



FACULTY SENATE 2021-2022

ISU Faculty Senate

Official Minutes

Monday, February 7, 2022 4:00-6:00 p.m.

Location: Join Zoom Meeting

<https://isu.zoom.us/j/93311614308?pwd=OUFrbTBVWng5UUtMTDlIQ2NuQlJQdz09>

Meeting ID: 933 1161 4308

Passcode: 114735

In Attendance: Fredi Giesler, Anise Sebastian, Neelam Sharma, David Delehanty, Tania Harden, Dan Dale, David Coffland, Tyler Jepson, Dan Cravens, Kent Whitaker, Jasun Carr, Christy Sabel, Jim Stoutenborough, Dustin McNulty, Paul Yeates, Suzanne Beasterfield, Colden Baxter, Caryn Evilia, Darren Leavitt, Michelle Anderson, Ken Aho, Michael Clarke, Diane Ogiela, David Hachey, Dave Bagley, Steven Clay, Mary Hofle, Ryan Pitcher

Absent But Excused:

Absent:

Ex-Officio: Jerry Leffler, Karen Appleby, Kellee Kirkpatrick, Kevin Satterlee, Craig Chatriand, Libby Howe, Nitin Srivastava, Laura Ahola-Young, Cindy Hill, Elizabeth Fore, Mike Ellis, Lyn Redington, Jenn Forshee, David Delehanty

Recording Secretary: Ann Medinger

Open Forum:

Jasun Carr

The Faculty Senate would like to express to Rick Wagoner-- one of its own and by far one of its greatest supporters—that our hearts and greatest sympathy go out to you for the loss of your wife. You have always been there to serve in any capacity you can and we would now like to make ourselves available to serve you. If there is anything you need from us or anything we can do to ease your burden, please know we are here for you.

Dan Dale

I wanted to make some comments on the grievance policy. I know we're going to be discussing this later, so I will keep my comments general and won't address the specific text of the proposed policy.

- (1) First, I note that President Satterlee has the right to simply write whatever policy he wants. So far, he has chosen not to do this, and he is instead continuing to engage with us. Most of the faculty I have spoken with are aware of this and appreciate that. That's a good thing.
- (2) Second, I wanted to emphasize how important it is that we get this right. There are many faculty here at ISU who are not OK, and there are faculty who feel mistreated. I know quite a few who don't really want to come to work because of the environment here. I hear the phrase "teach and go home" a lot. We need to fix that.



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- (3) I think it is completely within the realm of possibility that we can get this right. ISU has gotten off of AAUP sanctions and it has passed a Constitution. I think we can get to a grievance policy that most of us can be comfortable with.
- (4) Lastly, my understanding is that we are not going to vote on this policy today. I know there are a number of faculty, who are both within and outside of the Faculty Senate, who have thoughts and ideas on this. It's my understanding that Roberts Rules allow for the Chair to recognize people who are not currently in the Senate to speak, if the Chair so chooses. My preference is that we let President Satterlee put forward his proposed text, and then we discuss it.

Thanks.

1) Announcements

- a) Spring Elections for Faculty Senate and its subcommittees is coming up in March
 - i) Time to start talking to your constituents about running if your terms are up this year
 - ii) Please let Ann Medinger know if you will be on sabbatical next academic year, so we can add your seat to the list for elections for temporary fill-in's.
 - iii) Faculty Senate meets every other Monday from 4:00-6:00 pm throughout the academic year
 - (1) Senators whose terms are expiring this year:
 - (a) Jasun Carr- College of Arts and Letters
 - (b) Jim Stoutenborough- College of Arts and Letters
 - (c) Dan Cravens- College of Business
 - (d) Tania Harden- Library
 - (e) Colden Baxter- College of Science and Engineering
 - (f) Mary Hofle- College of Science and Engineering
 - (g) Caryn Evilia- College of Science and Engineering
 - (h) Darren Leavitt- College of Technology
 - (i) Christy Sabel- College of Health
 - (j) Kent Whitaker- College of Health
 - (k) Anish Sebastian- Idaho Falls- At Large
 - iv) Research Council Members whose terms are expiring this year
 - (1) Meets two Fridays per month from 1:00-3:00 pm
 - (a) Tyler Burch- College of Business
 - (b) Dustin McNulty- College of Science and Engineering
 - (c) Jonathan Fardy- College of Arts and Letters
 - (d) Josh Woolstenhulme- College of Health/Pharmacy
 - v) FPPC Members whose terms are expiring this year
 - (1) Meets every other Wednesday from 3:00-5:00 pm throughout the academic year
 - (a) Kellee Kirkpatrick- College of Arts and Letters
 - (b) Andy Holland- College of Science and Engineering
 - (c) Char Byington- College of Health
 - vi) Academic Standards Council Members whose terms are expiring this year
 - (1) Meets the 3rd Friday of every month from 2:00-4:00 pm throughout the academic year
 - (a) Anushka Burde- College of Pharmacy
 - (b) Curtis Whitaker- College of Arts and Letters
 - (c) John Fitzpatrick- College of Education



