



FACULTY PROFESSIONAL POLICIES COUNCIL
IDAHO STATE UNIVERSITY
OFFICIAL MINUTES



September 7, 2022

3:00 pm

Zoom Meeting

Join Zoom Meeting:

<https://isu.zoom.us/j/88395305651?pwd=bWdWakN6VFI5Uk5BcGRXWW54a0IxZz09>

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