

University of Idaho
FACULTY COUNCIL MINUTES

2003-2004 Meeting #9, Tuesday, December 2, 2003

Present: Wagner (Chair), Bailey (Vice-chair), Baillargeon, Bitterwolf, Burnett, Chandler, Cloud, Dockrey, Exon, Fairchild, Lillard, McGuire, Pikowsky, Pitcher (w/o vote), Reese, Rinker, Stegner, Voxman (w/o vote), Woolston, Young, Zemetra

Absent: Guenther

Observers: 7

Call to Order. A quorum being present, Faculty Council Chair Wagner, called the meeting to order at 3:32 p.m. in the Brink Hall Faculty Lounge.

Minutes. The council accepted the minutes of meeting #8 of the 2003-2004 Faculty Council, held on November 11, 2003 as distributed.

Chair's Report. Chair Wagner reported briefly on two items of interest to the university at this week's upcoming SBOE meeting: a presentation by ASUI president, Mason Fuller, on student fees and an update on the status of the university's conference alignment by UI Interim Athletic Director Rob Spear.

Provost's Report. Provost Pitcher reported that a diversity training workshop for administrators had been held. He was happy to note that one of the workshop leaders, Peggy Rowe, is a graduate of the University of Idaho. Pitcher also commented on the recent leadership retreat which focused on administrative restructuring. He said that no final decisions were reached at the retreat, but that action on two or three issues could move forward fairly quickly. Pitcher, who was in Boise at the time of the Council meeting, had just attended a Presidents' Council meeting with the Governor. The Governor indicated that though money will be tight during the next two years there is a possibility that some CEC and MCO funding will be available. Regarding student fees for next year, Pitcher said that students were recommending a 7% increase, but that the President will probably seek a 10% increase.

Councilor Young inquired about the non-renewal of Dean David Thompson's contract. Although the Provost was not in a position to discuss personnel issues, he said that there had been ongoing discussions and input over a period of several months prior to the non-renewal decision. He also indicated that he had met and will continue to meet with chairs in the College of Engineering to discuss the administration of the College during the next several months. At some point an interim Dean will be appointed and eventually a national search will be undertaken.

In response to a question concerning sabbatical leaves, the Provost said it had been decided a year ago that the 10 one-semester sabbaticals would no longer be funded centrally, but it is hoped that they will be covered at the department or college level. There has been no change in policy regarding one-year sabbaticals.

Before turning to the next agenda item, Secretary Voxman introduced the new GSA representative, Lorri Morgan, to the Council.

Committee Reports. The Council gave unanimous approval to the Notice of Intent, FC-04-008, to discontinue the B.A. degree in Mathematics, that came as a seconded motion from the University Curriculum Committee.

Policies, Procedures and Governance. The Chair introduced the UI Ombudsman, Chuck Morrison, who presented the Council with a set of issues that he thought worthy of Council attention. Many of these issues stemmed from problems or conflicts he has dealt with in his role as Ombudsman. Among the questions Morrison raised were:

- What is a reasonable balance between faculty decisions and administrative decisions?
- Are procedures for hiring, annual reviews, third-year reviews, determination of teaching loads and research expectations, etc., followed and/or do they need to be changed?
- What criteria are used in the various reviews and what respective weightings are given to department, college, and university expectations?
- Is communication regarding expectations clear and consistent across all levels?

Chair Wagner, before opening the floor for discussion, asked that councilors concentrate on general issues or policies and refrain from commenting on specific individual personnel issues. Wagner stated that he hoped for constructive comments that would assist the Faculty Affairs Committee in reviewing and proposing changes to the *Faculty-Staff Handbook* (FSH). Councilor Chandler began suggesting that the first question posed by the Ombudsman is the most important, and that responses to the other questions would depend on its resolution. Councilor Bitterwolf expressed concern that the administration has frequently failed to communicate the rationale behind many of its decisions. Following up on Bitterwolf's comments, Councilor Lillard stressed that if the leadership is to gain the respect and trust of the faculty, more information must be provided. In response, the Provost (via telephone) acknowledged that there have been communication breakdowns in the past. He emphasized the importance of having clear policies

and that these policies be adhered to. Councilor Zemetra expressed frustration that recommendations at one level may be overturned at another level without the chance of interaction between those making the decisions. Councilor Woolston indicated his concern following a recent department chairs' meeting with the dean of his college that in regard to the Glenn Grishkoff situation the essence of third-year review (viewed as a mentoring process that helps tenure track faculty focus or refocus their efforts before tenure decisions are made) was ignored, and that decisions were made without adequate discussion or the consent of the department. At this point, the Chair reiterated his plea that specific personnel cases not be discussed at this meeting and that the focus of the meeting is to give the Faculty Affairs Committee guidance.

