September 7, 2022
3:00 pm
Zoom Meeting

Join Zoom Meeting:
https://isu.zoom.us/j/88395305651?pwd=bWdWakN6VF15Uk5BcGRXW54a0IxZz09
Meeting ID: 883 9530 5651
Passcode: 234727

In Attendance: Jared Barrott, Jeehoon Kim, Dan Dale, Beth Downing, Mike Roche, Teresa Conner, Mona Doan, Corey Bartle, Tesa Stegner, Tony Forest, Libby Howe, Lyle Castle

Absent but Excused: Amy Bull, Dan Woerner

Recording Secretary: Ann Medinger

I. Welcome

II. Announcements and Updates
   a. Recap of Policy Assignments
      i. Conflicts of Interest Policy
         1. Jeehoon Kim
      ii. Workload Policy
         1. Mona Doan
      iii. 5-Year Review Policy
         1. Tony Forest
         2. Beth Downing
      iv. Academic Freedom Policy
         1. Jared Barrott
         2. Tesa Stegner
      v. Faculty Ethics Policy
         1. Mike Roche
   b. Faculty Senators are currently in the process of filling the remaining two FPPC seats

III. Report from Faculty Senate Meeting- August 29, 2022
   a. FPPC was unable to talk to FS due to time constraints
   b. There is a push to form a new council under FS for diversity, gender, and equity

IV. Report and Consultation with University Policy Manager, Libby Howe
a. Legal Counsel has not yet returned the Research Policies but should be getting them back within the week with minimal changes

V. **Grievance Policy**
   a. Downing- Feedback on Library processes for storing the records for Grievance Proceedings as well as Academic Affairs stance on this topic
      i. Downing said the Library is definitely not the right place for records to be held after grievance proceedings take place
      ii. Academic Affairs felt that HR would be the appropriate place for records to be held
         1. Castle would like it to be known that Academic Affairs is willing to hold the grievance records in accordance with policy
      iii. The Faculty Senate records for minutes, etc. should be held in the library in electronic form
         1. Contact Ellen Ryan
      iv. Downing is awaiting further feedback from General Counsel
         1. Howe said General Counsel would want the records to be kept either in Academic Affairs or HR
      v. Barrott recommended keeping the grievance records in Academic Affairs
         1. Libby verified that Academic Affairs is supposed to be the keeper of these records
         2. Castle volunteered to look into how many of these files are already held in Academic Affairs and where they are stored within that department
      vi. After discussion, Barrott recommended housing the records in both HR and Academic Affairs

b. Forest- Feedback on having contacted HR and what the list of documents is to be given to the Grievant/Respondent as well as training processes in place
   i. Forest is awaiting feedback from HR

VI. **Research Policies**
   a. Status and processes once Legal Counsel has completed their efforts
      i. See report above from Howe

VII. **Dismissal For Cause Policy**
   a. Throughout the document, the word grievance was changed to appeals
   b. Section 1. Policy Statement part 1

**ACTION:** Roche motioned to approve section 1
   Downing seconded
   Motion carried unanimously

   c. Section 1. Policy Statement part 2
      i. Council discussed and wordsmithed this section

**ACTION:** Roche motioned to approve this section
Doan seconded
Motion carried Unanimously

d. Section 111. Authority and Responsibility section A-F

**ACTION**- Roche motioned to approve this section
Downing seconded
Motion Carried Unanimously

e. Section III. Authority and Responsibility section G-H
   i. Forest is obtaining further information from HR on how to word this section
f. Section IV. Procedures to Implement section A.1-2
   i. Council discussed and wordsmithed this section

**ACTION**- Roche motioned to approve Section IV.A.1-2
Kim seconded
Motion carried unanimously

g. Section IV.A Procedures to Implement- last paragraph
   i. Doan presented language relevant to this section found on other university’s policies
   ii. Council discussed and wordsmithed this paragraph
   iii. Council will discuss this paragraph further at the next FPPC meeting

VIII. Meeting Adjourned

**ACTION**- Roche motioned to adjourn
Meeting adjourned at 4:58 pm

**Important Dates:**
Wednesday, September 21, 2022 3-5 pm    Next FPPC Meeting
Monday, September 12, 2022 4-6 pm        Faculty Senate Meeting