October 27, 2021
3:00 pm
Zoom Meeting (https://isu.zoom.us/j/99413822096)

In Attendance: Kellee Kirkpatrick, Mona Doan, Beth Downing, Tony Forest, Corey Bartle, Jared Barrott, Michael Roche, Jen Adams, Char Byington, Karl DeJesus, Lyle Castle

Absent but Excused: Libby Howe, Sara O’Connor

Absent: Tesa Stegner

Recording Secretary: Ann Medinger

I. Welcome

II. Announcements and Updates

III. Report from Faculty Senate Meeting (Monday, October 25, 2021)

   a. Kirkpatrick presented the process FPPC is going through to address changes that need to be made to ISUPP 4039
      i. Faculty Senate was asked to give feedback based on her comments.
         1. No feedback has been received
   b. President Satterlee said the Rendezvous Building will be renamed in honor of President Richard Bowen and his wife.

IV. Report from University Policy Manager, Libby Howe

   a. Emergency update of 3110, Equal Opportunity Harassment…
      i. Policy needed to align with Federal Policy
   b. Alcohol Beverage Permitting Policy has been approved by Admin Council
      i. Expect it to be signed by President Satterlee in the next few days
   c. ISUPP 4041 was reviewed by Admin Council but have tabled the discussion for a future meeting
   d. ISUPP 1020 was returned to its technical working group following a 30-day review to discuss a comment worthy of revisiting.

V. Suspension, Dismissal, Termination for Cause (ISUPP 4039)
a. Karl DeJesus Came to comment on his experience in using ISUPP 4039
   i. Should panel members be tenured?
      1. DeJesus commented that the panel members need to be protected by tenure in case the issue at hand is a hot topic
   ii. DeJesus supports longer terms for the panel members
   iii. DeJesus supports panel members receiving training from HR
   iv. Forest asked what DeJesus thought is a big problem in the current policy
      1. DeJesus said no “Big” problems
         a. Be very careful to make sure the Administration does not stack the committee
         b. Create a clause that will protect the witnesses
         c. Important that the panel members decide and control how the process is run
   v. Roche supports electing panel members by Faculty members
   vi. Roche asked what the fear is of HR being involved in the process
      1. There is a potential that HR could have undue influence on the participants or the process
   vii. Adams suggested finding a balance that would allow admin to choose the minority of the panel participants.
      1. E.G. Majority elected by Faculty and a few chosen by admin
b. The composition of the appeals panel (continued from last FPPC meeting)
   i. Possibility
      1. Follow the manner in which the Faculty Senate is constituted
         a. Panel members would hold three-year terms
         b. Elections would be staggered to keep panel members on who have some experience while new members begin their terms
      ii. We have a directive to be mindful of workload-balance as we decide how to form the panel
      iii. A discussion on tenure track vs. non-tenure track faculty being on the panel, ensued
      iv. A discussion on how many representatives from each college are needed, ensued.
   c. How to get on the standing appeals panel
      i. Barrott prefers the route to elect the panel members

**Action:** Forest motioned that we select “elected,” as the means to get onto the appeals panel
Barrott seconded
Motion carried with 7 yes’s and 1 abstention

d. Faculty Senate will be in charge of running the elections for the standing appeals panel
e. Term limits

**ACTION:** Holland motioned to have 3-year staggered terms
Byington seconded
Motion carried unanimously

f. Size of committee

**ACTION**- Barrott motioned to make the size of the committee 5
Byington seconded
Motion Carried unanimously

g. How will the committee be formed from the standing appeals panel
   i. Suggested random draw by the faculty senate

**ACTION**- Forest motioned for faculty senate chair to randomly select the adhoc appeals panel
from the standing appeals panel members
Roche seconded
Motion carried unanimously

VI. **Meeting Adjourned**

**ACTION**- Byington moved to adjourn
Roche seconded
Motion carried
Meeting adjourned at 4:58 pm

**Important Dates:**
Monday, November 8th  
Faculty Senate Meeting
Wednesday, November 10th  
Next FPPC Meeting