

AGENDA
FACULTY ASSOCIATION
Lewis-Clark State College

March 10, 2011

Minutes - Approved April 28th

I. Call to order. 3:15 by Harold Crook

Reminder of the next meeting April 10th when we will need to vote on a number of topics. We will require a quorum at that meeting.

II. Remarks by President Tony Fernandez.

President Fernandez thanked the faculty for their support during the application process for his position.

Open Provost Position: Applications for the Provost position are now open, the committee will consist Sue Niewenhaus, Marsha Creason, Don Montgomery, Howard Erdman, Mike Hill, Jacob Hornby, Ruth Lapsley, Kathy Wilcox, Jill Thomas-Jorgenson, Jonelle McCoy & Laura Hughes. It is a late start will accept applications until April 22nd, search will go into the Summer.

Budget: JFAC met last Friday, they recommended a 4.15% decrease in funding. This amounts to \$500,000 cut. If dispersed equally across the institutions.

Dean search: no announcement at this time

Enrollment management: expect a good report.

III. Call for nominations for Chair-elect, General Education committee, STPRC, SPRC (Ruth Lapsley).

Elections will be held at the next Faculty Association meeting. We need nominations for Chair Elect (a one year position, the following year to be Chair) and Secretary/Treasurer (one year). Wendy Shuttleworth has offered to serve in this position for a further term, other nominations are welcome.

The General Education Committee needs five members elected by the Faculty Association for 5 year terms. Five Divisions must be represented. The committee retains faculty from Education, T & I and Humanities. Faculty from Natural Sciences and Social Science are coming off the committee. The Social Science position is a replacement for a two year term, the other position is for the usual 5 year term. New committee members can be drawn from Nursing, Social Science, Business, Natural Science & the Library.

STPRC: A new Chair needs to be elected from among the committee members by the Faculty Association for a one year term. Two new committee members from NHS and Education need to be elected by the Faculty Association. Committee members cannot be up for tenure/promotion.

SPRC The whole committee needs replacing. The Faculty Association votes in five members at the following ranks: one Full Professor, one Associate, one Assistant and two others of any rank. The terms are one year except for the Associate Professor who will serve a three year term. One of these committee members must be voted as Chair by the Faculty Association.

IV. Faculty Benevolence Fund (Diana Ames).

Diane Ames will be looking for volunteers to serve on this committee at the next meeting. Diane gave us a little background on the role of the fund. It is to support faculty faced with unusual expenses. Currently there are twenty four faculty members who are currently donating; the average is \$1-5 per pay period. The current balance is \$3900. The usual dollar amount of support has been approximately \$600. Diane pointed out that \$1 per pay period per faculty member would increase the fund rapidly. Forms for payroll deduction were distributed to interested parties.

V. Briefing on the SBOE decision to dissolve the ISU Faculty Senate and discussion of a statement of support for our ISU colleagues chaired (Harold Crook).

Harold summarized the situation at ISU as follows: the relationship with Presidents (present and former) has been tumultuous in the past. A few years into Vailas' service the economic situation led to the combination of Divisions within the college. Faculty were unhappy with these decisions and came to a vote of no confidence in Provost Olson, the President supported his Provost. Vailas commissioned an IUAC report, he requested that a faculty member serve on the committee however this individual was unhappy as he was not permitted to speak openly about the proceeding and stepped down. The IUAC report suggestions included moving toward direct reporting rather than reporting through the Senate. The Senate would be smaller with a couple of representatives from each area (there are six areas within the college). Faculty members were not happy with these suggestions. A mediator was brought in but the faculty was not satisfied, there was a petition drive for a vote of no confidence. The constitution rules that if 20% of faculty sign such a petition then the Faculty Chair has 10 days to bring about vote. At this vote 70% returned no confidence in Vailas. At the SBOE meeting in February the Chair of Faculty Senate listed the reasons for the vote of no confidence. Vailas asked the SBOE to dissolve the Senate which they promptly did much to the horror of other attendees.

There was much discussion on this topic some but not was captured:

Question: (sorry I missed who asked this WAS) Is this likely to be a model for the rest of the State? Harold replied that he did not feel that was the case. Joni Mina asked if anyone had asked why President Vailas could not handle affairs on his own campus? President Tony Fernandez replied that he felt that the SBOE felt they needed to take action, no one expected this outcome. Brian Christenson asked if the other institutions are writing letters to support ISU, Brian pointed out that a united front would be more powerful. Joni responded that the AAUP is conducting an investigation into the goings on at ISU. Diane Ames said that the SBOE may be sensitive to AAUP after the firing of tenured faculty in 80s.

Discussion of Harold's draft response: Jane Finan felt that it was too long. Dave McCullough commented that he liked the content. Lynn Bidwell suggested that it should go to committee for revision. Brian Christenson moved that we appoint an ad hoc committee to draft this statement. This was seconded by Jane, all voted in favor. Clay Robinson requested that the response start out with a positive message.

There was a general question from Brian Christenson asking how the budget cut would be implicated. Rob Lohrmeyer replied that this is uncertain at the moment.

VI. Report on salary comparisons with current set of peer institutions (Harold Crook).

Background: in the last decade there have been maybe one or two years when there has been progress on salaries and compression. Former President Dene Thomas would always say that salaries were her number one priority. This recession is coming to an end (?). Kustra at BSU is already working very hard to get more money for BSU. We need occupancy costs for SAC, rebuilding reserve, more faculty positions etc.

Promotional bumps remained the same since 1997. Harold proposed that we should have more bumps; ie gradations within the ranks. The budget liaison committee should be charged with developing a proposal that would also address compression.

Discussion/questions: Diane Ames said that we need to increase salaries at the entry level to be more competitive. Heather Van Mullem asked if other institutions have these multiple ranks? Jenni Light replied that other State agencies already do this. Craig Steenberg asked if this would not just be creating a new rank? Matt Johnston stated that there would have to be criteria so it would be a merit system! There was a comment from the floor that only one college in the West has salaries as low as ours. Brian Christensen said that we tried this with lecturers in 2007/2008 with no effect. Jane Finan asked how much would this cost? Diane Ames commented that we need a larger conversation on this matter.

Harold added that we also need to advocate for Staff. We could ask the administration to do something for our lecturers ie promotion. Chris Riggs moved that this item be moved to Budget Liaison, seconded by Diane Ames, all voted in favor. Matt Johnston said that both UI and BSU have promotable ranks for lecturers so this would be something to address. Brian Christensen said that he agreed with Matt but in the past was told it had to go through the UAP process. Matt replied that this should not be UAP instead there should be a policy like there is for the professorial ranks. Joni Mina said that Harold should go to CRC with data.

The meeting was adjourned at 4:32pm