



Idaho State University Professional Women

Campus Box 8080, Pocatello, ID 83209

IDAHO STATE UNIVERSITY PROFESSIONAL WOMEN (ISUPW) is an organization devoted to the improvement of the professional lives of women employees (faculty/staff and graduate assistants) at Idaho State University.

ISUPW YEAR AT A GLANCE

Date	Time	Location	Event
Nov 14	12:00-1 pm	PSUB: PORTNEUF ROOM	Faculty Guest Presentations: Tenure & Promotion Featuring Dr. Barbara Adamcik & Dr. Deb Hedeon COME BY FOR LUNCH AND THEN BROWSE THE HOLIDAY FAIR!
Jan 14	5:30-7 pm	ISU Alumni House	General Member Meeting - Topic focus: Excellence in Teaching -Center for Teaching & Learning Guest Presentation
Feb 12	5:30-7 pm	ISU Alumni House	General Member Meeting - Topic Focus: Research & Service -Guest Presentations Board Nominations for 2004-2005 Celebrating Women's History Month
March	TBA	TBA	
April	TBA	TBA	Lunch with the President -follow-up to fall lunch Q&A
May	TBA	TBA	General Member Meeting Topic Focus: Women in Leadership/The Idaho State Legislature -Guest Presentations TBA

ISUPW BOARD MEMBERS 2003-2004

Kathleen Dohse College of Technology, X3700 dohskath@isu.edu	Mary Dundas Health & Nutrition Sciences, X2352 dundmary@isu.edu	Jan MacDougall Coordinator Student Employ, X2778 mcdojane@isu.edu
Rebecca Morrow Anderson Center, X3590 morbecca@isu.edu	Sandra Noakes ISUPW Emeritus, 237-9015 noaksand@isu.edu	Cynthia Pemberton COE BOX 8059, X4029 pembcynt@isu.edu

DON'T KNOW WHO TO ASK OR WHERE TO ASK.... Let an ISUPW Board member know your query and we'll help you track it down! ISUPW is an organization of women, for women and about women! We're here for you!

2 for 1 tickets! 2 for 1 general admission tickets for the November 22nd ISU football game can be purchased at either the ticket office (Holt Arena) or through the ISU College of Education (see Suzanne or Verla in the Dean's office). There is also a \$7.00/person pre-game buffet hosted by Red Lobster (just show your game ticket and enjoy the feast!)

October 14, 2003 Lunch with the President ISUPW questions posed and response notes:

1. Many professional staff members have, or are working on, advanced degrees and are actively engaged in research related to their positions on campus, yet their ability to borrow materials from the library has restrictions that are even more limited than that of undergraduates. **Would it be possible for professional staff to be grouped in the same category with faculty for the purpose of using the library?** Current borrowing privileges at the Oboler Library are as follows:

Faculty: check-out for 1 semester; 5 renewals; 75 books

Graduate Students: check-out for 1 semester; 1 renewal; 50 books

Undergrads: check-out for 28 days; 2 renewals; 20 books

Staff/Spouses: check-out for 28 days; 2 renewals; 20 books

Staff members are not mentioned in the Interlibrary loan policy.

If policy/practice change is possible how can it be brought about and who should we follow-up with to facilitate the process?

Kay Flowers responded to this question. Kay stated she appreciated the question being raised, and that after an initial inquiry she found the current policy had been in place for 15 years without review. Kay indicated it was time for a policy review, and that the review process would be initiated through the Professional Staff Library Committee. Kay asked that an interested ISUPW member be nominated to present their “case” to the Committee. **As of this writing, Ms. Rebecca Morrow has volunteered herself and her assistant to do this.**

2. It does not appear that ISU has a maternity/paternity leave policy beyond minimums required by federal law - FMLA legislation (unpaid leave). Parents may use accrued sick time as a proxy, but for many that time is either non-existent (for example: new faculty), or runs out before one feels ready to return to work. **Is there work being done to review the current policy/practice in this regard? Would ISU be receptive to researching policy/practice among like-institutions, with the intent of developing a University policy/practice that extends leave options beyond the minimum FMLA requirements? If so, what office would be best situated to do this research and draft such a policy, and what timeline might be reasonable for the process?**

David Miller responded to this question and shared survey information re: FMLA policy/practice from regional schools (BSU, U of I, BYUI, USU, UWY and MSU). Most schools’ policies were similar to ISU and some more restrictive. David stated that ISU interpreted FMLA guidelines as leniently as possible, and allowed full use of sick leave, vacation and then FMLA leave (unpaid). Specifics of a particular case instance were shared and openly discussed to provide an example of policy/practice issues. Dr. Bowen stated that in the future he wanted to be informed about extenuating situations (The particular instance brought up involved use of sick leave, vacation, FMLA and short-term then long-term disability and State policy/practice re: long-term disability pay calculations re: 9 month/12month work/pay scenarios). Dr. Bowen indicated he would be very willing to have ISU consider stepping in and assist in instances where State policy/practice fell short. David also indicated he would look into the disability pay calculation issue at the State policy level).

