



FACULTY PROFESSIONAL POLICIES COUNCIL
IDAHO STATE UNIVERSITY
OFFICIAL MINUTES



October 11, 2023
3:00 pm
Zoom Meeting

Join Zoom Meeting:

<https://isu.zoom.us/j/89796854251?pwd=Q2tDVHRDMEVKdEISMGtwY2JkMkw0UT09>

Meeting ID: 897 9685 4251

Passcode: 393564

In Attendance: Andy Holland, Mike Roche, Corey Bartle, Karl Bridges, LaVona Andrew Carson, Mona Doan, Deanna Dye, Tony Forest, Jeehoon Kim

Ex-Officio: Colden Baxter, Amy Bull, Janna Graham, Libby Howe

Absent but Excused: Karen Appleby

Recording Secretary: Lisa Hunt

- I. Report from Faculty Senate Meeting – October 09, 2023, Colden Baxter**
- II. Report from University Policy Manager, Libby Howe**
- III. Working Group Updates & Discussion**
 - a. Academic Integrity
 - i. Mona Doan, Jeehoon Kim
 - ii. Other members: Nancy Legge, Sarah Meade, Curt Whitaker, Matt Wilson
 - iii. Working group has collected comments and feedback, and Mona is compiling them into a document for discussion at the next meeting
 - b. Tenure and Promotion
 - i. Tony Forest, Deanna Dye
 - ii. Other members: Sandi Shropshire, Trina Running (still searching for other Working Group members representing Business, Pharmacy, Education)
 - iii. Working Group members choose one point of policy for targeted research and discussion at each meeting
 - iv. ISUPP 3050 and perhaps ISUPP 4050 define affected positions
 - v. Several questions/issues were identified and discussed:

1. Some departments have no explicit guidance regarding formation of T&P committees – what is the best level to set those expectations?
 2. What role should students play on department and/or college T&P committees? Voting? Access to personnel info?
 3. How are college-level T&P review committees formed? Could they be composed of elected Faculty Senators, or elected separately? How do we make sure elections reflect the will of faculty and are not de facto appointments?
- vi. SBOE has substantial T&P policies and will have to approve policy changes at ISU
- c. Workload Policy
- i. Andy Holland, Mona Doan
 - ii. Other members: Libby Howe, Karen Appleby, Dave Bagley, Adam Bradford, Amanda Henscheid, Jean McGivney, Cathy Oliphant, Jen Steele, Katie Thomas, Jessica Winston
 - iii. Current draft has shifted to set a uniform instructional workload standard of 9 credit hours, and define conditions/procedures for exceptions to that standard
 - iv. Key challenge is to allow flexibility while ensuring equity across institution and allowing fiscal predictability
 - v. How do administrative assignments factor into workload expectations?
 1. Current draft forbids workload assignments inconsistent with tenure/promotion expectations, and ties evaluations to workload assignments. May need to address these situations in T&P policy?
 2. Administrative positions may be fundamentally different – e.g., not protected under academic freedom policy

IV. Policy Draft Discussion, Continued

- a. Faculty Ethics (ISUPP 4120)
 - i. Mike Roche, Karl Bridges
 - ii. Other members: Susan Goslee, Marie Stango
 - iii. New draft shared:
<https://isu.box.com/s/s2c1s8hgomyyd7cgsqz7le3clp3fcnsd>
 - iv. Council members reviewed new draft tailored to previous suggestions by FPPC
 - v. Libby will ask General Counsel for input regarding current draft language and whether it meets expectations of an enforceable policy
 - vi. Should policy also enumerate faculty rights in addition to responsibilities? (e.g. whistleblowing, collegiality)

- vii. Suggestion for central clearinghouse for ISU policies across all levels to make department and college policies easier to locate – would probably require additional position

V. Adjourn – 4:49p

ACTION – Mike Roche motioned to adjourn
LaVona Andrew Carson seconded

Important Dates:

Wednesday, October 25, 2023 3-5 pm

Next FPPC Meeting

Monday, October 23, 2023 4-6 pm

Next Faculty Senate Meeting