



FACULTY PROFESSIONAL POLICIES COUNCIL
IDAHO STATE UNIVERSITY
OFFICIAL MINUTES



September 18, 2024
3:00 pm
Zoom Meeting

In Attendance: Jeehoon Kim, Yan Chen, Anna Alexander, Karl Bridges, LaVona Andrew Carson, Deanna Dye, Cathleen Tarp

Ex officio: Laura Ahola-Young, Veronica Garcia, Fredi Giesler, Jena Lords

Absent: Corey Bartle

Recording Secretary: Lisa Hunt

I. Welcome – Jeehoon Kim

II. FPPC Official Meeting Minutes approval – September 4, 2024

ACTION – minutes approved by unanimous consent

III. Report from Faculty Senate Meeting – September 9, 2024 – Fredi Giesler

- a. Discussed work group to create a future Tech and Curriculum standing council
- b. Workload Policy: Implementation plans from the colleges are due to AA in Oct.
- c. Discussed streamlining IT campus-wide voting system
- d. HEDs Survey: Due to the conservative politics of the Idaho State Legislature and the potential controversy of this climate survey, Pres. Wagner is tabling it for now. The Engagement Survey with added questions will be implemented instead.

IV. Report from University Policy Manager (Vacant) – None

- a. Update on the search: three candidates being interviewed

V. Changes to the FPPC Bylaws

- a. Council discussed the proposed amendment to the FPPC Bylaws including a change in wording consistent with the website
- b. Change B. 3. to 'Academic Deans/Associate Deans Representative' and B. 5. to 'Director of Policy Administration'

ACTION – Cathleen Tarp motioned to approve the changes to the Bylaws
LaVona Andrew Carson seconded
Motion carried with 6 yes, 0 no, 1 abstain

VI. Meeting Updates & Discussion for Tasks

- a. Faculty-Student Relationships Policy (ISUPP 4080)
 - i. Met with Katie Thomas (HR) and Blake Christensen (General Counsel)
 - ii. The Grad College and the incoming policy director need to review this policy and suggest some edits/wording
 - iii. The changes to this policy will focus on 'romantic relationships,' not 'familial relationships'
 - iv. Relationships other than 'romantic' are covered by the Conflict of Interest and Commitment Policy (ISUPP 1130)
- b. Faculty Sabbatical Leave (ISUPP 4030)
 - i. Met with Laura Ahola-Young (Vice Provost for Faculty Affairs)
 1. Deans' Council Meeting discussed new budget model and the best way to award sabbaticals
 2. Interim Provost Bradford suggested either a University-wide committee or leave it up to the discretion of each College to decide
 3. ISU has a different Sabbatical Leave Policy than other state universities in Idaho
 4. In future, FPPC may update this policy
 - ii. Meeting request with Jennifer Steele (Vice President for Finance and University Planning) for changes in the new funding model
- c. Promotion and Tenure (ISUPP 4020)
 - i. Waiting on CoSE Reps to be seated to begin policy draft discussion
- d. Academic Integrity and Dishonesty (ISUPP 4000)
 - i. Academic Integrity Council leadership is working on this policy

VII. Policy Draft Discussion

- a. Faculty-Student Relationships (ISUPP 4080)
 - i. Policy will cover 'romantic relationships, not 'familial relationships.' Remove all other defined groups
 - ii. What constitutes 'Faculty' and 'Instructor' terms clarified
 - iii. Purview of this policy is the Faculty's
 - iv. Question of considering past relationships – remove 'ongoing' relationships
 - v. Defining language: Any behavior that a reasonable person would consider leading to such interactions. Will check with Gen Counsel
 - vi. If a faculty member is aware of a relationship, it needs to be disclosed and a management plan needs to be developed with a supervisor
 - vii. Changed the term 'personal gain' to 'power differential'

VIII. Adjourn – 4:58p

ACTION - Cathleen Tarp motioned to adjourn
Deanna Dye seconded
Motion carried unanimously

Important Dates:

Monday, September 23, 2024 4-6 pm

Next Faculty Senate Meeting

Wednesday, October 2, 2024 3-5 pm

Next FPPC Meeting