



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



March 17, 2021

3:00 pm

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

**In Attendance:** Kellee Kirkpatrick, Char Byington (excused for being late), Jared Barrott, Wenxiang Zhu, Andy Holland, Beth Downing, Tesa Stegner, Steven Hagler, Libby Howe, Joanne Trammel, Evan Rodriguez, Jen Adams, Jerry Leffler, Patti Mortensen,

**Absent but Excused:**

**Recording Secretary:** Ann Medinger

**I. Welcome**

**II. Report from Faculty Senate Meeting (Monday, March 8, 2021)**

- a. Satterlee talked about re-opening Fall Semester
- b. EAB system was presented

**III. Announcements and Updates**

- a. ISUPP 4050: Rank and Other Appointments
  - i. Presented to Admin Council
  - ii. Satterlee wants to make sure the ranks are in alignment with SBOE prior to signing the policy
- b. ISUPP 4060: Emeritus
  - i. Presented to Admin Council
  - ii. Mix up with the presenting packet
    1. Two of the final points were not included with the packet
    2. Will be presented again to Admin Council once this kink is figured out
- c. Other Non-FPPC Policies
  - i. Travel policies were passed
  - ii. All his/hers should be changed to gender neutral wording
- d. 5-year review policy
  - i. Close to being done
- e. Intellectual Property Policy
  - i. In the works
- f. Work Load Policy

- i. Finished by the subcommittee
- ii. Will be coming to FPPC soon
  - 1. Will probably be addressed by FPPC, Fall Semester 2021

#### 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. IV.D
    - 1. Committee discussed the term “positive,” in this section
      - a. Legal counsel recommended removing the word, “positive”
      - b. This section was tabled for next meeting
  - ii. IV.F
    - 1. Committee discussed the term “appeal,” in this section
      - a. Added “with consent of the party not in violation,” and took out the word appeal

**ACTION-** Per majority vote, section was approved

- iii. IV.G
  - 1. Recommended by legal counsel to add at the beginning of this section, “A grievant must exhaust their remedies under this policy prior to initiating legal action,”
  - 2. Rodriguez recommended adding, “ In accordance with State Board Policy,”

**ACTION-** Per majority vote, this section was approved

- iv. IV.J
  - 1. The term “reasonable” in this section, was discussed
  - 2. The word “reasonable” was kept

**ACTION-** Per majority vote, this section was approved

- v. IV.L
  - 1. Legal counsel suggested adding, “An advisor may not participate in a hearing, question witnesses or Committee members, or in any way interfere with the proceedings.”
  - 2. Wording changed to who may serve in an advisory capacity only but may be present during the entire hearing.
  - 3. Committee will come back to this section

- vi. IV.P

**ACTION-** Per majority vote, this section was approved

vii. V.A

1. Rodriguez suggested to keep the language as is by keeping the word, “should”
  - a. Keeping the word, “should,” was accepted
2. Keep legal counsel suggestion, adding at the end of this section, “prior to filing a grievance under this Policy”
3. Holland suggested changing “responsible administrator” to respondent.
  - a. Need to define respondent at the beginning of the policy

**ACTION-** Per majority vote, this suggestion was approved

**ACTION-** Per majority vote, this section was approved

viii. V.B

1. Rodriguez suggested adding, “and should include a description of any informal resolution sought or an explanation of why informal resolution has not been sought before the filing of a formal grievance”
  - a. It was suggested that this wording be used to replace C.3
2. Legal counsel recommended that the wording “in consultation with the Executive Committee,” be deleted
  - a. FPPC debated this and a decision was made that this part of the grievance process go through Executive Committee.
    - i. The above wording was not taken out

**ACTION-** Per majority vote, this section was approved.

ix. V.C

1. C.3 was changed to “a description of any informal resolution sought or and explanation of why informal resolution has not been sought”

x. “V.Q”

1. Wordsmithing and discussion occurred
  - a. Wording was changed to say “The chair of the faculty senate shall within three working days of receiving the grievance provide a copy of the filed grievance to the respondent and a statement of the respondent’s rights within the grievance process.”

**ACTION-** Per majority vote, this section was approved

xi. V.D

1. Wordsmithing and discussion occurred
  - a. This section and the remaining policy was tabled until the next FPPC Meeting

**V. Upcoming Policies**

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

**VI. Meeting Adjourned**

**ACTION-** Downing moved to adjourn meeting  
Byington seconded  
Motion carried  
Meeting adjourned at 5:02 pm

**Important Dates:**

Monday, March 22<sup>nd</sup>

Wednesday, April 7<sup>th</sup>

Wednesday, April 21<sup>st</sup>

Faculty Senate Meeting

FPPC Meeting

LAST FPPC Meeting of Spring 2021