

**LCSC FACULTY ASSOCIATION**  
**MEETING MINUTES** approved April 26<sup>th</sup>  
Thursday, April 12, 2012, 3:15pm, MLH 100

1. Call to Order by **Ruth Lapsley at 3:17pm**

2. Consent Agenda

- a. Approval of the Faculty Association minutes from 2/7/12 and 3/1/12 (attached at end)
- b. Treasury Report (as of 4/10/12):
  - Faculty Senate Balance: \$ 2,717.72
  - Faculty Benevolence Balance: \$ 4,992.80

**A motion to approve the consent agenda with minor corrections to the minutes from 3/1/12 came from Eric Martin; seconded by Brian Fennesbeck. There was no further discussion. All voted in favor. The consent agenda is approved.**

3. Regular Agenda

a. President's Report

**There is a SBOE meeting in Moscow next week; the big agenda item is student fees. We have requested a 4% raise, 2.5 % of this will go to the raises approved by the state. It is anticipated that we will see a 1.5% increase in operating budget. Next week we will have a good idea of our budget. There are new federal regulations on student health insurance. Presently students pay \$1200; quotes to meet the new guidelines are \$6-800 more.**

**Tony Fernandez assured the faculty that the technology security breach at workforce training had no impact on the rest of campus as the servers are separate.**

**Laura Bracken asked the extent of the student fee increase for next year, the president responded that 16% seems to be the figure with the raise and health insurance.**

b. Provost's Report

**Carmen Simone thanked the faculty in advance for their work for upcoming last few weeks of the semester.**

c. Chair's Report

**None**

4. New Business

a. Professor Emeriti (see attached - voting required)

**There are three faculty up for Emeritus status: Dr. Jann Hill, Dr. Gwen Taylor and Diana Ames.**

**Carol Nelson spoke in support of both Dr. Jann Hill and Dr. Gwen Taylor emphasizing the Division support for these nominations.**

**Dr. Jann Hill has 23 years of service in the Education Division; at retirement Dr. Hill is Division Chair. Dr. Hill was praised for her contributions to the curriculum and teaching excellence as well as for her leadership role.**

**Dr. Gwen Taylor began her career at LCSC in 1995 and coordinated the Elementary Education program for twelve years. Her knowledge of children's literature has resulted in service on numerous national committees. Countless children, teachers and colleagues have benefitted from her extensive knowledge of the field.**

**The Education Division treated the Faculty Association to a wave of support for their nominees from the rear of MLH 100.**

**Amy Canfield spoke on behalf of Diana Ames. Diana was credited with the gift of presenting anthropology in an approachable manner. She has a record of exemplary service although her official job as an instructor does not require a service component. Notably Diana started the faculty benevolence committee and has served as Faculty Chair. Diana will be sorely missed by all.**

**Ed Miller moved that the Faculty Association vote by acclamation, this was seconded by many and approved by a resounding voice vote of “ayes”. As requested it is recorded that all three nominees were unanimously approved for emeritus status.**

b. Faculty Association/Faculty Senate Officers (see attached--voting required)

**Ruth Lapsley encouraged faculty to vote on the provided ballot. Ruth Lapsley also encouraged faculty to provide nominees for the hearing board. Brain Fonnesebeck pleaded with the faculty to nominate a candidate for Chair Elect. He stressed that the Chair Elect position is not too onerous. In recent years Natural Sciences, Education and T & I have not been represented in this role. The current Chair stressed that it is a special experience which provides a chance to experience education in the State of Idaho. It was also stressed that there is a half time release and an extra month of salary. The past Chairs, Harold Crook and Joni Mina, stressed that it is a chance to make a statement for LCSC.**

c. Changes to Grievance Policy (see separate attachment--voting required. These were “housekeeping” changes to clean up the language used in the policy. The changes were approved by the Administrative Procedures committee and by the Faculty Senate.)

