



**FACULTY PROFESSIONAL POLICIES COUNCIL**  
IDAHO STATE UNIVERSITY  
OFFICIAL MINUTES



March 3, 2021

3:00 pm

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

**In Attendance:** Kellee Kirkpatrick, Jen Adams, Lyle Castle, Beth Downing, Wenxiang Zhu, Libby Howe, Patti Mortensen (for the first part of the meeting), Andy Holland, Evan Rodriguez, Jared Barrott, Tesa Stegner

**Absent but Excused:** Joann Trammel (Excused), Char Byington (Excused)

**Recording Secretary:** Ann Medinger

**I. Welcome**

**II. Report from Faculty Senate Meeting (Monday, February 22, 2021)**

- a. There was much discussion about program health and sustainability
- b. FPPC reported on the current status of the Grievance Policy
  - i. Burden of Proof seems to be the biggest concern

**III. Announcements and Updates**

- a. ISUPP 4050: Rank and Other Appointments
  - i. Comments were limited
  - ii. Will next go to Admin Council on March 17<sup>th</sup>, 2021
- b. ISUPP 4060: Emeritus
  - i. Comments were limited
  - ii. Will next go to Admin Council on March 17<sup>th</sup>, 2021
- c. Others?
  - i. Sabbatical Policy has been approved and is up and running

**IV. Grievance Procedures for Institutional Faculty (ISUPP 4041)**

- a. Review and Edit Working Policy Document  
(<https://drive.google.com/file/d/1R7K2XejzxHScqDSr2I05D953N6sKaStn/view?usp=sharing>)
  - i. II. Policy Statement

**ACTION-** Council voted to approve Rodriguez's edits to the policy statement.

Edits were approved

ii. IV. Policy

1. IV.A

- a. Council discussed the definition of a “grievable event”
- b. Edits were suggested by Rodriguez based on discussions from previous meetings

**ACTION-** Council voted to accept IV.A with the suggested edits  
Edits were approved

2. IV.C

- a. Council discussed this section

**ACTION-** Council voted to accept IV.C with the edits made by committee members  
Edits were approved

3. IV.D

- a. Council discussed wordsmithing options and suggested edits
- b. Council went through extensive discussion and debating regarding burden of proof.
  - i. Both Faculty members and Ex-officio Administration members gave opinions and feedback
  - ii. At the request of Chair Kirkpatrick, Libby Howe consulted General Counsel, Blake Christiansen to answer specific questions
  - iii. Members debated Christensen’s suggestions.

**ACTION-** The committee voted on and accepted the following language for IV.D:  
“For grievable events governed by this policy, it is incumbent upon those responsible for any positive claim, decision, or action to come forward during the grievance process with evidence in support of said claim, decision, or action.”

- c. At the request of Chair Kirkpatrick, Libby Howe consulted General Counsel, Blake Christiansen, to get his take on the new language for this section.

4. IV. F

- a. Council members decided to move this section to VI

5. IV.G

- a. Council members wordsmithed this section.
  - i. For the time being, the following wording of this section is being used until a final decision can be made:

“Any grievant who files a legal complaint regarding a grievable event thereby forfeits their right to any further hearing of that grievance under this policy.”

**ACTION-** Committee voted to accept this language pending counsel from Christensen.  
Decision was approved

6. IV.J

- a. Council members wordsmithed this section

**ACTION-** Council voted to adopt new language with Holland’s suggestion.  
Council accepted those changes.

7. IV. K.

- a. Council discussed Christensen’s suggested changes to the wording of this section.

**ACTION-** Council voted to adopt new language, including suggested changes from Christensen.  
Council accepted those changes.

iii. V. Procedures to Implement

**V. Upcoming Policies**

- a. Academic Freedom
- b. Research Policies
- c. Faculty Workload

**VI. Meeting Adjourned**

**ACTION- Motion to adjourn by Downing**  
**Motion seconded by Stegner**  
**Meeting adjourned at 5:03 pm**

**Important Dates:**

Monday, March 8<sup>th</sup>

Wednesday, March 17<sup>th</sup>

Faculty Senate Meeting

FPPC Meeting