3. **In what ways has ISU addressed disparities in minority faculty/staff/administration demographics? Are ISU employment demographics reflective of the community, state, regional demographics? How do ISU employment demographics compare with broader demographics among like-institutions across the country?**

Buddy Frazier responded to this question, and shared information relative to the COE and College of Liberal Arts and personnel recruiting resource databases and policies/practices instituted in an attempt to increase applicant pool diversity. The COE's Diversity Committee web page includes a faculty recruitment protocol and advertising source database to be followed and used in faculty searches. The College of Liberal Arts has recently instituted a recruitment procedure that includes rationale for position replacement, department profile information re: demographics, and development of a diversity recruitment plan with clearly defined steps to be taken during the search process. Buddy indicated that other colleges were following these examples. Specific demographics were not shared, but Buddy indicated the ISU diversity resources were being used by institutions in our region. There was some dialog about diversity barriers specific to our region, and their impact on faculty, administrator, staff recruitment and retention. Information on ISU's efforts to "grow-your-own" was also shared.

4. **There are rumors that there may be no pay raises for 2004-2005. Are the rumors true? If so what other motivators might the administration be able to consider to sustain and hopefully lift faculty/staff moral? Has ISU considered a program of paid time off? According to the Society of Human Resource Management data many U.S. employers are instituting this practice. Basically, it would work like this: There would be no sick or vacation days, but employees could take time off for any reason. If the number of days per year were not used, i.e., 15-25 days (depending on how long an employee has worked), then the employee could cash them in on their hiring anniversary date or carry forward. Is this something ISU would consider looking into and perhaps surveying employees about? If so, who would be best situated to conduct the research and report findings? What timeline would be appropriate for such an inquiry?**

Dr. Bowen responded to this query. **In a nutshell he dispelled rumors, and stated that he expected there would not be raises for another 2 years.** Dr. Bowen shared information regarding the 27th State level payroll due in 2006, sales tax issues (impending loss of the temporary sales tax increase), and loss of tobacco tax revenue "ear-marked" for education. These, combined with various other economic issues, and the strong sentiment among State politicians rejecting increased taxes, do not bode well for educational budget increases. Dr. Bowen projected that over time public institutions would increasingly have to become self-sufficient (currently ISU gets approximately 30% of its budget from State support). Dr. Bowen shared work currently

being engaged to seek ways to "motivate" and "reward" faculty, as well as ways to increase faculty resources. David Miller clarified that classified employee rules were set by the State and that adjustments might be made within "grade" levels, but the problem was finding the necessary \$\$\$. Dr. Bowen concluded his comments restating his belief that budget constraints/reductions would and should be addressed by making ISU "smaller" without losing what we are...

5. **At a staff meeting last December, questions were raised about the future of administrative computing. At that time it was announced that the current systems were being transferred to a new computer. Over the past summer a number of people attended demonstrations of integrated administrative computing systems. Does this computing system concept seem reasonable for ISU? If so, what are the plans regarding ISU administrative computing?**

Randy Gaines and Kay Flowers addressed this question. The HP administrative computing system will not be maintained by HP beyond 2006. Currently there is a committee looking into options (i.e., other vendors to

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maintain the HP system, system upgrades and/or replacement). Time has been and is being invested in looking into an integrated computing system. There is significant attraction to the notion of an integrated computing system – BUT – cost issues are a BIG concern, as well as organizational cultural adaptation to such a change. Investigative work will be ongoing.

6. It seems that in some cases, department chairs hold positions in excess of 3-year terms. **Is the 3-year term policy a suggested practice or is it mandated? Do colleges across campus institute similar policies/practices in this regard; or is there latitude granted to colleges to act in ways believed to be in the best interest of a particular college?**

Dr. Bowen and Dr. Lawson addressed this question. The department chair policy is a suggested guideline and it is expected that chair position assignments are reviewed every 3 years. That review typically involves department faculty and deans. However, there are no mandated “term limits.”

7. It appears ISU is doing a good job of paper product recycling; there are a few bins for recycling aluminum cans and limited plastic bottles. **Can these efforts be stepped up with more comprehensive recycle bins placed in more campus locations? If so, what office will be responsible for these efforts, and when might they begin?**

Linda Burke responded to this question, and shared a wealth of information about the history and evolution of ISU’s campus recycling program. Problems associated with aluminum and plastic recycling were shared (main issue = MESS). Reminders about what paper products (in particular BRIGHT colored paper is not recyclable) were also shared. A good discussion was held, and although no firm conclusions were reached the long-term benefit (cost and environment) of expanding recycling efforts was affirmed.

P.S. We are looking forward to John Jones’ report on the AAUP Salary Report Data from the fall and spring luncheons.

John Jones shared AAUP survey information in response to this query. The aggregate survey data seem to suggest there may be some disparities between female and male faculty at various ranks. However, without also looking at the data inclusive of time in rank no conclusions can be drawn. John agreed to disaggregate the data and share findings once this variable (time in rank) is considered. John indicated that it had been 3 years since salary equity had been reviewed. President Bowen stated that it should be looked at annually. In the meantime (while John disaggregates the data), individuals who suspect gender based disparities or issues of pay fairness can request a review through the ISU Human Resource and Affirmative Action Offices. John will have disaggregated data available by the Spring 2004 lunch meeting. David Miller reminded folks of his review of CUPA data and nonclassified employees. The gist being that the market comparisons were virtually identical for males and females (i.e., no disparities were found).

The luncheon concluded at 1:30 pm with many thanks to all who attended and responded to the queries posed. We look forward to the Spring 2004 lunch & follow-up.

A special thank you to our retired ISUPW guests: Karen Averitt, Grace Jacobson and Rosemary Meyers. We sure appreciated you participation and presence! 😊