



FACULTY PROFESSIONAL POLICIES COUNCIL
IDAHO STATE UNIVERSITY
OFFICIAL MINUTES



September 15, 2021

3:00 pm

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

In Attendance: Kellee Kirkpatrick, Jasun Carr, Jared Barrott, Char Byington, Libby Howe, Tony Forest, Andy Holland, Mona Doan, Michael Roche, Corey Bartle, Beth Downing, Jen Adams, Sara O'Conner

Absent but Excused: Tesa Stegner

Recording Secretary: Ann Medinger

- I. Welcome**
- II. Announcements and Updates**
- III. Report from Faculty Senate Meeting (Monday, August 30, 2021)**
 - a. Time was turned over to Jasun Carr for this
 - i. No new FPPC-oriented updates from Faculty Senate
- IV. Report from University Policy Manager, Libby Howe**
 - a. Howe went to Admin Council with the Academic Rank and other appointments policy in hand
 - i. Policy was approved by Admin Council and has been sent to President's office for his signature
- V. Brainstorm Revisions to Suspension, Dismissal, Termination for Cause (ISUPP 4039)**
 - a. I.
 - i. Holland suggested we identify where this policy differs from the Grievance Policy
 - ii. Who does this policy apply to and who does it not apply to.
 1. This will be addressed as we go through this policy.
 - iii. Howe mentioned there may not be a lot we can do within this policy for non-tenured track faculty due to State Board Policy.
- VI. Review Committee Recommendations on Faculty Ethics (ISUPP 4021)**

- a. Holland wants to address treatment of conflict of interest under “B. Faculty Responsibilities to Scholarship”
- b. Roche said the committee saw this policy as aspirational and a policy to refer to other ethics-related policies.
 - i. Many other policies are linked in this policy
- c. Howe mentioned ISU does currently have a conflict of interest policy
 - i. May want to refer to this as we go through this policy

VII. Grievance Procedures for Institutional Faculty (ISUPP 4041)

- a. VI. F
 - i. “in consultation with the Faculty Senate Executive Committee,”
 - 1. This line was discussed due to the problematic nature of the line

ACTION- Holland motioned that we Replace with “who may consult with the Faculty Senate Executive Committee,”

Motion seconded

Discussion

Motion passed unanimously

- b. VI. G
 - i. Discussion of “and the Director of Human Resources,” and “to discuss the grievance procedure,” incurred
 - 1. This line was discussed

ACTION- Downing motioned to change “and the Director of Human Resources,” to “and the Director of Human Resources and/or their designee,”

Discussion ensued

Downing withdrew her motion

ACTION- Holland motioned to adopt the language, “and the Director of Human Resources,”

Downing seconded

Motion Carried Unanimously

- c. VI. L
 - i. “and the Provost”
 - 1. This phrase was discussed
 - 2. Discussion over this phrase ensued

ACTION- Holland motioned to adopt the language in sections VI. L- VI.N

Holland amended to add the oxford comma in section N

Holland amended to remove in section M, “and the Provost,”

Roche seconded

Motion passed with 7 yes’s and 1 abstention

- d. V. A
 - i. Discussion on this section ensued

- ii. Holland suggested the following language: “Denial of tenure of promotion can be grieved only on the grounds that it arose from the violation of ISUPP 4020 or other applicable policies. The grievance process cannot be used to re-evaluate the merits of a tenure or promotion application.”
- iii. Kirkpatrick suggested taking out “promotion,” from Holland’s suggestion

ACTION- Forest motioned to strike out “denial of tenure,” and replace with “Denial of tenure of promotion can be grieved only on the grounds that it arose from the violation of ISUPP 4020 or other applicable policies. The grievance process cannot be used to re-evaluate the merits of a tenure or promotion application.”

Downing seconded

Discussion ensued

Holland friendly amended to add the word, “may,” after the phrase, “Grievable Events,” in the beginning of the second sentence in b.

Forest and Downing approve the friendly amendment

Motion carried unanimously

e. V. D

- i. “a grievant must first provide evidence to the Grievance Committee that a Grievable Event occurred and that the Grievant has been adversely affected by the Grievable event has occurred and the Grievant has been adversely affected, then the respondent must bring forth evidence showing the action they took was justified by facts, policy, or other evidence supporting the action”
 - 1. This language was discussed
 - 2. Holland suggested this language, “It is the Grievant’s responsibility to demonstrate that they have been professionally harmed by a specific action or decision that could constitute a Grievable event. The Grievance Committee will weigh input from both parties as to whether policy violations or unfair treatment occurred and will arrive at a recommendation that addresses what remedy, if any, is appropriate.”
 - 3. Kirkpatrick suggested to change Holland’s wording to simply say, “The grievance committee will weigh input from both parties as to whether policy violations or unfair treatment occurred, and will arrive at a recommendation that addresses what remedy, if any, is appropriate.”

ACTION- Downing motioned to adopt the language proposed by Kirkpatrick: “The grievance committee will weigh input from both parties as to whether policy violations or unfair treatment occurred, and will arrive at a recommendation that addresses what remedy, if any, is appropriate.”

And strike all other language in D except, “For Grievable Events,”

Forest seconded

Discussion ensued

Roche Friendly amended to change, “For Grievable Events,” to “For alleged Grievable Events”

Downing and Forest accepted the friendly amendment
Motion Carried Unanimously

- f. VI. E
 - i. Kirkpatrick suggested we keep VI. E as is and then change this issue in ISUPP 4039, since this section defers to ISUPP 4039 for creating the Faculty Grievance Committee.
 - 1. Discussion on this idea ensued

ACTION- Roche motioned to accept the language as is in section VI. E
Downing seconded
Motion Carried Unanimously

- g. VI. E. d
 - i. This section was discussed

ACTION- Downing motioned to accept the proposed language for this section
Roche seconded
Motion Carried Unanimously

- h. Grievance Policy was completed

VIII. Meeting Adjourned

ACTION- Downing motioned to adjourn
Motion carried unanimously
Meeting adjourned at 5:01 pm

Important Dates:

Monday, September 27th
Wednesday, September 29th

Faculty Senate Meeting
Next FPPC Meeting