President Rainford called meeting to order at 3:15pm


Guests of the Senate Present
Christy Babcock, Chalimar Swain, Sona Andrews, Kris Collins, Niki Callison, Sally Pittman, Jennifer Cardenas, Bob McCarl, Jane Busar

Minutes
- Sen. Saunders moved to accept the minutes from November 11, 2008
- The motion was seconded by Sen. Marker and carried.

Presidential Privilege

In Senate discussions, President Rainford requested that senators wait for each other to finish speaking to respond in order to make sure every voice is heard.

President Rainford will make sure that he includes all senators in emails when corresponding regarding Senate business via email, so that an open dialogue may take place.

Installment of new senators
- Tedd McDonald was elected from the Graduate College and will serve through 2010.
- Janice Neri was elected from the College of Arts and Letters and will serve through 2009.

Old Business
Faculty Senate Resolution, Migrant Students President Rainford brought forth the resolution that was drafted on behalf of the children of migrant workers at BSU. The resolution that was emailed to senators was altered in two ways: the word tapestry was removed; and there is now mention of the CAMP program that has served 1,000 students at BSU.
President Rainford made a motion to adopt the resolution
Senator Garza seconded the motion
Senator Saunders made friendly amendment to strike the word “full” in the third “Now There fore” section.
President Rainford accepted the friendly amendment

**Discussion** This issue speaks to the Dream Act at the national level. The Idaho Student Investment Act is a state-level program that reflects the Dream Act. A legislative proposal has not been brought to the Idaho legislature. This resolution urges the president of BSU to take action on the act if it is brought back. Pres. Kustra is not bound by this resolution but will take it into consideration.

The motion carries with one abstention.

**Faculty Grievance Policy** Senator Gough explained the changes to the faculty grievance policy. He brought two copies with the changes outlined. The purpose of the policy is to resolve faculty grievances and to make recommendations to the university president officially and expeditiously. There is additional language reflecting the option of utilizing the University Faculty Ombuds Office and mediation options with the BSU Human Resource’s Alternative Dispute Resolution Program. The committee also simplified and made specific the process steps and deadlines. There is also a statement about handling summer grievances. Section F reflects the confidentiality of the committee hearings and the issue of a third party observer being present. Section G outlines the deadlines for the committee to make recommendations to the President within 10 working days from the date of the hearing or submission of evidence.

- Senator Gough moved to accept the changes as outlined in the Faculty Grievance Policy
- Senator Goodman seconded the motion

**Discussion** In section E4 the deadline for the grievant is five days. The committee has ten days for responding and it seems only fair to give the grievant the same time frames as the committee.

- Vice President Lubamersky made a friendly amendment to change the deadline for grievant to reflect 10 days (instead of 5) to respond to new issues brought forth by the respondent (under section E4).
- Senator Gough accepted the friendly amendment and the motion carried

**New Business**

**Faculty Definitions Policy – Provost Andrews** brought forth a draft of proposed faculty definition changes. A couple of meetings ago Provost Andrews promised to bring a draft of definition changes to have the Faculty Senate deliberate on and provide feedback as to how this matter should proceed. The Provost is seeking this discussion because she does not wish to pass a policy that directly impacts faculty without the Senate’s input. This
policy would not change any bi-laws of the Faculty Senate. If these changes are made the Senate will have to go through proper procedure to change the constitution. This policy is designed to provide definitions of the types of work that faculty engage in that are more concise and less condescending (ie. the term “special” lecturer and “official” faculty). The provost is open to suggestions and discussion surrounding this issue.

**Point of Clarification – Senator Klein** In the future the Faculty Senate needs (along with the proposed policy change) the rationale for the new proposal in writing. So the Senate understands the rationale for the change.

**Discussion** There was much discussion around this issue, the highlights of which will be outlined.

[1] Regarding tenure track and tenure faculty positions there is a section for people who have been denied tenure but is included under non-tenured fixed term appointment (under A-1)?

Provost Andrews clarified that is for someone who has been denied tenure and has a terminal year. They are still technically considered a tenure track faculty member in the terminal year.

