the working draft accordingly** and will distribute it to members before the next meeting.

3. Reed Gym Task Force Recommendation Report

Kratz said the recommendations were submitted to the Administration for their consideration and incorporation into whatever the next step may be. Time constraints precluded further information or discussion about the issue.

4. Adjournment: 3:54 p.m.

The next FPPC meeting is scheduled for **Wednesday, December 10, 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: January 28, 2009
Accepted by Faculty Senate: February 2, 2009