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vii) UCC Members whose terms are expiring this year

(1) Meets every Thursday from 3:00-5:00 pm during the catalog cycle with a bit of a break in December and January depending on workload

(a) Joanne Toevs- College of Education- 3-year term expiring May 2025

(b) Steve Clay- College of Technology- 3-year term expiring May 2025

(c) Wendy Mickelsen- College of Health- 3-year term expiring May 2025

viii) GERB Members whose terms are expiring this year

(1) Meets the 2nd and 4th Tuesdays of the month from 2:30-4:30 pm

(a) Jennifer Attebery- College of Arts and Letters- 3-year term expiring May 2025

(b) Ben Crosby- College of Science and Engineering- 3-year term expiring May 2025

(c) Matt Wilson- College of Technology- 3-year term expiring May 2025

(d) Vacant- has been unfilled for some time- College of Health or Pharmacy- 2-year term expiring May 2024

(e) Vacant- has been unfilled for some time- College of Health or Pharmacy- 1-year term

ix) BAS Committee Members whose terms are expiring this year

(1) Meets Intermittently throughout the semester

(a) Robert Houghton- College of Business- 3-year term expiring 2025

2) ASISU Update- Craig Chatriand in Proxy for Zane Webb (ASISU VP)

a) Election season for ASISU

i) Faculty should encourage worthy candidates to run

b) Legislation will drastically change ASISU

i) Will change around the branches of ASISU and how they are formed

3) Student Affairs Update- Craig Chatriand

a) Job Fair coming up

i) 70 employers have signed up to attend

ii) Expect over 300 students to attend

b) Student Activities Board

i) Hosting casino night in the Pond Student Union Center

ii) This Thursday, February 10, 2022

iii) No money event- only chips will be used

c) March 11, 2022

i) Gatsby Tour coming to ISU

ii) Many entertainers will be there

iii) Event has a dance-like feel

d) Fall Semester 2022

i) Weekend of October 1st, 2022- Bengal Family Weekend

4) Academic Affairs Update- Karen Appleby

a) University-wide request for proposals for adoption of OER were sent out last week

i) Stipends are for \$1200.00

ii) Website is: <https://myemail.constantcontact.com/OER-Low-Cost-Proposal.html?soid=1127399030149&aid=PfFDHpZR-g4>

b) Next week is SBOE

i) Academic Freedom and Responsibility Policy will be reviewed



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5) Policy News- Kellee Kirkpatrick/Libby Howe

- a) Space Allocation Policy is in 30-day review until February 10th, 2022
- b) 3 positions are up for reelection this Spring on FPPC
 - i) Please consider running and encourage others to do so as well
- c) ISUPP 4039 is still being written and reviewed

6) President's Update- Kevin Satterlee

7) Guests-

- a) President Kevin Satterlee
 - i) Grievance Policy

- (1) Satterlee feels there are underlying concerns that are manifesting in the grievance policy that are not so much about the Grievance policy but are more about fear/concerns/frustrations of the faculty
 - (a) Satterlee explained to the faculty his concerns about why the faculty are afraid of repercussions
 - (b) He feels that is something we definitely need to address
 - (c) We need to address the untrusting atmosphere of the faculty towards the bureaucracy that draws the line between the faculty and the President and why that atmosphere is full of distrust.
 - (d) Satterlee suggested the Faculty Senate choose the version of the Grievance policy they like and we approve that one, with an expiration date of 1-2 years
 - (i) He feels this may help build trust between faculty and administration
- (2) Beasterfield commented on section IV. C
 - (a) Feels the wordsmithing contradicts itself
 - (b) Carr responded that the words "in consultation with," clear up the contradiction
- (3) Baxter commented that his issue with the Grievance policy is not about trust from his perspective, but about process
 - (a) Baxter recommended to remove the "ex-officio," language in connection with the Provost and HR in the grievance process
- (4) Bagley would welcome a discussion about trust and feels it needs to be explored
 - (a) Feels that there could be repercussions amongst faculty as well as administration
- (5) Delehanty feels the topic of trust is astute and we definitely need to have a discussion regarding this
 - (a) Feels it is a big mistake to make HR and/or the Provost ex-officio members of the grievance panel
- (6) Stoutenborough also objects to the use of the term, "ex-officio"
 - (a) Suggested that we remove that term altogether
 - (i) The idea is that HR and the Provost are available if needed, but will not be sitting in on the grievance deliberations
- (7) Dale suggested that we that we accept Satterlee's suggestion that we use the Grievance Policy that Senate approved several months ago and use it with an expiration date.
 - (a) Mentioned that this seems like an extremely generous offer
- (8) Kirkpatrick found the copy that had been modified by Faculty Senate
 - (a) We will get that version out to the senators for review
- (9) Baxter said it would be a shame to adopt a version with an expiration date, if we can agree to adopt a version that we can all agree on without an expiration date.
- (10) Bagley wants to remove the ex-officio language and specify that HR and the Provost cannot vote and not approve a policy with an expiration date



