



# FACULTY SENATE 2021-2022

## ISU Faculty Senate

### Official Minutes

**Monday, March 28, 2022 4:00-6:00 p.m.**

**Location:** Join Zoom Meeting

<https://isu.zoom.us/j/93311614308?pwd=OUFrblTBVWng5UUtMTDlIQ2NuQlJ0dz09>

Meeting ID: 933 1161 4308

Passcode: 114735

**In Attendance:** Chad Yates (arrived at 5pm), Anish Sebastian, Tania Harden, Kent Whitaker, Christy Sabel, Tyler Jepson, Dan Cravens, Caryn Evilia, David Hachey, Jim Stoutenborough, Neelam Sharma, Duane Rawlings, Jasun Carr, Paul Yeates, Dustin McNulty, Fredi Giesler, Colden Baxter, Dan Dale, David Coffland, Mary Hofle, Michelle Anderson, Diane Ogiela, Ken Aho, Tony Forest, Suzanne Beasterfield,

**Absent But Excused:** Gesine Hearn

**Absent:** Dave Bagley, Ryan Pitcher, Darren Leavitt, Michael Clarke

**Ex-Officio:** Jerry Leffler, Craig Chatriand, Karen Appleby, Kellee Kirkpatrick, Zane Webb, Nitin Srivastava, Rex Force, David Delehanty

**Recording Secretary:** Ann Medinger

**Open Forum:** None

### 1) Announcements

a) **All Senators should have Spring Elections underway**

i) We have a Council Membership Term Staggering Worksheet in Box to aid Senators in the election process

ii) **Election Timeline**

(1) Monday April 11<sup>th</sup>, 2022- Deadline for final submission of names of the newly elected senators and sub-council members

(2) Monday, April 25<sup>th</sup>, 2022- New Senators will attend Final Faculty Senate Meeting of the 2021-2022 academic year

### 2) ASISU Update- Zane Webb (ASISU VP)

a) Election results for 2022-2023 academic year, have been posted

b) Are looking to get a banner printer

### 3) Student Affairs Update- Craig Chatriand

a) Zane Webb has been elected for another term of President of ASISU

b) Focusing on Fall Semester

i) Student Activities Board will be accepting applications

ii) Encourage students to apply for on-campus jobs through career services or handshake

### 4) Academic Affairs Update- Karen Appleby

a) No current update on the budget situation

i) A new update should be coming soon

b) Great ideas in teaching seminar tomorrow, March 29<sup>th</sup>



# FACULTY SENATE 2021-2022

- i) 11-12 pm on PIE website

## 5) Policy News- Kellee Kirkpatrick/Libby Howe

- a) Contract Administration and Execution Policy- Tabled until April 11<sup>th</sup> meeting
- b) Student Code of Conduct- Tabled until April 11<sup>th</sup> meeting
- c) Suspension and Dismissal for Adequate Cause policy is still in the works
  - i) Council is doing some research to answer some of the questions they have on the process

## 6) President's Update- Kevin Satterlee

- a) None

## 7) Guests

## 8) Consent Agenda- Approved

- a) Faculty Senate Official Minutes March 14, 2022
- b) Research Council Minutes March 11, 2022
- c) FPPC Minutes March 2, 2022

## 9) Continuing Business

- a) Surveys to evaluate Deans, Directors, and Department Chairs
  - i) Follow up on why administration is unable to prevent retribution or the "fear of retribution"
  - ii) Discussion on Line-by-line process of this evaluation process- Karen Appleby and Rex Force (Force is tentatively scheduled for this discussion)
    - (1) When the surveys are done, Vince Miller collects the surveys
      - (a) Appleby said Only information shared with the deans is the qualitative comments collected at the bottom of the surveys.
        - (i) They are shared with the Deans verbatim
          - 1. No names or IP addresses are included with that information
        - (b) Force said the exact same process is used in KASISKA
      - (2) Hofle asked if the chairs of each department get verbatim comments as well
        - (a) The survey is only on Deans
        - (b) Each college does their own survey for Department Chairs
      - (3) Ogiela asked if the provost ever sees the evaluations from KASISKA
        - (a) Appleby said that we did not do evaluations last year due to COVID and she has only been Provost for a year so she has not experienced that yet but said that they can make a change for the Provost to start seeing those, if they are not given to the Provost.
      - (4) Baxter stated that there is a wide range of inconsistency in the process and asked what we can do to convey the process of the surveys to faculty and stress the importance of filling out the surveys.
        - (a) Appleby responded in kind and said she would like- moving forward- to get an official statement of the process out to all faculty
      - (5) Ogiela said many in KASISKA feel that the surveys should be going out through the Provost instead of through leaders in KASISKA
    - iii) Next steps in the evaluation process- Karen Appleby
      - (1) Dale asked where Appleby stands on the procedure
        - (a) Appleby said another look needs to be taken at the survey questions
          - (i) Would like Faculty Senate feedback on the survey questions