Senator Klein noted that the concern is the way it is phrased “employed under a non-tenured fixed term appointment”; in the State Board of Education Policy someone who has not been awarded tenure can be re-appointed indefinitely and still count as a tenure track faculty member. They should not count as a tenured track faculty indefinitely. After the terminal year they should be moved to another category.

Provost Andrews stated that if the position definitions are changed the Provost would like to bring to the Faculty Senate a number of proposed changes that she would like to take to the State Board regarding their policy around faculty.

The most important issue in this faculty definition is the term “official faculty”. In BSU Policy 4560, the definition is clear: “members of official faculty occupy full time positions in academic departments, have academic rank, and are eligible for tenure and are referred to as members of the faculty or faculty members.” So therefore people who are full time faculty members at BSU should have access to tenure. That is why the issue of special lecturer is problematic. According to State Board policy, instructors who teach full time are eligible for tenure. That is why this is such an important issue.

Dr. McCarl (guest of Senate) – This is an issue of tenure. At least half of classes taught are done so by non-tenured faculty and this is a trend around the country not just at BSU. There are three things the Faculty Senate needs to do
1. Take the issue of faculty tenure very seriously because it is directly related to academic freedom and free speech, and salary discussions. The Senate needs to ensure the rights of faculty and make sure it means something.

2. Develop a track for untenured faculty members to get tenure and build it into the system. Adjunct faculty should have a vote in this body and have a track for tenure.

3. Begin to coalesce into a Senate that represents co-governance.

Vice President Lubamersky asked why is it necessary that special lecturers be denied tenure and only be given one year contracts?

Provost Andrews responded that the State Board policy does not allow BSU to give anyone more than a one year contract unless special exceptions are brought to them. The only exception to that rule is tenured faculty members. The Provosts at all of the Idaho Universities had a proposal that the State Board allow Universities to offer special lecturers multi-year contracts, but the Provosts were not allowed to bring the proposal forward. They are still working on it. The attempt for this policy is to bring some clarity to each of the positions and Provost Andrews is open to changes that are proposed or to let it die here if the Senate does not want to proceed with this proposal.

Jane Buser (Guest of the Senate) offered that Special Lecturers are treated like tenure track regarding term dates. One thing to keep in mind when making definitions of faculty is issues of academic freedom and pedagogy and the mission of the University and not just financial need. The University is defined by faculty, not by financial need. Other terms could be explored besides “official faculty” (ie. university faculty or associated faculty). The goal should be to get adjunct faculty and special lecturers moved to tenure track positions as quickly as possible. A possible solution would be to call special lecturers “instructors” so they could have access to tenure according to the State Board policy.

Senator House responded that what is condescending is not so much the titles but the level of commitment from the University to adjuncts. The issue is how to quit taking advantage of the level of commitment that people have to their field. These definitions are a refreshing change from previous policies as far as definitions are concerned. However, some are still confusing and the titles and ranks need to be made clearer. Some language that speaks to job security for adjuncts and special lecturers would be appropriate. The Faculty Senate has come back to the issue of voting rights on the Senate a couple of times this year. Maybe it is time to engage in requesting a vote from the faculty on this issue.

President Rainford replied that there needs to be a written proposal to have the vote (giving adjunct faculty voting rights on the Senate) brought forth. There has not been a written proposal brought forth as of yet.
Vice President Lubamersky stated that those that teach part time at BSU should receive tenure because they are not full time faculty. That is why the term “official faculty” is most appropriate because those who teach full time at BSU should have access to tenure rights. With regard to representation, the AAUP and the AMT say that people who are non-tenured should not be given representation. Faculty should work for the tenure rights for the faculty first before giving adjuncts voting rights because they will not have representation and will put them in a precarious situation.

- President Rainford made the motion to send this issue to the Professional Standards Committee to draft a proposed response to the Provost.
- Senator Klein seconded the motion and it carried.