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ACTION- Bagley motioned to have the executive committee in consultation with President Satterlee, fix the wordage on the current draft of the policy as prescribed by the faculty senate by removing “ex-officio,” in conjunction with HR and the Provost and specify that they cannot vote. This version will then be reviewed and voted upon by Faculty Senate.

Cravens seconded

Discussion on the motion took place

Motion Carried with 23 yes’s, 1 abstention, and 1 no

- ii) Satterlee pitched this idea: Should we take the concept of the role of Faculty Ombuds and elevate it. Invest in an office of faculty ombuds and give it a budget and give those in the office, training.
 - (1) Satterlee asked if that seems like a helpful idea to the faculty.
 - (a) The faculty gave positive feedback in response to this idea

8) Consent Agenda- Approved

- a) Faculty Senate Official Minutes January 24, 2022
- b) Research Council Minutes January 14, 2022
- c) FPPC Minutes January 9, 2022
- d) GERC Minutes December 14, 2021

9) Continuing Business

- a) Faculty Count to ensure the appropriate number of senators are elected for spring elections
 - i) See applicable documents in this meeting’s box folder
 - ii) Carr went over the documents with the senators and broke down the numbers
 - iii) Discussion ensued
 - iv) Stoutenborough brought to the senators’ attention that the faculty cannot be counted twice- for their college and their satellite district
 - (1) This changes the count we currently have and will require further investigation
 - v) Discussion has been tabled for next meeting

10) New Business

- a) Be a Bengal Program would like a faculty representative for the committee to choose awardees
- b) Meetings will be held via Zoom
- c) This is a very easy lift
 - i) Per Stacey Marshall
 - (1) We are preparing for our annual Be a Bengal awards for 2021! We are hoping to have a reception on March 28 (if we are able to host in-person events) as part of our annual Employee Appreciation Week, March 28-April. This reception will be for all nominees who were recognized in 2021 in the areas of hope, trust, stability, or compassion, which are the pillars that we built the Be a Bengal program around. For more information on this program check out [Be A Bengal | Idaho State University \(isu.edu\)](https://www.isu.edu/BeA/Bengal). We will recognize the 4 winners and all nominees at this reception. To assist us with choosing the 4 top winners out of all of the nominees for 2021, we are creating a committee consisting of faculty, staff, and student body representatives. The Lookout Credit Union sponsors this program each year, enabling us to provide \$25 gift cards for the monthly winners, providing support of the reception by providing the refreshments, and helping us put together 4 amazing baskets for the 2021 winners. We also have President Satterlee announcing the winners, either in person at the reception or in a pre-recorded video announcement of the winners to share with all of ISU. The baskets will include a 1 year reserved parking tag for the next academic year, and some cool stuff from Lookout Credit Union and ISU! The time commitment would be minimal, which



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would include a 2-3 hour commitment for reading through the nominations, choosing their own top 3 nominees, attending a one hour committee meeting to discuss each others' top choices, and helping the committee choose the overall winners in the 4 categories. HR will provide a document for each nomination in the areas of pillar of hope, trust, stability, and compassion for the committee members to choose their top nominees.

Staff Counsel has assigned a representative for this committee. We are requesting a faculty member to serve on this committee and hoping that the Faculty Senate could suggest a faculty member for this committee. We understand that faculty are extremely busy at this time and would greatly appreciate any help you could give us so that we have faculty representation on this committee! In the past three years, we have had a great representation of faculty winners for this award! Thanks for your attention to this request.

(2) Nikyra Capson is the nomination we received

ACTION- Stoutenborough moved to seat Capson on the committee
Sharma seconded
Motion passed with 21 yes's

11) Adjournment

ACTION- Cravens motioned to adjourn
Jepson seconded
Motion carried
Meeting adjourned at 6:01 pm