



FACULTY PROFESSIONAL POLICIES COUNCIL
IDAHO STATE UNIVERSITY
OFFICIAL MINUTES



April 21, 2021
3:00 pm
Zoom Meeting (<https://isu.zoom.us/j/99413822096>)

In Attendance: Kellee Kirkpatrick, Joanne Trammel, Andy Holland, Jerry Leffler, Jasun Carr, Libby Howe, Beth Downing, Evan Rodriguez, Lyle Castle, Jared Barrott, Steven Hagler, Char Byington

Absent but Excused:

Recording Secretary: Ann Medinger

I. Welcome

II. Report from Faculty Senate Meeting (Monday, April 19, 2021)

- a. Academic Rank policy was accepted by faculty senate only 10 yes votes and the rest of the members abstained

ACTION- Barrott motioned to move this policy onto Admin Council

Holland seconded

Discussion ensued

Motion Passed with 2 no's and 6 yes's

III. Announcements and Updates

IV. Grievance Procedures for Institutional Faculty (ISUPP 4041)

NOTE: Please refer to document "Draft ISUPP4041_Grievance_04-20-21

(https://drive.google.com/file/d/16az4jMKJhV7vPZC9jce-PwPC2T_m-Y2z/view?usp=sharing)

- a. Action Item 1: Definitions

ACTION- Stegner motioned to delete definition "D"

Byington seconded

Discussion ensued

Friendly amendment to change lettering reference on "B"

Motion passed with 9 yes's

b. Action Item 2: Grievable Events and Denial of Tenure

- i. Howe argued that state board policies
- ii. Several members noted that these policies forbid appeal of nonrenewal, but are silent on the appeal of tenure decisions themselves.

II.G.5.b.i, II.G.5.b.i, and II.G.5.c exclude denial of tenure from any appeal except for protected class discrimination

1. Rodriguez argued this is not, in fact, the case, and that these policies forbid appeal of nonrenewal, but are silent on the appeal of tenure decisions themselves

2. Discussion ensued

3. Holland suggested adding a reference to the SBOE policy in this section rather than interpreting that policy's application to tenure

ACTION- Holland moved to table the item until the end of the meeting

Motion seconded

Discussion ensued

Motion passed with one abstention

ACTION- Straw Poll

Retain language including denial of tenure among grievable events- 6

Adopt changes excluding denial of tenure from grievable events- 2

ACTION- Barrott motioned to accept President Satterlee's changes explicitly excluding denial of tenure from the list of grievable events

Byington seconded

Discussion

Motion Passed with 5 yes's and 4 no's

b. Action Item 3: Burden of Proof

- i. Discussion on this section and the proposed changes by President Satterlee and Karen Appleby, ensued

c. Action Item 4: Clarification to Section on Communications About Grievance Hearings

- i. Language changed to say, "grievance-related,"

ACTION- Holland motioned to accept the language in this section

Downing seconded

Motion carried

d. Action Item 5: Clarification to Section on Request for Grievance Hearing

- i. Wordsmithing occurred

ACTION- Holland motioned to accept the language as it now reads

Stegner seconded

Motion Carried

- e. Action Item 6: Grievance Committee Composition
 - i. Carr was asked to weigh in on the proposed process in this section
 - 1. Discussion ensued
 - 2. Suggestion to add “in consultation with the Faculty Senate Executive Committee...”

ACTION-Rodriguez motioned to accept this language

Stegner seconded

Discussion

Motion Failed with 3 no’s, 2 yes’s, and 2 abstentions

Language will stay as is

- f. Action Item 7: Clarification to Section on Committee Member Exclusion Criteria

ACTION-Motion to remove the phrase, “the same,”

Motion seconded

Motion carried

ACTION- Motion to add the phrase, “or biases”

Motion Seconded

Discussion

Motion carried unanimously

- g. Action Item 8: Discovery Process
 - i. Discussion over Holland’s proposed language in this section, ensued
 - ii. Wordsmithing ensued

ACTION- Stegner Motioned to accept language with wordsmithed changes

Downing seconded

Motion carried

- h. Action Item 9: Timeline
 - i. Carr pointed out that 5 working days will be tight for finding committee members and suggested to extend that to 10 working days

ACTION- Stegner moved to accept the “blue” numbers which is the mid-range for the amount of time the grievance will take

Mortensen seconded

Discussion

Motion Carried

V. FPPC Elections

- a. New Members for Fall 2021

- i. College of Arts & Letters (Arts/Humanities): Michael Roche, Department of English & Philosophy
- ii. College of Education:
- iii. College of Science & Engineering (Math/Engineering/Physics/Computer Science): Tony Forest
- iv. College of Technology:
- b. Chair
 - i. Barrott nominated Holland
 - 1. Holland denied the nomination
 - ii. Barrott nominated Kirkpatrick
 - 1. Kirkpatrick accepted

ACTION- Motion to accept Kirkpatrick as chair
 Motion seconded
 Motion carried unanimously

- c. Vice Chair
 - i. Barrott nominated Byington
 - 1. Byington accepted the nomination

ACTION- Barrott Motioned to accept Byington as Vice Chair
 Downing seconded
 Motion carried

VI. Meeting Adjourned

ACTION- Downing motioned to adjourn
 Barrott seconded
 Motion Carried
 Meeting adjourned at 5:08 pm

Important Dates:

Monday, May 3rd

LAST Faculty Senate Meeting