# FACULTY SENATE 2021-2022

- (ii) Would like to land on a timeline that suits the majority for sending out the survey and receiving responses
- b) Follow up on idea of creating an office of Ombuds
  - i) Discussion on how this will work if Deans, Directors, and/or Chairs are unwilling to meet with the ombuds to discuss issues
    - (1) Baxter asked if we have relayed to President Satterlee, the charge we made to the ombuds at our last meeting
      - (a) Dale said he does not think so
      - (b) Baxter commented that we should wait to hear from the results of the ombuds investigation into trust
    - (2) Giesler said if we don't have the budget done yet, it's hard to know if we can even afford to create an ombuds office.
      - (a) Policies and procedures should be in place for a situation wherein a grievor doesn't participate in the process
    - (3) Ogiela mentioned that we need to ask the president to make sure all other administrators understand that they are obligated to participate if a complaint is brought against them
    - (4) Dale asked Delehanty what he would do if he were given more resources such as an office, more money, etc. to conduct the job of Ombuds
      - (a) Feels that this process is supposed to be informal
      - (b) Creating an Office of Ombuds defeats the current purpose and spirit of Ombuds
      - (c) A private office for Ombuds to meet with faculty would be a good thing
      - (d) Training money for Ombuds and honoring the system are both valuable
    - (5) A good idea to post annual ombuds report on the ombuds website for all to see
      - (a) Force suggested we could possibly bring the report to leadership council
  - ii) Check-ins regarding ongoing work
    - i) Program Health Survey (James Stoutenborough)
      - (1) Still looking at it
    - ii) Bylaws (Jerry Leffler)
      - (1) Feedback has been received on the newly written copy of the bylaws
        - (a) Things are moving forward
        - (b) Should have a copy ready for approval shortly
    - iii) Non-TT rights survey and committee
      - (1) Hofle will be in charge of organizing the first meeting and will send an email out to get the first meeting going

## 10) New Business

- a) Revisions to the faculty evaluation process- Focusing on actionable, specific, and addressable issues and constructive criticism
  - i) Giesler asked who oversees the faculty evaluation process and to what extent is the process standardized
    - (1) Appleby will ask the deans how they have vetted the workload policies within each of their colleges
  - ii) Dale asked to what extent these policies are optional for the deans
    - (1) Dale asked if the deans ignore the policies if they so choose
      - (a) Appleby responded that an annual review is required by SBOE
        - (i) 5-year periodic performance review is also required by SBOE
        - (ii) 3-year reviews are required for Tenure-Track faculty



# FACULTY SENATE 2021-2022

- b) Kirkpatrick suggested that an additional Policy committee be created to pick up some of the back log of policies that need to be worked on since the larger policies take so much time

**ACTION-** Stoutenborough motioned to go into executive session and to allow Leffler and Medinger to join executive session

Jepson seconded

Motion carried unanimously

## 11) Executive Session

- a) 2022 Emeritus

- i) COSE

- (1) Dr. H. Turner Laquer

- (2) Dr. Robert Fisher

- (3) Dr. Roy Eugene (Gene) Stuffle

- ii) DHS

- (1) Dr. Kerry Casperson

- (2) Dr. Paul Cady

- (3) Joni Grey Loftin

- (4) Dr. JoAnn Gurenlian

- iii) COT

- (1) Carol Grimes

- iv) CAL

- (1) Dr. Brian Attebery

- (2) Dr. Jennifer Attebery

**ACTION-** Jepson motioned to leave executive session

Cravens seconded

Motion carried unanimously

## 12) Vote to approve Emeritus Nominations

**ACTION- Hofle** moved that in honor of their record of service, teaching and research, I nominate to approve Dr. H. Turner Laquer for Emeritus Status

Anderson seconded

Motion carried unanimously

**ACTION-** Hofle moved that in honor of their record of service, teaching and research, I nominate to approve Dr. Robert Fisher for Emeritus Status

Jepson seconded

Motion carried with 17 yes's and 1 abstention

**ACTION-** Hofle moved that in honor of their record of service, teaching and research, I nominate to approve Dr. Roy Eugene (Gene) Stuffle for Emeritus Status

Coffland seconded

Motion carried unanimously

**ACTION-** Cravens moved that in honor of their record of service, teaching and research, I nominate to approve Dr. Kerry Casperson for Emeritus Status



# FACULTY SENATE 2021-2022

Hachey seconded  
Motion carried unanimously

**ACTION-** Hachey moved that in honor of their record of service, teaching and research, I nominate to approve Dr. Paul Cady for Emeritus Status  
Anderson seconded  
Motion Carried Unanimously

**ACTION-** Ogiela moved that in honor of their record of service, teaching and research, I nominate to approve Joni Grey Loftin for Emeritus Status  
Jepson seconded  
Motion carried unanimously

**ACTION-** Giesler moved that in honor of their record of service, teaching and research, I nominate to approve Dr. JoAnn Gurenlian for Emeritus Status  
Cravens seconded  
Motion Carried Unanimously

**ACTION-** Sabel moved that in honor of their record of service, teaching and research, I nominate to approve Carol Grimes for Emeritus Status  
Anderson seconded  
Motion Carried Unanimously

**ACTION-** Cravens moved that in honor of their record of service, teaching and research, I nominate to approve Dr. Brian Attebery for Emeritus Status  
Stoutenborough seconded  
Motion Carried Unanimously

**ACTION-** Stoutenborough moved that in honor of their record of service, teaching and research, I nominate to approve Dr. Jennifer Attebery for Emeritus Status  
Ogiela seconded  
Motion Carried Unanimously

## **13)Adjournment**

**ACTION-** Stoutenborough moved to adjourn  
Hachey seconded  
Motion Carried unanimously  
Meeting adjourned at 5:58 pm