IDAHO STATE UNIVERSITY
FACULTY SENATE
MINUTES

April 8, 2019
4:00 p.m.
FS Conference Rm (Rendezvous 340), Meridian 680D, Idaho Falls TAB 279

In Attendance:

Senators
☒ Laura Ahola-Young ☒ Sonja Launspach ☒ Amanda Zink
☒ James Stoutenborough ☐ Justin Stover ☒ Jerry Leffler
☒ Richard "Rick" Wagoner ☒ Amanda Eller ☐ Ellen Ryan
☒ Curtis Anderson ☒ Keith Reinhardt ☒ Yury Gryazin
☒ Hossein Mousavinezhad ☒ Glenn Thackray ☐ Darren Leavitt
☒ Kenneth Moore ☒ John Baker ☒ Kristin Calley
☒ Phoebe Greene ☒ John Holmes ☒ James Ralphs
☒ Marv Sparrell ☒ Lucas Christoffersen ☒ Catherine Black
☒ Kerry Casperson ☐ Kathy Eroschenkon ☒ Alex Rose
☒ Malliga Och

Ex-Officio:
☒ Laura Woodworth-Ney ☒ Alan Frantz ☒ Kris Clarkson
☐ Logan Schmidt ☐ Paul Watkins (Past Co-Chair) ☒

Guests:
☒ Dani Dunstan ☒ Katie Thomas ☒ Stuart Summers
☒ Kellee Kirkpatrick ☒ Caroline Faure

Open Forum – None

April 8, 2019
I. Welcome and Introductions
   Aloha-Young welcomed everyone introduced guests.

II. Guest Speaker-Dani Dunstan, Chief of Staff, Employee Engagement
   Dunstan discussed the Employee Engagement survey results. The Gallup Q12 survey went out to faculty and staff in October 2018. Why the survey was conducted; for our students, faculty and staff deliver our mission, campus climate, barriers and opportunities for our best community, and establish a baseline for ongoing improvement. Additional focus areas for stronger teams were communication, decision making, equity and inclusion, discrimination, and satisfaction. The response rate was 42%. Areas succeeding in: 85% agree that they know what is expected of them at work, 82% feel that offensive behavior is not tolerated, 76% of employees feel that they are treated fairly, and 74% feel satisfied with ISU as their employer. Communication and change management areas needing improvement: 38% feel that they receive clear information about changes made at ISU, 42% feel that they receive clear information about changes made within their college or area, and 51% have confidence in senior administration. Workplace camaraderie needing improvement: 35% indicated they have a best friend at work. Feedback and development needing improvement: 51% regularly receiving recognition or praise, and 50% have talked about progress in the last 6 months. Equity and inclusion needing improvement: 47% can identify people similar to them in ISU leadership, and 52% believe we have and inclusive environment. What has been done to improve communication: monthly emails and updates from President’s office, established ISU Today as new employee communication method, formalized President’s Council, Administration Council, and Leadership Council, and a “Campus Communicators” group has been formed. What has been done to improve workplace camaraderie: Fall Address and picnic, Employee Appreciation Week, long-term presidential charters focused on workplace culture and engagement, and Administrative support to “go have some fun”. What has been done to improve feedback and development: Presidential charter projects to enhance the performance evaluation process, incorporating strengths-based philosophy, revision and re-launch of university-wide recognition program, “Be a Bengal”, and enhancements to Staff Years of Service Celebration Luncheon. What has been done to improve equity and inclusion: Creating and Equity and Inclusion Commission, inclusive restroom facilities, parent’s rooms and nursing areas, and currently reviewing search process. The nest steps are establishing and Employee Engagement Task Force, set goals and develop strategies to support these areas, survey will occur regularly to continue information path forward, and creation of and Equity and Inclusion Commission.

III. Guest Speaker-Katie Thomas, BE A BENGAL
   Thomas introduced the recognition program that will replace the ISU Cares program. Be a Bengal will focus on recognition in 4 categories: Trust, Compassion, Stability, and Hope. Submissions will be online and submitter will select category. Nominees receive “Be a Bengal” thank you and nomination details. Nominees are entered into monthly drawing for 4 x $25 gift cards (funded by ISUCU). Monthly picture and bio of winners on website and in ISU Today. There will be an Annual Award Ceremony to honor nominees and 4 employee of the year awards will be given. The website will be up and running this month and the program will begin in May 2019.

IV. Guest Speaker-Caroline Faure, Athletics Advisory Board
   Faure discussed the athletics academic student support program review and went over the summary of recommendations. The review went to an external reviewer for athletic advising and athletic services. Athletic academic advising is moving to central academic
advising. We are working on a better communication and records tool to communicate with student athletes, advisors, and faculty. We are working on a better way to identify student athletes that are at risk. Student athletes must have a 2.5 GPA to be recruited to ISU. We are addressing the student athlete study hall services that is located in the basement of Turner Hall to make it more meaningful and interactive. Faure is working on better ways to communicate student athletic travel schedules to faculty and increase faculty advising with student athletes for their major program. Faure discussed academic action plans for student athletes that are struggling. She discussed the Faculty Athletics Mentor program. Woodworth-Ney thanked Faure for all her hard work and told her how amazing she is in her role.