**A vote was needed to approve these minor changes to the language of the policy. There was a move to approve from Harold Crook, seconded by Joni Mina. There was no further discussion, all voted in favor. The changes are approved.**

d. Gifts for Faculty Association/Faculty Senate Officers (voting required)

**Harold Crook moved to approve these expenses, seconded by Eric Martin. There was some discussion as to the merits of gift cards, actual gifts or monetary gifts. Ruth Lapsley explained that the gift cards were specific to the interests of the individuals receiving them. All voted in favor; the expenses are approved.**

e. Idaho Federation of Teachers (IFT) Statement on Compression ( see attached--a vote is sought to support presenting this document to LCSC administration)

**This statement was composed by Faculty Association members who are IFT members. The CRC and Budget Liaison committee have also been investigating this issue. Erik Martin moved to approve the statement; seconded Laura Earles. Lively discussion followed as the members of the association tried to craft the document to the satisfaction of all. Tony Fernandez reassured the faculty that the administration understood the concerns being raised. The motion to accept the final statement was carried.**

5. Good of the Order

**Brain Christenson reminded faculty of the Senior Research Symposium May 2-4. This year's event is dedicated to the memory of Dr. Jim Tartar.**

**Ruth Lapsley informed the Faculty Association that payroll deductions can now be used to pay for parking permits.**

6. Adjournment

**There was a move to adjourn from Harold Crook, seconded by Erik Martin. All present voted in favor. The meeting was adjourned at 4:05pm**

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Next Faculty Association Meeting:

Thursday, April 26, 2012, 3:15pm in WCC (handing gavel to new Chair)

Next All-Campus Meeting:

Thursday, April 26, 2012, 4:00pm in WCC

#### 4.a. and 4.b. Faculty Emeriti and Faculty Association/Senate Officers

We will be voting on the nominations for the following positions:

| COMMITTEE                      | POSITION            | TERM   | REQUIREMENTS                                                                                              | NOMINATIONS                                                         | INCUMBENT                                                  |
|--------------------------------|---------------------|--------|-----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|------------------------------------------------------------|
| Faculty Senate/<br>Fac. Assoc. | Chair-Elect         | 1-3 yr | Chair-Elect 1 <sup>st</sup> yr, Chair 2 <sup>nd</sup> yr, Past Chair 3 <sup>rd</sup> yr                   |                                                                     | Ruth Lapsley (Chair),<br>Brian Foncesbeck<br>(Chair-Elect) |
| Faculty Senate/<br>Fac. Assoc. | Secretary           | 1 yr   |                                                                                                           |                                                                     | Wendy Shuttleworth                                         |
| Gen Ed                         | Committee<br>Member | 5 yr   | From BTS, BUS, ED or<br>NHS                                                                               | Susan Odom (NHS)                                                    | Heather VanMullem                                          |
| STPRC                          | Committee<br>Member | 3 yr   | From NHS; must be<br>tenured                                                                              | Marilyn Heckendorn<br>(NHS)                                         | Susan Odom                                                 |
| STPRC                          | Chair of<br>STPRC   | 1 yr   | From BUS, ED, HUM,<br>NS, NHS or SS; must<br>be tenured                                                   |                                                                     | Chris Norden                                               |
| SPRC                           | Chair of SPRC       | 1 yr   | From BTS or TI                                                                                            | Don Heath-Simpson (TI)                                              | Joni Mina                                                  |
| SPRC                           | Committee<br>Member | 1 yr   | From BTS or TI; must<br>be Assistant Professor                                                            | Jay Kimble (TI)                                                     | Jennifer Weeks                                             |
| SPRC                           | Committee<br>Member | 1 yr   | From BTS or TI; must<br>be Full Professor                                                                 | Stan Wilson (TI)                                                    | Mike Hill                                                  |
| Hearing Board                  | Regular<br>Member   | 2 yr   | Recommend from HUM<br>or NS                                                                               |                                                                     | Craig Steenberg                                            |
| ---                            | Talkington<br>Award | ---    | See requirements<br>attached to 3/1 Faculty<br>Association agenda                                         | -----                                                               | Harold Crook, 2011<br>award recipient                      |
| ---                            | Faculty<br>Emeriti  | ---    | 15 years at LCSC - see<br>Policy 2.110 at<br><a href="http://www.lcsc.edu/policy">www.lcsc.edu/policy</a> | - Dr. Jann Hill (ED)<br>- Dr. Gwen Taylor (ED)<br>- Diana Ames (SS) | ---                                                        |

#### 4.c. Changes to Grievance Policy

- Attached as separate document

#### 4.d. Gifts for Faculty Association/Senate Officers

Proposed:

