



FACULTY PROFESSIONAL POLICIES COUNCIL
IDAHO STATE UNIVERSITY
OFFICIAL MINUTES



March 2, 2022

3:00 pm

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

In Attendance: Kellee Kirkpatrick, Jasun Carr, Libby Howe, Char Byington, Mona Doan, Mike Roche, Lyle Castle, Andy Holland, Teresa Conner, Tony Forest, Jared Barrott, Tesa Stegner, Corey Bartle

Absent but Excused: Ann Medinger

Recording Secretary: Ann Medinger

I. Welcome

II. Announcements and Updates

a. Spring Elections Coming Soon!

- i. Seats Up for Election
 1. Kellee Kirkpatrick - College of Arts and Letters
 2. Andy Holland - College of Science and Engineering
 3. Char Byington - College of Health
- ii. If any of you will be on sabbatical during the 2022-2023 school year but will technically still be serving on FPPC, please let Ann know so she can put your seat on the election list for a temporary replacement.

III. Report from Faculty Senate Meeting (Monday, February 28, 2022)

- a. Grievance Policy passed the approval of the Faculty Senate
 - i. Carr thanked FPPC for all their patience and hard work on the policy
- b. There is no pressure for 4039 to get done
 - i. It is most important to get it done right

IV. Report from University Policy Manager, Libby Howe

- a. Admin Council approved the Grievance Policy
 - i. Should be signed and posted by the end of the week
- b. Space allocation was approved by Admin Council
- c. Two policies in 30-day review
 - i. Non-travel Meal and Entertainment policy
 - ii. Gifts, Prizes and Incentives Policy

V. Suspension, Dismissal, Termination for Cause (ISUPP 4039)

a. Section II. B, C, D

- i. Per suggestions made by Roche prior to the meeting, the council considered his suggested changes for this section.
- ii. Wordsmithing took place
- iii. Timeline was discussed
 1. The council agreed upon 5 days as a time frame for how long the provost has upon receiving a formal recommendation to either attempt an informal resolution or notify of deliberation and issuance of finding
 2. Council decided the timeframe for an informal resolution should be completed within 25 working days of the formal recommendation's receipt
 3. Council decided that for an Issuance of findings, the procedure must be completed within 20 working days
 4. It was agreed upon that if an extension is wanted and is agreed upon by both parties, it can be given.
- iv. Outlining the formal Grievance Process
 1. Further wordsmithing took place
 2. Discussion on Due Process and the legality took place
 3. Howe made a point that we absolutely cannot take HR out of this process, no matter what the faculty want.
 - a. There are too many legal ramifications by doing so

ACTION- Holland motioned that the first sentence in section IV.D.6 should say, "The Office of Human Resources shall provide administrative support throughout the appeals process and ensure that all due process rights are respected."

Roche seconded

Discussion

Friendly Amendment by Holland to delete the rest of section IV.D.6.

Roche seconded the Friendly Amendment

Motion passed unanimously

4. Section IV.D.7

a. Discussion and wordsmithing took place

b. Written notice should go to the Faculty Chair, the Provost, and HR

VI. Meeting Adjourned

ACTION- Byington Motioned to adjourn

Roche Seconded

Motion Carried

Meeting adjourned at 4:59 pm

Important Dates:

Monday, March 14, 2022

Faculty Senate Meeting

Wednesday, March 16, 2022

Next FPPC Meeting