V. **Consent Agenda**
   a. Faculty Senate Minutes March 25, 2019
   b. Faculty Professional Policies Council Minutes March 13, 2019
   c. Academic Standards Council Minutes March 8, 2019
   d. Athletic Advisory Board Minutes February 14, 2019
   e. Athletic Advisory Board Minutes April 4, 2019

   Academic Standards Council Minutes March 8, 2019, pulled from consent agenda. Thackray asked why the 2.0 GPA average was removed and how to get it back. Rose motioned to approve consent agenda. Leffler seconded. Motion carried.
   **Action:** Consent agenda items a, b, d, and e approved.

VI. **Announcements and Updates**
   a. **Announcements**
      Ahola-Young asked Senators to let her know what kind of research funding is available in their units.
   b. **Update from ASISU**
      None.
   c. **Update from Student Affairs**
      Clarkson talked about what a stressful time of year it is for students and filling out the notice of concern. Och suggested having a link to the notice of concern in banner.
   d. **Senate Chairs’ Report**
      Deans’ Council-Wagoner discussed the Graduate School GPA changes. He shared that President Satterlee discussed developing a multi-year plan for research. New program funding was discussed.
   e. **Update from Academic Affairs**
      Woodworth-Ney shared that tenure and promotion is complete and should be out next week.
   f. **Research Council (RC)**
      Holmes shared that RC is reviewing 9 seed grants that meet the basic grant criteria. RC will rate the grants and provide a recommendation to the Vice President of Research. RC will have their bylaw revisions done by April 26, 2019. RC discussed folding back under Faculty Senate and had questions about report to them.
   g. **Undergraduate Curriculum Council (UCC)**
      None
VII. New Business

a. Ombudsman Charter and Ombudsman Reports
Ahola-Young discussed the ombudsman report and that the Faculty Senate ombudsman will be speaking at the April 22, 2019 meeting. Ahola-Young went through the updated ombudsman charter. Faculty Senate will vote electronically to approve updated ombudsman charter.

ACTION: Ahola-Young entertained a motion to move into Executive Session and Thackray moved to adjourn into Executive Session, pursuant to Idaho Code 74-2016(d), to consider matters and records that are exempt from disclosure as provided in Idaho Code 74-106. Leffler seconded. Motion carried. Faculty Senate entered Executive Session at 6:01 pm. Ahola-Young said Faculty Senate is now in Executive Session. As a reminder, the Senate can take no final actions or make final decisions while in Executive Session. Leffler asked for a motion to leave Executive Session. Leffler seconded. Motion carried. Faculty Senate adjourned from Executive Session at 6:19 pm. No actions were taken by Faculty Senate in Executive Session.

Anderson motioned that letters requested from the ombudsman’s supervisor and Dean are due Monday April 15, 2019 or his appointment will be invalid. Ralphs seconded. Motion carried. (17 Yes, 0 No, 0 Abstained)

Ralphs motioned that Faculty Senate Co-Chairs send a letter to the current ombudsman requesting those letters required for ombudsman position. Anderson seconded. Motion carried. (17 Yes, 0 No, 0 Abstained)

b. Councils Meeting
Ahola-Young discussed meeting with Academic Standards Council, Undergraduate Curriculum Council, Faculty Professional Policies Council and Research Council. Council minutes will come to Faculty Senate for acceptance by a simple majority vote. Actions would come to Faculty Senate for approval. Faculty Senate will have a Senator attend the Councils meeting and report to Faculty Senate. The Councils shared concerns about Faculty Senate holding up council business.

c. Amending Bylaws
The bylaw committee will meet to discuss council bylaws and Faculty Senate bylaws. For an action to be remanded back to a council it would take a two-thirds vote of Faculty Senate.

d. Emeritus Candidate Executive Session
ACTION: Ahola-Young entertained a motion to move into Executive Session and Thackray moved to adjourn into Executive Session, pursuant to Idaho Code 74-2016(d), to consider matters and records that are exempt from disclosure as provided in Idaho Code 74-106. Leffler seconded. Motion carried. Faculty Senate entered Executive Session at 6:01 pm. Ahola-Young said Faculty Senate is now in Executive Session. As a reminder, the Senate can take no final actions or make final decisions while in Executive Session. Leffler asked for a motion to leave Executive Session. Leffler seconded. Motion carried. Faculty Senate adjourned from Executive Session at 6:19 pm. No actions were taken by Faculty Senate in Executive Session. Leffler moved to recommend Dr. Richard Jacobsen for appointment to emeritus status beginning in the 2019-2020 academic year; Ralphs seconded. Motion carried. (17 Yes, 0 No, 0 Abstained)
**Action:** Dr. Richard Jacobsen approved for emeritus status by Faculty Senate.

**VIII. Continuing Business**

a. **Non-Tenure Track Faculty**

Faculty Senate will form a committee to look into non-tenure track faculty. The committee will begin meeting fall 2019 semester. Black asked Senators to send her names of faculty that are interested in being on this committee.

**IX. Future Agenda Items**

Research Funding Subcommittee

**X. Adjournment 6:25 pm**

Approved by Faculty Senate: April 29, 2019