Chair: \$100 gift card

Chair-Elect: \$75 gift card

Secretary: \$50 gift card and \$800 stipend

Web Master: \$50 gift card and \$800 stipend

#### 4.e. Idaho Federation of Teachers (IFT) Statement on Compression

##### Proposed Faculty Statement on Salary Compression and Inversion

April 2012

Salary compression has long been an issue in academia, but the correct term to use now at Lewis-Clark State College is salary inversion. While the base numbers vary somewhat from division to division, what they all have in common is that assistant professors hired after 2009 or 2010 (depending on division) have starting salaries surpassing other assistant professors hired before then and near or

surpassing the salaries of associate professors hired in 2003 through 2007. When these newest hires make associate professor, they will all out-earn their more senior associate colleagues by typically between three and four thousand dollars. Given this situation, it is now the case that seniority is de facto penalized, with lower pay going to those guilty only of having been here longer. Rank and merit, the typical reasons for pay differences, are not factored into salary determination at present.

This situation must be rectified. It is negatively affecting morale, which in turn will very likely impact the quality of education for which Lewis-Clark State College is regionally and nationally known. Therefore, as a faculty, we are formally requesting that the issue of salary compression/inversion be addressed for the upcoming fiscal year, beginning July 1, 2012. In order to do this, we propose that all assistant professors be brought up to the base-level salary of new assistant professors hired this year (or last year, if no new hires were made this year) in their respective divisions/programs, and the salaries of associate and full professors affected by compression/inversion be adjusted up using the basic promotion steps of \$3,000 and \$5,000, respectively, from the new assistant-level baselines established in each division/program.

This basic adjustment of salaries is a needed starting point for remedying a long-standing problem, one that will only intensify if left unaddressed. The faculty are, of course, aware that the issue of compression/inversion is one that also affects staff, and we hope the administration will apply a similar formula as the one proposed here to adjust staff members' salaries, as well. In the end, this needed adjustment of salaries would establish equity in the remuneration of the hard work we all devote to the college's mission and send the message that the administration values us for our dedication, expertise, and commitment to Lewis-Clark State College.

## **2.a. Draft Minutes from Feb. 7, 2012 Faculty Association Meeting**

LCSC FACULTY ASSOCIATION  
**MEETING Draft Minutes**  
Tuesday, Feb. 7, 2012, 3:15pm, MLH 100

1. Call to Order 3:15pm by Ruth Lapsley
2. New Business
  - a. Discussion of changes to Primary Emphasis Areas (see attached Additional Information)
    - There is some concern from a group of faculty members that the Primary Emphasis Areas have been altered without faculty input. Ten faculty members have requested a special Faculty Association meeting to discuss this issue.

Ruth Lapsley thanked everyone for attending this emergency meeting. The meeting was called by the Chair under Article II, Section 4.E of the Constitution of the Faculty of LCSC in response to a call from ten faculty members under Article II, Section I. The subject of discussion is the language used by President Fernandez at the recent JFAC meeting; specifically the inclusion of the bulleted "Arts and Science Core" as one of the primary emphasis areas.

Harold Crook introduced the item of discussion and conveyed the concerns of the Faculty. He explained that the areas of emphasis as listed on the recent presentation slide conveyed the message that LCSC was tending toward a polytechnic rather than a comprehensive liberal arts college. The inclusion of the word “core” with reference to Arts and Science seems to imply a situation where the degree offerings in these Divisions are devalued, perhaps to a point of disappearing. To many faculty members, this raised a concern that LCSC was trending toward a community college with a few Professional Academic degree offerings. Harold Crook called upon President Fernandez to explain the situation and allay the fears of the faculty.

Ruth Lapsley projected a slide from President Fernandez’ JFAC presentation on the screen and also displayed the bulleted emphases as shown at previous presentations in 2009 and 2010.

President Fernandez took the floor and indicated that the changes to the major emphasis areas were “Criminal Justice” to “Justice Studies” and “Vocational Technical” to “Professional Technical”. Somewhere along the way “Arts and Sciences Backbone” was replaced with the controversial “Arts and Sciences Core”. The President explained his use of the word “core” by saying that the members of JFAC have a different interpretation of the expression than the campus community.

The areas of emphasis given to LCSC before December by the appropriations committee were: Business, Nursing, Teaching and Social Work. The response from our Administration was that we also have Technical Education and Arts, Sciences and Literature. These areas are included in our Mission Statement. President Fernandez indicated that nothing has changed on our role and mission but we are adding Arts, Sciences and Literature to our list of emphases to reflect what we are currently doing.

