President Owen McDougal called the meeting to order at 3:15 p.m.


Introductions:

President McDougal introduced Senator Eric Brown, the new representative from Natural Sciences, to the faculty senate.

Agenda Items:

2) Approval of Past Minutes

(a) 22 September 2009 Minutes:
- Senator Rainford moved to approve the minutes from the 22 September 2009 meeting. The motion was seconded by Senator Klein and unanimously passed by the senate. There were no objections.

(b) 13 October 2009 Minutes:
- Senator Stohr: Clarification of make-up of Faculty Financial Affairs Committee. Quoting from minutes: President Kustra left it up to the faculty senate.
- Senator Lubamersky: Reading: Clarification of Pres. Kustra’s remarks to the FS regarding whether or not FS should endorse, change or make a decision collectively in the state regarding policy changes.
- Senator Rainford: Suggestion that FS dealing with a transcript or notes that summarize the discussion of the FS.
- President McDougal: Clearly attempting to develop a notation style that retains the essence of the discussion without literal translation.
- Modifications: Senator Klein requested a change under Faculty Senate Resolutions, Vice President Lynn Lubamersky: Furlough Language. Senator Klein wished to amend “Senator Klein seconded this” to “Senator Klein seconded Vice President Lubamersky’s resolution on furlough language so discussion could take place.” This change was made.
- Senator Stohr and Vice President Lubamersky objected to the way bullet point four under 1(b) is worded. Vice President Lubamersky also expressed a concern about wording under Provost Sona Andrews (a) Furlough language in BSU
employee contracts. Vice President Lubamersky wished to amend “with the blessing of the faculty senate” to “with the consent of the faculty senate”. Before changes are made to either of these points, the podcast from this meeting will be reviewed to ensure accuracy of representation of these points. Revisions will be made if necessary.

- **Senator Saunders moved to table the minutes from the 13 October 2009 meeting until they are re-presented at the next Senate meeting. The motion was seconded by Senator Marker and unanimously passed by the Senate. There were no objections.**

(c) **Reminder to Senators:** Speak up and announce who you are for the podcast.

3) **Presidential Update**

- President McDougal attended the state board of education meeting and met with the faculty senate presidents from University of Idaho, Idaho State University, and Lewis and Clark State College. Several topics were discussed at the meeting, and President McDougal brought the issues to the faculty senate to determine which items should be addressed by the Boise State faculty senate, which items should be sent to committee to be investigated, or which issues should be dismissed. Issues being discussed by other university senates are:

(a) **Student fees/tuition: call for increase of 10-15% over two or more consecutive years:**

- President McDougal pointed out that in the last twenty years, there have been holdbacks in fifteen of them. He reiterated that 22% of BSU funding comes from the state of Idaho. Other revenue comes from sources such as student fees/tuition. A motion is on the state board floor for an increase in tuition to help bring up revenue and solve problems regarding rising expenses. This idea originated from a faculty senate president, but President McDougal expressed that BSU would likely not approve of this.
  - **Senator Klein** – Is concerned that a tuition increase is too harsh on students during this depressed economy.
  - **Senator Stohr** – Agrees a tuition increase is not the best option and posed the question of whether there is any discussion on a designated tax to support universities as a way to bring income for the university once the economy improves.
  - **Chase Johnson** – As a student, he encourages “diligent research” to be done in this area of tuition increase.
  - **Senator Rainford:** Who is actually requesting increases?
  - **Pres. McDougal:** From some presidents, but not the senates.
  - **Senator Rainford:** Pres. Kustra brags that we have such a low tuition, but important to consider that tuition increase is a tax on families.
  - **Senator Klein:** Perhaps we need to be more proactive in alternative financial approaches---lotteries, defined taxes, looking at alternatives from other states.
• Senator Klein moved to task the Financial Affairs Committee to do research on raising revenue for the university in more creative ways than raising tuition. The motion was seconded by Senator Stohr and unanimously passed by the senate. There were no objections.