Councilor Bitterwolf brought up his own case of being denied promotion to full professor some years ago because of the comments of one individual at the University Level Promotion Committee--comments he was unable to rebut. It was pointed out that since that time changes to the FSH have occurred allowing for more input from those being considered for tenure or promotion and stricter guidelines are in place for decisions made by the University Level Promotions Committee. Councilor Zemetra said he had the impression that the main purpose of a third-year review was to help faculty stay on, or get on track, towards attaining tenure. Councilor Chandler stressed the need for the Council to ensure that each college has an up-to-date set of by-laws. Dean Burnett noted that a mediation and grievance procedure was in place at his former place of work, the University of Louisville, and that it worked well at that institution. He suggested that the UI should have someone available to inform new hires of university policies and to help guide them at various stages of their beginning careers. Secretary Voxman suggested that perhaps each UI department could designate someone to play this role. Chair Wagner asked vice-chair Bailey and councilor Chandler to investigate the possibility of expanding the range of grievances that could be heard by the Faculty Appeals Hearing Board.

Councilor McGuire questioned the ability of administrators to make personnel and certain other decisions since often they are removed from the students and the faculty. He said that administrators are paid to make difficult decisions and asked whether we want decision makers or, in the case of complete faculty governance, paper pushers. Dale Graden, president of the UI Chapter of the American Federation of Teachers noted that 200 members of the university community had signed a petition supporting Glenn Grishkoff. He expressed the belief that this case could lead to the end of the promotion process as we currently know and the case provided evidence of the corrosion of faculty rights. Larry Forney, chair of the Department of Biology, emphasized the difference between administration and leadership, the latter being far more important. According to Forney, leadership is more than simply following policies; in fact, on occasion, policies may get in the way of making the right decisions. He also said that if the best people are hired, recommendations (especially unanimous recommendations) regarding them, should be respected. Voxman called the council's attention to the lack of appeal for non-tenured faculty as stated in FSH 3900, B-2e: "*Nontenured faculty members who are notified that they will not be reappointed or that the succeeding academic year will be the terminal year of appointment are not entitled to a statement of reasons upon which the decision for such action is based. No hearing to review such a decision will be held.*" He suggested that consideration be given to possible changes to this policy. Chair Wagner stated that such consideration was part of his charge to the Faculty Affairs Committee.

Faculty Representation on the Presidential Search Committee. In communications during the past week Councilor Rinker expressed concern about the limited faculty representation on the Presidential Search Committee. He noted that Dean Dangerfield was no longer a member of that committee and that the lone faculty representative, Deb Frincke, would not be teaching at the UI next semester. Secretary Voxman reported that Dean Steve Daley Laursen had replaced Dean Dangerfield on the committee and that Frincke had given assurances that her first priority would be to continue to serve on the committee and that her work next semester would not compromise those efforts. After some discussion the Council reached a general consensus that there should be additional faculty representation on the committee, especially as the committee begins its deliberations on reducing the number of candidates (currently nine) to perhaps three or four who would be invited to the campus. The Council approved the following resolution (Rinker, Lillard) which has been forwarded to the Chair of the State Board of Education.

The University of Idaho Faculty Council, the representative body of the faculty, is concerned about the limited faculty representation on the Presidential Search Committee. The Council respectfully requests that additional faculty representatives, including members of the Faculty Council, be added to the committee for the completion of the selection process and, in particular, for the determination of the final list of presidential candidates who will give public presentations.

Near the conclusion of the meeting, Councilor Chandler requested that the Council consider at its next meeting the impact of increased student fees. It is anticipated that Dan Davenport, Mike Whiteman, Isaac Myhrum and Nate Tieggs will attend that meeting to discuss this issue.

After having exhibited an unusual amount of patience in light of the lateness of the meeting, Councilor Lillard moved for adjournment. The motion was duly seconded and the meeting was adjourned at 5:19 p.m.

Respectfully submitted,

Bill Voxman
Interim Secretary of the Faculty Council