President Fernandez asked for questions and a lively session ensued.

Early in the discussion President Fernandez was asked if the word “core” could be removed from the statement. The President responded that this word could be removed, but reiterated that the members of JFAC understood the word “core” to be basic programs rather than “core” as academics see being taught at a community college. It was clear that many faculty members were concerned that LCSC was devaluing the Majors and emphasizing core which appeared to be tending toward a Junior College role. Several faculty members stated that seeing phraseology in a Mission Statement would potentially impact the hiring of new faculty as to most people in Higher Education “core” means a community college.

Again President Fernandez emphasized that there was no change to the mission of the institution. Faculty expressed concern saying that the wording used to describe areas of emphasis is crucial as resource allocation is tied to this language. It was also noted that the language used in these statements is not only important for outside the institution but also determines how we view ourselves; clearly there was concern at being viewed as being important only for core delivery.

The discussion continued on to allocation of resources; President Fernandez reminded faculty that the institution has a charge from the State to emphasize certain areas such as nursing and that the funding for increasing the number of nursing graduates also provided extra positions in other areas such as Natural Sciences. Chet Herbst took the floor to inform the Faculty that areas of emphasis come with an additional 5% resource bonus; so there is a true budgetary advantage in providing for students in these areas.

Tony Fernandez took the opportunity to remind faculty of the upcoming Strategic Planning Retreat which would start with a discussion of the vision statement. It was suggested by several Faculty that the institution should move

forward to strengthen the Arts and Sciences and make these part of the areas of emphasis. Ruth Lapsley and Chet Herbst both encouraged the Faculty to ask their Senators to bring any questions to the Provost at Senate meetings.

Ruth Lapsley reminded the faculty that the regular Faculty Association meeting will take place on March 1<sup>st</sup> where there will be the election of officers, voting on Emeriti etc.

The meeting was adjourned at 4:20pm.

## **2.a. Draft Minutes from March 1, 2012 Faculty Association Meeting**

### **LCSC FACULTY ASSOCIATION MEETING Draft Minutes**

Thursday, March 1, 2012, 3:15pm, MLH 100

1. Call to Order by Ruth Lapsley 3:15pm
2. Consent Agenda
  - a. Approval of the Faculty Association minutes from 10/27/11 (on Senate website: [www.lcsc.edu/faculty](http://www.lcsc.edu/faculty) and select Faculty Association from the menu on the left)
  - b. Treasury Report (as of 2/28/12):
    - Faculty Senate Balance: \$ 2,433.72
    - Faculty Benevolence Balance: \$ 4,782.30

There was a motion to approve the consent agenda from Harold Crook, seconded by Eric Martin. There was no further discussion. All voted in favor; the consent agenda was approved.

3. Regular Agenda
  - a. President's Report
    - Employee Compensation Update

President Fernandez reported that the State Legislator has approved a 2% across the board salary increase. All promotion salary increases will be funded out of other dollars. This may not be a large amount but it does appear like the corner has been turned on the budget situation and we can hope for brighter days ahead. The Institutional Budget including occupancy costs for SAC hall and enrollment workload adjustment has been approved. President Fernandez informed the Faculty Association that other higher education institutions had their occupancy cost requests reduced whereas ours was left intact. The SBOE also approved plans for the renovation of the old Fine Arts building. The President thanked the Faculty of LCSC for their support and stressed that the excellent reputation of our faculty cast a good light on our institution resulting in support from Boise.

- b. Provost's Report
    - Discussion on Mission Statement, Core Themes, and Primary Areas of Emphasis (attached)

Provost Simone reported on the recent SBOE meeting. There was a slight change in the wording of our mission statement; simply the reversal of "local" and "state" to reflect the importance of those two descriptors. The other higher education institutions did not fare as well and had their mission statements completely rewritten. Our core themes were approved; that these were not approved was a point of note in the NWCCU year one report. The areas of emphasis were also discussed at the meeting; there seems to be confusion among the institutions and at the SBOE as to what is wanted. There was further discussion of this topic. Eric Martin asked where social sciences were included in these areas of emphasis as presented to the SBOE. The Provost replied saying that she understands social sciences to fall under the science category. Diana Ames asked if extra wording could be added to include

social sciences. The response from the Provost was that the SBOE are not favoring broad areas of emphasis and wanted short lists. Laura Earles suggested the phrase "liberal arts and sciences". Harold Crook asked for clarified that the SBOE has not made it clear what they are looking for, the Provost agreed with this statement. President Fernandez hinted that sticking with what is in the code may be a safer strategy at this point in time. Clearly this discussion with the SBOE will continue. Chet Herbst commented that our leadership was the only one to tell the SBOE that they wanted faculty input on these matters.

c. Chair's Report

- i. Updated Academic Calendar (spring break moved to week 11 of the semester; also spring semester will start the Tuesday after MLK/Civil Rights Day).

