



FACULTY PROFESSIONAL POLICIES COUNCIL
IDAHO STATE UNIVERSITY
OFFICIAL MINUTES



November 10, 2021

3:00 pm

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

In Attendance: Kellee Kirkpatrick, Lyle Castle, Jared Barrott, Andy Holland, Tony Forest, Libby Howe, Mona Doan, Tesa Stegner, Jen Adams, Beth Downing, Char Byington, Mike Roche

Absent but Excused: Corey Bartle

Recording Secretary: Ann Medinger

- I. Welcome**
- II. Announcements and Updates**
- III. Report from Faculty Senate Meeting (Monday, November 8, 2021)**
- IV. Report from University Policy Manager, Libby Howe**
 - a. Space allocation policy was shown to Admin Council today and will be going into 30-day review
 - b. Clery policy
 - i. Compliance with the law
 - c. EIT policy
 - i. Compliance with the law
 - ii. Hopefully will be signed within the next few days
 - d. Grievance was tabled by Admin Council once more
- V. Suspension, Dismissal, Termination for Cause (ISUPP 4039)**
 - a. Kirkpatrick reviewed with the council, the feedback received from Faculty Senate on November 8th.
 - b. **Feedback from Faculty Senate on 11/08/2021:**
 - i. Colden Baxter: Majority should be tenured faculty. Likes election process. President's office should stand ready for help and consultation as mentioned by Ann Hackert in previous faculty senate meetings. Likes idea of boilerplate training from HR.

- ii. Christy Sabel: Clinical vs. Tenure-Track faculty. Tenure-Track don't know the workings of clinical faculty and thus need clinical on the standing panel.
- iii. Ellen Ryan (from Libraries): Doesn't feel threatened as a non-tenure track faculty.
- iv. Dan Dale: Consider the witnesses. Provide testimony from afar.
- v. Jasun Carr: Pre-recorded training could be useful. Boise State has something along this line.
- vi. Caryn Evilia: Wanted clarification on the specifics of the grievance process.
- vii. Fredi Giesler: Maybe have a larger pool (3 or 5 members match status). Stratified random sample from the pool.
- viii. Jim Stoutenborough: Agrees with Fredi.
- ix. Dave Bagley: Good to have training from HR.
- c. Who are eligible
 - i. Council discussed the feedback from Faculty Senate on this topic and provided their own ideas how to best go about this issue.

ACTION- Holland moved that there be no restrictions on eligibility. All faculty as outlined by ISUPP 4050 (Academic Rank and Other Appointments) are eligible

Barrott seconded

Discussion

6- yes's

1 no

Motion carried

- d. Options for standing appeals panel apportionment options/ideas

ACTION- Forest motioned that the standing appeals panel be made up of 18 people.

Motion was not seconded

ACTION- Stegner motioned to have 3 Cal (1 art/humanities, 1 social/behavioral, 1 at large), 2 Bus, 2 Edu, 3 COSE (1 Biosci/chem/GeoSci, 1 Math/Eng/Phy/CompSci, 1 at large) 2 health Science, 1 pharmacy, 2 COT, 1 Library for a total of 16

Barrott seconded

Motion carried unanimously

- e. Burden of Proof Language
 - i. Holland suggested that we use terminology such as, "clear and convincing," where the burden of proof is concerned
 - ii. Other suggestions are:
 - 1. Beyond a Reasonable Doubt
 - 2. Preponderance of Evidence

VI. Meeting Adjourned

ACTION- Barrott motioned to adjourn

Downing seconded

Meeting adjourned at 4:58 pm

Important Dates:

Monday, November 29th
Wednesday, December 1st

Faculty Senate Meeting
Next FPPC Meeting