BSU Budget Cuts and Holdback – Provost Andrews briefed the Faculty Senate on the current state of the budget for BSU and the process that the university is using to deal with the cuts as well as the priorities that have been set. As of today, BSU is looking at a 6% cut in the 1 time budget for FY09. We have already remitted 4% of the 6% to the state. Cuts are made only on the appropriated budget – not on tuition or grant monies. Our general fund allocation (which is what the cuts are based on) is $87.5 million. So, the total amount of the cut is $5.2 million. The first percent came from central reserves the next 1.5% came from all the units on campus, now we are asking 3.5% from departments in their planning process.

BUS is being told to plan for, in FY10, a minimum of 4% permanent reduction but could be as high as 12%. There is uncertainty as to whether the reduction will be in the permanent budget or one time. BSU’s endowment has taken a $400,000 reduction, so Administration is looking at a reduction in scholarships. To counteract this reduction BSU has started a program called “Dollars for Scholars” campaign to raise money for scholarships.

The separation of Selland College represents a $3.1 million loss for BSU in tuition and $1.9 million in building and activity fees. This loss is a true hit with no reduction in costs of services because Selland College receives a $7.2 million allocation that covers the cost of teaching. There is one exception – BSU will receive rent for the classrooms that remain on campus. The State Board of Education gave away 100 acres of the west campus and a 60,000 square foot building for which BSU received no compensation.

Last week at the State Board meeting it was approved to change the definition of full time student from 8 to 12 credits. Federal financial aid considers 12 credits as a full time. However, BSU got permission to not decrease the part time rate below the average cost of the credits for full time rate for the next few years so BSU doesn’t see a large loss. Provost Andrews was unsure if this change affects graduate students but she will find out and get back to the Senate. BSU has made a commitment that Administration wants to protect faculty work (ie instruction, scholarship and service of faculty); it does not want
to see a reduction in faculty numbers. The Office of the Provost and offices that report to the Provost have taken a 10% cut and will take another 5% cut this year. The majority of the institutions budget is in the colleges. The President will be doing a Spring address which will be the first of a number of conversations around the budget that will be taking place.

Athletics are feeling the same pain with regards to cutbacks that the academic units are experiencing. Some ideas of how the administration is considering dealing with this concern is to raise tuition but reduce activity fees so that more of what a student pays goes toward tuition which covers the cost of instruction. There will be a delay in capital projects.

**Adjunct Faculty Access to University Resources** – This proposal seeks to give adjunct faculty a continuation of services between contract dates allowing access to library, IT, and facility resources.

- Vice President Lubamersky moved to adopt the proposal
- Senator Marker seconded and the motion carried

**English Language Proficiency Requirement – Jenny Cardenas** briefed the Faculty Senate on the expansion of the policies in place regarding language proficiency for international students. The graduate college, admissions, and international programs have been working together on the requirements for demonstrating English language proficiency for international students. There has been a need to expand the options so BSU can get the best possible information for admission and placement of international students.

**Additional Comments**
- Senator Klein made the motion to cancel the December 23 meeting
- Senator Ahten seconded and the motion carried

- Senator Schakel made the motion for the Faculty Senate to reconvene on the 4th Tuesday on January.
- Senator Klein seconded and the motion carried.

The ICHEF reception will be held on January 26th 5pm – 7pm. President Rainford will email further information as plans solidify.

**Committee Reports**
- Academic Standards – No Report
- Core Curriculum – No Report
- Curriculum – No Report
- Diversity – No Report
- Financial Affairs – No Report
- Faculty Grievance – No Report
Faculty Professional Standards – This committee was given the charge of looking into anonymous student feedback and the committee feels that issue would be better solved in academic standards committee.

- Graduate Council – No Report
- Sabbatical Leave – No Report Nominating – No Report
- Student Affairs – No Report this committee is still not populated
- Research Council – There have been several requests by Senators to be the liaison for this committee. President Rainford will let the Senate know when a decision has been made as to who will serve on this committee.
  
  - Senator Klein made a motion to adjourn
  - Senator Gough seconded

Meeting adjourned at 5:15pm

Respectfully Submitted,
Kimi Eames,
Secretary, BSU Faculty Senate