(b) Health care reform: investigate independent insurance coverage:
• President McDougal stated that Vice President Lubamersky provided information based on decisions of Governor Otter to not consider health care reform but to keep the proposal for a reduction in health care benefits. Surveys are indicating that this may cost the state of Idaho more money than it would save.

(c) Retirement benefits: PERSI deduction from ORP pay (1.5%):
• President McDougal explained that PERSI is subsidized by optional retirement employee benefits. Employees who have their retirement under ORP are subsidizing PERSI at approximately $1000/per year per employee. This has recently been re-negotiated as it was set to expire in 2010 and may be worthy of investigation.
• Senator McCain: Question about the nature of the negotiations between the University employees and the money being deducted for PERSI contributions.
• President McDougal: Explains that the question was raised by UI faculty senate president and the way PERSI is designed to serve state employees.
• Senator Gregory: Important question because this removes funds from the ORP employees without consent.
• Senator Baker: Discussion of how PERSI operates and where the funding goes. Inflammatory to say that they are taking money out of our pay.
• Vice President Lubamersky moved to ask the human resource advisory board to address concerns of the faculty regarding the PERSI deduction from ORP pay and report back to the senate. The motion was seconded by Senator Klein and unanimously passed by the senate. There were no objections.

(d) Tuition benefit: Offspring of university employees to receive tuition benefit at Idaho universities; need survey to get numbers for economic impact:
• President McDougal stated that offspring currently do not receive tuition benefits at state institutions in Idaho. Faculty and staff could also benefit from this. An ISU study shows that many university employees have children who are coming up through the system but not many would take advantage of the benefit in a particular year, therefore, the impact of a tuition benefit might not be so substantial that it cannot be worked out.
  o Vice President Lubamersky – A few years ago, a resolution was passed that benefits were wanted for children of employees, but the issue was would there be a university president that would be willing to bring this issue to the state board?
  o Senator Rainford: It may mean that in order to deal with this issue, university employees should be declassified to not be considered state employees in order to qualify for this benefit.
  o Senator Gregory – Benefits to spouses, such as tuition, for other state agencies were greatly diminished recently. This is something else to be taken into consideration given the economic times.
(e) Uniform policy to go to SBOE regarding CEO power of authority:
- President McDougal announced this is a topic Senator Saunders will address. President McDougal will also be working with other faculty senates to see how they are approaching this and to see if a faculty consensus can be reached in the state of Idaho.

(f) Meeting requested of faculty senate presidents with legislators and with Governor Otter to discuss the current financial crisis and its impact on higher education.

Senator Klein moved to place new business ahead of old business on the agenda. The motion was seconded by Senator McCain and unanimously passed by the senate. There were no objections.

4) New Business

(a) United Way Fund Drive: Lola Michaels
- Lola Michaels showed a short video to the senate on the United Way fund drive and the ways in which United Way has served individuals in the Treasure Valley.
- BSU student Michael Broadbent, who has been helped by United Way, shared his story with the senate and the ways in which his life has been positively affected by contributions made to the United Way fund.
- Lola Michaels expressed that United Way is not just about crisis prevention, it is also about everyday things that concern everyone, and more and more people are in need of help these days.
- The United Way Campaign runs through Friday, and all donations go directly to grants and programs and to organizations that are chosen to receive them. United Way is supported by Corporate Champions of Supervalu. Lola Michaels made an appeal for donations and left donation forms on the table for those who wanted to give.

(b) Engineering Tenure and Promotion Committee update: President McDougal
- President McDougal announced that he was going to accept the suggestions from the dean of Engineering, Cheryl Schrader, regarding acceptable changes to the Promotion and Tenure Committee for Yonnie Chyung and Tony Songer. Both faculty are applying for full professor status and both faculty are in departments that do not have the University policy required committee composition.

