1) Chair Call Meeting to Order/Remarks – Colden Baxter – 1:28

2) Reading of Tribal Land Acknowledgement – Dave Smith – 5:00

3) Open Forum – 5:30

4) Announcements - (Click link(s) below for document(s)) – 5:55

   a) The following positions need to be filled:
      i) Standing Appeals Panel
         (1) College of Business – need 1
         (2) College of Health – need 1
   b) The nomination period for Distinguished Faculty Awards is now open. Nominations are needed for Distinguished Researcher, Teacher, and for Distinguished Service.
   c) Dr. Dave Delehanty will complete his three years as an Ombuds Fall 2024 and we will be seeking his replacement. For information regarding the position and the Ombuds Program more broadly, see the faculty Ombuds web page and the more detailed charter for the program and positions.
   d) Faculty Senate needs volunteer representatives for a work group to focus on needed revisions of the Faculty Senate Bylaws that will begin meeting next semester.
      i) Volunteered: Samantha Blatt, Bob Houghton, Michael Kobus
5) Approve Today's Meeting Agenda – **December 11, 2023** – 10:05

**ACTION** – Bob Houghton motioned to accept today's agenda
Fredi Giesler seconded
Motion carried unanimously

6) Faculty Senate Minutes Approval – **November 27, 2023** – 10:35

**ACTION** – Bob Houghton motioned to accept the minutes
Elaine Foster seconded
Motion carried unanimously

7) Consent Agenda – Approve council or committee actions/decisions (Click link(s) below for document(s)) – 11:15

a) [AIC Official Minutes November 7, 2023](#)
b) [ASC Official Minutes November 17, 2023](#)
c) [FPPC Official Minutes November 8, 2023](#)

**ACTION** – Mikle Ellis motioned to remove FPPC Nov. 8, 2023 Official Minutes from the Consent Agenda for discussion regarding procedure and approval for policy work
No second
Motion died

**ACTION** – Bob Houghton motioned to accept the Consent Agenda items
Fredi Giesler seconded
Motion carried unanimously

8) President Satterlee Update and Remarks – 18:20

a) Farewell remarks

**ACTION** – Bob Houghton motioned for the FS to thank President Satterlee for his service to ISU
Ken Aho seconded
Motion carried unanimously


a) Report on sabbatical trends and awards
b) Sabbatical process:
   i) Each college has an internal committee and process that vets each sabbatical application
   ii) Committee makes a recommendation to the Dean
   iii) The Dean and the UBO determine the available financial support
   iv) Dean’s decision is forwarded to Academic Affairs
   v) Academic Affairs checks requirements for sabbatical etc. and provides final approval
c) Discussion and Q & A
10) **Policy Updates – Libby Howe – 51:45**
   a) Recently approved policies  
      i) ISUPP 1130 Conflicts of Interest and Commitment Policy  
      ii) 11 policies in the Finance Portfolio (mostly non-substantive changes)  
      iii) New policy – ISUPP 3000 Professional Workplace Free from Abusive Conduct  
      iv) Update to policy ISUPP 3070 Leave of Absence for Faculty and Staff  
      v) ISUPP 1140 Anatomical Donation Program and Use of Anatomical Material

11) **Non-Tenure Track Work Group Report – Neelam Sharma – 56:40**
   a) Reviewed proposal made to the FS previously: offering contract to non-tenured track faculty after two years of employment  
   b) Request that work groups present what they have been working on to the new President

12) **DGE Report – Fredi Giesler – 1:00:55**
   a) Working on Climate Survey recommendation but won’t be implemented until next fall

13) **Continuing Business – 1:02:40**
   a) Open discussion and potential vote on revision of ISUPP 4090 Faculty Workload Policy  
      i) See additional feedback on the Workload Policy that has been submitted during the 30-day comment period:  
         https://docs.google.com/document/d/1i5Wi-MasK1atbgAFL8D0owx47tA9RLCc/edit

   **ACTION** – Bob Houghton motioned to endorse this policy as is currently stated  
   Elaine Foster seconded
      i) Discussion
   
   Motion carried with 11 yes, 8 no, 1 abstention

   **ACTION** – Mikle Ellis called for a Roll Call Vote for the previous action

   Yes – Michelle Anderson, Suzanne Beasterfield, Elaine Foster, Dave Hanneman, Amanda Henscheid, Bob Houghton, Spencer Jardine, Michael Kobus, Neelam Sharma, Dave Smith, Kristin Van De Griend

   No – Ken Aho, Samantha Blatt, Mikle Ellis, Caryn Evilia, Fredi Giesler, Daniel LaBrier, Diane Ogiela, Amanda Zink

   Abstain – Paul Yeates

   b) Potential motion to recommend evaluation procedures for administrators

   **ACTION** – Mikle Ellis motioned to remove this item from the agenda  
   Michael Kobus seconded  
   Motion carried unanimously
14) **New Business – 1:59:45**

a) Open discussion and sharing of faculty impressions of university president candidates

   i) Potential motion to move to Executive Session for discussion

**ACTION** – Mikle Ellis motioned to enter Executive Session and extended the invitation to ex officio Chair Dan Dale to remain with the FS for the Executive Session

Bob Houghton seconded

Motion carried with 12 yes, 1 no, 1 abstention

   ii) Discussion

FS exited Executive Session

**ACTION** – Bob Houghton motioned to endorse Shane Hunt as the next University President

Fredi Giesler seconded

   iii) Discussion (which included acknowledgment, with input from Senate ex officio Chair and Parliamentarian Dan Dale), that -

   a) the declining number of senators in attendance were approaching the number needed for a quorum, b) the comments at the outset of the meeting had indicated that the end of the meeting was going to include open dialogue (no indication that there was going to be an endorsement vote), and, most importantly, c) this motion had not been on the agenda (which meant it would require a ⅔ vote to even entertain). This led to the realization that this motion could not be formally entertained without first voting on a motion to do so.

**ACTION** – Fredi Giesler withdrew the second, and there was no new second

Motion died

**ACTION** – Mikle Ellis motioned to formally entertain the aforementioned motion as part of the agenda (would require a 2/3 vote to approve)

Bob Houghton seconded

   iv) Discussion

Motion failed with 11 no, 2 yes, 0 abstentions

15) **Adjournment – 7:15pm**

**ACTION** – Fredi Giesler motioned to adjourn

Bob Houghton seconded