



FACULTY PROFESSIONAL POLICIES COUNCIL  
IDAHO STATE UNIVERSITY  
OFFICIAL MINUTES



October 25, 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, Michael Roche, Karl Bridges, Mona Doan, Tony Forest, Jeehoon Kim

**Ex-Officio:** Karen Appleby, Colden Baxter, Amy Bull, Teresa Conner

**Absent but Excused:** Corey Bartle, LaVona Andrew Carson, Deanna Dye, Libby Howe, Dan Woerner

**Recording Secretary:** Lisa Hunt

**I. Report from Faculty Senate Meeting – October 23, 2023**

a. Workload Policy

- i. Much discussion and Q and A in the meeting
- ii. Background

1. An FPPC working group drafted a policy from Oct 2022 through March 2023, and edits from FPPC and the provost were incorporated in April 2023. This draft didn't get a final FPPC vote and further edits were anticipated.
2. In August 2023 administration requested that the policy be moved from FPPC to a new TWG to address its major budget, legal, and HR ramifications extending beyond FPPC purview.
3. The new TWG included Administration, Senators, and Faculty, but FS did not select or approve composition.
4. To accommodate 30-day review requirement, this policy must be accepted at the next scheduled FS meeting to be signed before President's exit.
5. Policy will be discussed at the next FS meeting.
6. Policy will mostly likely will not come back to FPPC

- iii. Concerns were voiced about policy content, policy process, and the timeline for approval of updated policy
- iv. Key points of concern from FS are impact of uniform 3:3 on research-heavy departments, mechanism for local flexibility regarding workload details, workload credit for student instruction outside classroom, ambiguity of definitions
- v. Senators will be collecting constituents' feedback
- vi. Suggestions and concerns from FPPC as to how it should be handled going forward:
  - 1. Is there a policy map for the approval procedure?
  - 2. FS is requesting a slowing of the policy process
  - 3. Advised that FS should document this process and then share concerns with accreditation entity.
  - 4. To implement a motion and vote, policy needs meaningful revision and drastic improvement and sent back to FS for approval.

## **II. Report from University Policy Manager**

- a. Policies headed to 30-day Review
  - i. ISUPP 10600 - Conflicts of Interest
  - ii. ISUPP 1140 – Donation and Use of Anatomical Material

## **III. Working Group Updates & Discussion**

- a. Academic Integrity (Mona Doan,
  - i. Mona Doan
    - 1. Discussed policy in depth and reviewed relevant data provided by Policy Manager
- b. Tenure and Promotion
  - i. Tony Forest
    - 1. Reviewed ISUPP 3050 - Categories of Employees and how it affects ISUPP 4020 - Tenure and Promotion
    - 2. ISUPP 4050 – Academic Rank also overlaps with discussion of rank and promotion eligibility
    - 3. Next task is delineation of process for early bid for tenure.

## **IV. Policy Draft Discussion, Continued**

- a. ISUPP 4120 - Faculty Ethics (Mike Roche, Karl Bridges)
  - i. Plan is to have Blake Christensen speak at next FPPC meeting regarding specificity of expectations language.
  - ii. Next meeting - 'menu of options' for such language might be useful.
- b. Status of ISUPP 4080 - Faculty/Student Relationships Policy

- i. Policy needs to be stronger and more detailed. Currently, it consists of one weak paragraph.
- ii. Preliminary work done.
- iii. A preliminary outline may be a useful starting point for input.

**V. Adjourned at 4:28p**

**ACTION** – Mona Doan motioned to adjourn  
Mike Roche seconded

**Important Dates:**

Wednesday, November 8, 2023 3-5 pm

Next FPPC Meeting

Monday, November 6, 2023 4-6 pm

Next Faculty Senate Meeting