The new calendar can be found at the Office of the Registrar webpage.

- ii. Highlights from President's Council are available on the Faculty Senate website, either attached to the agendas, in the minutes, or separate documents (depending on timing of President's Council versus Faculty Senate). These highlights contain lots of campus updates and information.

Ruth Lapsley pointed out that the President's Council highlights are listed on the Senate website. This provides a means for disseminating information to the campus community and all are encouraged to review the document.

4. New Business

a. Nominations for Faculty Association Positions

i. Faculty Association/Senate

- Chair-Elect: 1-year position as Chair-Elect, 1-year as Chair
- Secretary: 1-year position

Ruth Lapsley called for nominations for the following positions listed below.

ii. Gen Ed Committee

- Replacement for Heather VanMullem (from BTS, BUS, ED or NHS)

This position has a five year commitment.

iii. Standing Tenure & Promotion Review Committee (STPRC):

- 1 Chair of Committee: 1-year term (Replacement for Dr. Chris Norden)
  - must be from BUS, ED, HUM, NS, NHS or SS; must be tenured
- 1 Committee member: 3-year term
  - Replacement for Dr. Susan Odom - must be from NHS, must be tenured.

There was discussion as to how the Faculty Association could vote in the Chair of the STPRC while not knowing which division this chair would come from. Harold Crook responded saying that typically the committee nominates a chair and then the Faculty Association votes on the additional members to be added to the STPRC. Ruth Lapsley asked Brain Christenson to take this to the committee.

iv. Standing Promotion Review Committee (SPRC)

- 1 Chair of Committee: 1-year position
  - Replacement for Joni Mina - must be from BTS or TI
- 1 Committee member: 1-year position
  - Replacement for Jennifer Weeks - must be from BTS or TI, must be Asst. Prof.
- 1 Committee member: 1-year position
  - Replacement for Mike Hill - must be from BTS or TI, must be Full Prof.

Ruth Lapsley needs nominations for all three positions.

v. Hearing Board



- 1 member elected by Faculty Association in spring: 2-year position

- Replacement for Craig Steenberg (NS)- recommend from HUM or NS

Please get all nominations for any of these positions to Ruth Lapsley or Wendy Shuttleworth.

b. Nominations for Talkington Award (see attached information)

Ruth Lapsley asked all present to check the list of eligible faculty for errors. Ruth also asked the Faculty Association if faculty would like to present the award rather than have this done by President Fernandez. Jane Finan pointed out that until recently the past recipient would be responsible for passing on the award at the all campus meeting and that we should return to this policy. Diana Ames sounded her agreement. It was suggested that this policy be readopted unless the previous recipient was not available. Ruth Lapsley asked the Association if the Talkington award should be presented in the final FA meeting. There was strong opposition; the Association felt that the all campus meeting was the appropriate venue as it is attended by all members of the campus community not just faculty. President Fernandez was in agreement.

c. Nominations for Faculty Emeriti

Ruth Lapsley will ask the Division Chairs for names of potential Emeriti. She reiterated the criteria. The "minor exception" clause has been used in the past but this has been a contentious issue as these cases may have to come before the Senate for vote.

5. Good of the order

Brain Christenson reminded all of the Senior Research Symposium coming up in May. This year the symposium will be dedicated to the life and memory of our friend and colleague Jim Tartar.

6. Adjournment

There was a move to adjourn from Eric Martin, seconded by Laura Hughes. There was no further discussion, all voted in favor. The meeting was adjourned at 4:10pm.

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Next Faculty Association Meetings:

Thursday, April 12, 2012, 3:15pm in MLH 100 (voting)

Thursday, April 26, 2012, 3:15pm in WCC (handing gavel to new Chair)

Next All-Campus Meeting:

Thursday, April 26, 2012, 4:00pm in WCC