(c) Emeritus Faculty Recommendation: President McDougal
- President McDougal stated that he intended to forward recommendations for emeritus faculty to the provost unless there was objection to it. The faculty applying for emeritus status includes Drs. James Long, Elaine Long, Roy Glen, and Rudy Eggert. There was no opposition to these individuals being forwarded to the provost’s office.

(d) Policy 4490: Search for and Selection of Academic Deans
- Provost Andrews brought this policy to the senate as a recommendation and would like input from the senators as it affects faculty. Provost Andrews
stated that she would not move forward with this policy unless the faculty senate endorses it. She stated that “the role of the dean has changed a lot over time and the composition of our committees needs to reflect that.” Provost Andrews explained that both the provost and committees need to be in consensus about the viability of individuals in the final stage of the selection process. The provost states that policy 4490 contains safeguards by which only those individuals who are viable in the final stage advance.

- **Senator Klein**: Question about library representation on search committee.
- **Senator McDonald**: Encourages people to look closely at the proposed document. The proposal includes some serious changes to the constitution of the committee.
- **Senator Lubamersky**: Questions about the selection of committee members.
- **Senator Stohr**: Concerns about committee selection.
- **Senator McCain**: Having served on these committees. One strong opinion can sway such a committee.
- **Provost Andrews**: Suggests that the incorrect version of policy 4490 was distributed.
- **Senator Klein moved to send Policy 4490 to the Professional Standards Committee.** The motion was seconded by Senator McDonald and unanimously passed by the senate. There were no objections.

(e) **Policy 3050 Independent Study/Directed Research**
   - The policy was submitted by Associate Dean Duffy. He has requested that this policy be sent on to the curriculum committee and the graduate council.
   - **Senator Gregory moved to send Policy 3050 to the Graduate Council for revision and then to the Curriculum Committee.** The motion was seconded by Vice President Lubamersky and unanimously passed by the senate.

(f) **Policy Cover Sheet**
   - The policy cover sheet is very valuable because it provides significant information about what was changed in a policy and the rationale for the changes. It was further emphasized that any committee requesting a policy to be considered by the senate must have the policy cover sheet, revised policy/mark up version, the final version of the policy, and the original policy.

5) **Old Business**

(a) **SBOE Policy Changes: Faculty Financial Affairs Committee: Senator Saunders**
   - President McDougal: Primary question is whether or not faculty want to provide input to this policy or not. At the last senate meeting, the Financial Affairs Committee was tasked with evaluating the SBOE policy **Section II: Human Resources Policies and Procedures; Subsections B, F, and N.** As chair of the Financial Affairs Committee, Senator Saunders was asked to present to the senate the discussion the committee had about the policy and where the policy is at this stage. The faculty senate was requested to provide focused input as to what deficiencies exist with the policy and recommendations faculty may have for the policy.
• **Senator Saunders:** Summary of work to date—President Kustra met with Kevin Satterlee about the policies. The committee met with K. Satterlee and discussed and drafted a compromise policy inserting university discretion into the proposed changes via the insertion of the “institutional policy” throughout the proposed document. The intention of the committee was to participate in the process and retain institutional protections of tenure and due process.

• A lengthy discussion resulted where senator concerns were heard. The Faculty Financial Affairs Committee will continue the policy revision taking into account the concerns raised by the senate. Discussion summary:

• **Senator Baker:** We already have that flexibility today. So why change the policy?

• **Senator Saunders:** What happens if the SBOE decides to change policy?

• **Senator Rainford:** Last year Pres. Kustra had to bend, to be allowed to make the decision as to how we would be cut.

• **Senator Rohn:** Concern about protections in policy.

• **Senator Hemmens:** Current policy provides protections. Do not need a new policy. Gives them powers they do not need.

• **Senator Saunders:** But we have been advised policies are going to change and we are proposing participation in that process.

• **Senator Lubamersky:** Need to keep in mind where this is coming from—from the SBOE or from our university attorney, Kevin Satterlee?

