



2009-10 Officers:

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November 4, 2009

VIA EMAIL TO TRACIE BENT,
tracie.bent@osbe.idaho.gov

Idaho State Board of Education
650 W. State Street
P.O. Box 83720
Boise, ID 83720-0027

RE: SBOE MEETING ON DECEMBER 9-10, 2009

Dear Members of the State Board of Idaho:

The faculty of Lewis-Clark State College hereby submit the enclosed resolution, FSR-2009-01, passed unanimously by our Faculty Senate on October 8, 2009, which states our opposition to the proposed revisions to SBOE Human Resource policies II.B, II.F, II.G, and II.N. The resolution was passed in response to the proposed October 15 agenda item. If the matter is on the agenda for its December 9-10, 2009 meeting, we ask that you consider it as well. Furthermore, we understand that Idaho State University has filed a notice of its opposition to the revised policies with a recommendation for further discussion; we would appreciate it if you would include this letter and the enclosed resolution in support of that notice as well.

Our faculty continue to voice opposition to revisions of the policies; in a straw poll taken by our Administrative Procedures Committee last week, 158 of our 173 faculty opposed the changes.

Faculty are opposed to the changes for the following reasons (we will shortly submit a white paper which our Faculty Senate is crafting to further detail our stand on this matter):

1. The changes give the administrations the power to operate their institutions as though they were in a state of financial exigency without a declaration of one. We believe that the processes afforded higher education employees under the existing policy, II.N, suffice.
2. The authority granted to administrations under the existing policy II.B for personnel management is a general statement that invokes the requisite knowledge and training of administrators to run their institutions within well-established leadership norms. The proposed revisions give administrations carte blanche to administer without accountability to the employees or the people of the state.
3. Policy II.G, which currently defines the contracts of employment for institutional faculty, provides sufficient protections for the faculty and the state board to ensure that faculty carry out their work as educators. The language as proposed essentially allows the state to dishonor

its contracts with the faculty, relegating them to at-will status. We make the same argument with respect to Policy II.F, which pertains to non-classified staff.

4. The revisions were made without faculty (or staff) input, yet we are the primary targets of them.

We invite the Board to engage the representative faculty and staff groups of our four-year institutions in a discussion to resolve this issue, with the starting point of the *existing* policies.

While well cognizant of the economic woes that Idaho faces, our faculty continue to believe that the state must continue emphasis on higher education to generate a workforce that can give back to the state's businesses and other revenue-generating sources. It is therefore incumbent upon the board to maintain a balance within the institutions to keep world-class faculty employed to accomplish that mission. The policy revisions as proposed will certainly not accomplish that end.

Thank you for your consideration.

Sincerely,

/s/ Joni Mina

Joni Mina, Ph.D.
Chair, LCSC Faculty Association

Enclosure:
FSR-2009-01

cc: Faculty Senate/Association
ISU Faculty Senate
UI Faculty Senate
BSU Faculty Senate

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