



FACULTY PROFESSIONAL POLICIES COUNCIL
IDAHO STATE UNIVERSITY
OFFICIAL MINUTES



September 29, 2021

3:00 pm

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

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

Absent but Excused: None

Recording Secretary: Ann Medinger

- I. Welcome**
- II. Announcements and Updates**
- III. Approve Minutes from September 15, 2021 FPPC Meeting**

ACTION- Roche moved to approve the minutes

Bartle seconded

Motion carried with 8 yes's and 1 abstention

IV. Report from Faculty Senate Meeting (Monday, September 27, 2021)

V. Report from University Policy Manager, Libby Howe

- a. Close to 30-day review
 - i.** Clear policy
 - ii.** Space Allocation policy
- b. Rank policy has been signed by President Satterlee

VI. Evaluate Grievance Policy Process (ISUPP 4041)

- a. Discuss Recommended Revisions
 - i.** Areas of concern
 - 1. Construction of the Grievance Committee
 - 2. Burden of Proof
 - 3. Caveats written in on Grievance for Tenure process

- ii. Motion regarding the Grievance Policy Passed at the Faculty Senate Meeting on September 27, 2021
 - 1. **ACTION-** Baxter motioned to delay treatment of ISUPP 4041 until next meeting, owing to a) the need for more time to be afforded to senators to review and discuss the revised policy (it was delivered to senate only today), b) the need for faculty and senator concerns about the newly proposed revision to be evaluated by the FPPC (major and controversial changes were made to the version senate voted on last spring), c) the need for the FPPC to evaluate process by which the new revisions occurred (e.g., interact with university policy manager to determine origin and justification of the revisions, determine if ISUPP 1010 procedures were followed regarding the comment process)
 - Dale seconded
 - Stoutenborough friendly amended that future changes be made by Faculty Senate and not FPPC to speed up the process
 - Baxter added a Friendly amendment that FPPC AND Faculty Senate work together on future changes
 - Baxter accepted the friendly amendments
 - Dale seconded the friendly amendments
 - Motion passed with 17 yes's and 3 no's
 - iii. A lengthy discussion of the policy and the faculty's response to the policy, ensued as a means to try to go in the correct direction.

b. Discuss Comment Procedures as per ISUPP 1010

- i. A discussion ensued regarding how and what to record during the process of creating the policy and the 30-day review process in terms of suggestions and concerns from Faculty, Staff, and Administration.

VII. Brainstorm Revisions to Suspension, Dismissal, Termination for Cause (ISUPP 4039)

- a. Feel free to add comments and ideas to the google doc

VIII. Review Committee Recommendations on Faculty Ethics (ISUPP 4021)

- a. Overarching Approach to Faculty Ethics Policy
 - i. Do we want this to be aspirational or should we give it more umph?
 - 1. Howe commented on the importance of this policy NOT being aspirational but to be taken as any other policy would be taken.
- b. Specifics
 - i. Many institutions do not have an Ethics policy but instead have ethics in faculty handbooks and other resources.
 - 1. Does ISU really need this policy?
 - 2. Ethical standards are detailed in many other ISUPP's.

3. Do we want to refer to AAUP somewhere instead of having an Ethics policy?
4. Much of what is said in this policy is in the ISU Code of Ethics and Conduct.
5. Adams suggested getting direction from HR or General Counsel in terms of where to go from here on ethics.
 - a. Howe has shown this policy to General Counsel who did not love this policy.
 - i. Suggested turning this into a code of conduct and taking it out of the realm of policies.
 - c. Council Members went through the policy to see what ethical practices referred to in this policy, are covered in other policies and documents
 - d. Castle recommended that a “Statement of Ethical Behavior,” be created instead of having a policy

ACTION- Stegner moved to send the policy back to the subcommittee to turn it into a code of ethics and thus eliminate the policy

Barrott seconded

Motion Carried Unanimously

- e. Kirkpatrick asked Carr to consult with Faculty Senate on their temperature regarding whether they want to carry forward with the policy or if they are good with the direction FPPC is taking with it.

IX. Meeting Adjourned

ACTION- Barrott motioned to adjourn

Downing seconded

Meeting adjourned at 5:03 pm

Important Dates:

Monday, October 11th

Faculty Senate Meeting

Wednesday, October 13th

Next FPPC Meeting