• **Senator Klein:** Faculty governance during normal times increases in importance during difficult financial times. Need to stand with other faculty in the state. Need faculty involvement in all steps. Need to ensure that these guidelines fit AAUP academic standards. What about policy when the financial situation improves?

• **Senator Rainford:** Trusts in BSU decision-making, but not the state board or the legislature. If we have shared governance, the decision will be made more equitably here. Legislature has desire to chop BSU. Tenure does not guarantee your salary or benefits.

• **Secretary McCarl:** Senate has the ability to protect itself to look at the proposed changes or the AAUP suggestion that administration prove a financial exigency. SBOE policy draft circulated was not written by the FAC committee.

• **Senator McCain:** This policy was drafted by K. Satterlee and other legal council from across the state.

• **President McDougal:** Do we want to engage in the process or not? That is the question before the faculty senate.

• **Senator Lubamersky:** This document was drafted by the university attorney.

• **President McDougal:** Do they declare financial exigency or deal with these policies in the process. The declaration of a less than financial exigency condition and what it might mean to BSU?

• **Senator Rainford:** We cannot change SBOE policy. But we need to have the decisions made at BSU not by those outside of BSU.

• **Senator McCain:** Need to hear what changes and safeguards put in place?
• **Senator Klein**: Need broader faculty involvement on the university level. Need to find a way to realign this with committee decisions.

• **Senator Lubamersky**: We should look at LCSC resolution and we should adopt a similar faculty wide vote for BSU. For or against and all universities in Idaho could express their voices.

• **Senator Saunders**: We did place terms in the proposed policy like “uniform,” when it comes to cutbacks, so that cuts are parallel with faculty and administrators.

• **Senator Hemmens**: Have a proposal to be considered as an alternative.

• **President McDougal**: Should be forwarded to Faculty Financial Affairs. I still need concrete suggestions for how to represent the will of the faculty senate.

• **Senator Baker**: Issue of who initiated the policies is critical. If it is the university attorney. BSU could withdraw from the revision of policy and protect the existing policies.

• **Senator Klein**: Reads the section of Dr. Kustra’s comments at earlier senate meeting.

• **Senator McCain**: Under the impression that the faculty could play an equal role in making policy changes and that we can continue to work with our administrators to make changes that protect us. The institutional policy should reflect AAUP policies, but it may move in other directions as well.

• **Secretary McCarl**: A way to deal with this by redefining a fiscal crisis, but build into it faculty structures that provide you with redress. Or simply stand pat with existing policy.

• **Senator Klein**: That the committee have an opportunity to respond to the changes.

• **Senator McDonald**: Disappointed that Mr. Satterlee has never appeared. It would answer some very important questions. We are in the dark and some explanation would help.

• **President McDougal**: Does the committee have enough information to act on this?

• **Senator Saunders**: Yes, we have the information and we have to move forward and participate in the proposed changes or not. We have decided that we want to move forward and protect institutional discretion. We think we can continue to work with legal counsel.

• **President McDougal**: Encourage faculty to continue providing input on this issue.

• **Senator Rainford**: Encourage the committee to embrace working with the administration.

• **Senator Stohr**: This is not about a specific administrator, it is about the institution and protecting people. This is all about power and how it can be used and abused. We do not want this policy, most of us. The current policy is not supported.

• **President McDougal**: We have had sufficient debate. Please direct additional comments to the committee where they are needed.
• There was no voting on the policy at the meeting, it was strictly an informational discussion led by Senator Saunders.
• A lengthy discussion resulted where senators concerns were heard. The Faculty Financial Affairs Committee will continue the policy revision taking into account the concerns raised by the senate.

Senator Saunders moved to adjourn the meeting. The motion was seconded by Senator Willerton and passed by a majority vote from the senate. Vice President Lubamersky and Senator Stohr were opposed. The meeting adjourned at 5:20 p.m.

The next senate meeting is scheduled for November 10, 2009 at 3:15 p.m. in Hatch A of the BSU student union building.