



**FACULTY PROFESSIONAL POLICIES COUNCIL**  
IDAHO STATE UNIVERSITY  
**OFFICIAL MINUTES**



October 27, 2021

3:00 pm

Zoom Meeting (<https://isu.zoom.us/j/99413822096>)

**In Attendance:** Kellee Kirkpatrick, Mona Doan, Beth Downing, Tony Forest, Corey Bartle, Jared Barrott, Michael Roche, Jen Adams, Char Byington, Karl DeJesus, Lyle Castle

**Absent but Excused:** Libby Howe, Sara O'Connor

**Absent:** Tesa Stegner

**Recording Secretary:** Ann Medinger

- I. Welcome**
- II. Announcements and Updates**
- III. Report from Faculty Senate Meeting (Monday, October 25, 2021)**
  - a. Kirkpatrick presented the process FPPC is going through to address changes that need to be made to ISUPP 4039
    - i. Faculty Senate was asked to give feedback based on her comments.
      1. No feedback has been received
  - b. President Satterlee said the Rendezvous Building will be renamed in honor of President Richard Bowen and his wife.
- IV. Report from University Policy Manager, Libby Howe**
  - a. Emergency update of 3110, Equal Opportunity Harassment...
    - i. Policy needed to align with Federal Policy
  - b. Alcohol Beverage Permitting Policy has been approved by Admin Council
    - i. Expect it to be signed by President Satterlee in the next few days
  - c. ISUPP 4041 was reviewed by Admin Council but have tabled the discussion for a future meeting
  - d. ISUPP 1020 was returned to its technical working group following a 30-day review to discuss a comment worthy of revisiting.
- V. Suspension, Dismissal, Termination for Cause (ISUPP 4039)**

- a. Karl DeJesus Came to comment on his experience in using ISUPP 4039
  - i. Should panel members be tenured?
    - 1. DeJesus commented that the panel members need to be protected by tenure in case the issue at hand is a hot topic
  - ii. DeJesus supports longer terms for the panel members
  - iii. DeJesus supports panel members receiving training from HR
  - iv. Forest asked what DeJesus thought is a big problem in the current policy
    - 1. DeJesus said no “Big” problems
      - a. Be very careful to make sure the Administration does not stack the committee
      - b. Create a clause that will protect the witnesses
      - c. Important that the panel members decide and control how the process is run
  - v. Roche supports electing panel members by Faculty members
  - vi. Roche asked what the fear is of HR being involved in the process
    - 1. There is a potential that HR could have undue influence on the participants or the process
  - vii. Adams suggested finding a balance that would allow admin to choose the minority of the panel participants.
    - 1. E.G. Majority elected by Faculty and a few chosen by admin
- b. The composition of the appeals panel (continued from last FPPC meeting)
  - i. Possibility
    - 1. Follow the manner in which the Faculty Senate is constituted
      - a. Panel members would hold three-year terms
      - b. Elections would be staggered to keep panel members on who have some experience while new members begin their terms
    - ii. We have a directive to be mindful of workload-balance as we decide how to form the panel
    - iii. A discussion on tenure track vs. non-tenure track faculty being on the panel, ensued
    - iv. A discussion on how many representatives from each college are needed, ensued.
  - c. How to get on the standing appeals panel
    - i. Barrott prefers the route to elect the panel members

**Action-** Forest motioned that we select “elected,” as the means to get onto the appeals panel

Barrott seconded

Motion carried with 7 yes’s and 1 abstention

- d. Faculty Senate will be in charge of running the elections for the standing appeals panel
- e. Term limits

**ACTION-** Holland motioned to have 3-year staggered terms

Byington seconded

Motion carried unanimously  
f. Size of committee

**ACTION-** Barrott motioned to make the size of the committee 5  
Byington seconded  
Motion Carried unanimously

- g. How will the committee be formed from the standing appeals panel
  - i. Suggested random draw by the faculty senate

**ACTION-** Forest motioned for faculty senate chair to randomly select the adhoc appeals panel from the standing appeals panel members  
Roche seconded  
Motion carried unanimously

## **VI. Meeting Adjourned**

**ACTION-** Byington moved to adjourn  
Roche seconded  
Motion carried  
Meeting adjourned at 4:58 pm

### **Important Dates:**

Monday, November 8<sup>th</sup>

Wednesday, November 10<sup>th</sup>

Faculty Senate Meeting

Next FPPC Meeting