

**BUSINESS AFFAIRS AND HUMAN RESOURCES  
FEBRUARY 28-29, 2008**

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<b>TAB</b>	<b>DESCRIPTION</b>	<b>ACTION</b>
	<b>IDAHO STATE UNIVERSITY</b>	
<b>1</b>	Request for Waiver of Tenure Policy – Vice President of Research	Motion to approve

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**IDAHO STATE UNIVERSITY**

**SUBJECT**

Waiver of Board policy to offer tenured faculty position to candidate of Vice President for Research

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedures Sections II.B. and II.G.1. & 6.i.1.

**BACKGROUND**

As precedence, in May 2007, the Board waived application of Board Policy II.G.6.i to allow the University of Idaho to offer a tenured faculty position for the Vice President for Research. Idaho State University is now asking for the same waiver.

**DISCUSSION**

The position of Vice President for Research (VPR) is not specifically included in the list of academic administrators set out in the SBOE Policy Section II.G.6.i for which the appointee is eligible for tenure in the appropriate department or academic unit. However, as research at Idaho State University continues to grow in importance, and as research becomes more integrated into academic learning at all levels, including undergraduate, it is critical that the individual leading the research enterprise at the University have a significant academic background.

Having tenured faculty hold the rank of VPR, or its institutional equivalent, is by far the norm at other research institutions. Consequently, in order to draw high quality candidates to the position, it is imperative that the University be able to offer tenure to qualified candidates.

Allowing tenure for qualified VPR candidates is consistent with the intent of Section II.G.6.i. because in today's research institution, the position of VPR is more in line with the other academic administrator positions, such as Provost or Dean, than with the clearly non-academic positions of Vice President for Finance and Administration, Vice President for Advancement, or General Counsel.

**IMPACT**

The fiscal impact of the proposed waiver will most likely be a positive one in that if the University is not allowed to offer tenure to qualified candidates, the only means of attracting equally qualified candidates will be through increased salary. Accepting lesser qualified candidates would likely negatively impact the research enterprise at the University.

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
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**APPOINTMENT OF NEW VICE PRESIDENT FOR RESEARCH WITH TENURE**

Dr. Pamela Crowell	Vice President for Research
FTE	1.0
Term	12 month
Effective Date	July 1, 2008
Salary	\$140,000
Funding Source	Appropriated Funds
Area/Department of Assignment	Office of Research
Duties and Responsibilities	Provide leadership and management for all research areas. Concurrent tenured Professor appointment in Biomedical and Pharmaceutical Sciences, College of Pharmacy
Justification	The Vice President for Research is considered an academic administrator, eligible for tenure.

**STAFF AND COMMENTS AND RECOMMENDATIONS**

This is not a new position, however, the university is asking for appointment of Dr. Crowell as the new Vice President for Research with tenure.

As the Board has granted this waiver in the past, staff recommends approval.

**BOARD ACTION**

A motion to waive application of Board Policy Section II.G.6.i to allow Idaho State University to offer a tenured faculty position to the qualified candidate selected by the University for the position of Vice President for Research.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

**REFERENCE – APPLICABLE STATUTE, RULE OR POLICY**

Idaho State Board of Education

**GOVERNING POLICIES AND PROCEDURES**

**SECTION: II. HUMAN RESOURCES POLICIES AND PROCEDURES**

**Subsection: B. Appointment Authority and Procedures**

**August 2002**

**B. Appointment Authority and Procedures**

1. Nothing herein may be construed to be in limitation of the powers of the Board as defined by Sections 33-3006, 33-3104, 33-2806, and 33-4005, Idaho Code, or as otherwise defined in the Idaho Constitution or Code.

2. **Delegation of Authority**

The Board delegates all authority for personnel management not specifically retained to the executive director and the chief executive officers consistent with the personnel policies and procedures adopted by the Board. In fulfilling this responsibility, the executive director and chief executive officers, or their designees, may exercise their authority consistent with these policies and procedures. Provided, however, that the Board retains the authority for taking final action on any matter so identified anywhere in these policies and procedures.

3. **Specifically Reserved Board Authority**

(Note: This is not an exclusive or exhaustive list and other reservations of Board authority may be found in other areas of these policies and procedures.) Board approval is required for the following:

a. **Position Authorizations**

(1) Any permanent new position, regardless of funding source, requires Board approval. Agenda Item Format: Requests for new position authorizations must include the following information:

- (a) position title;
- (b) type of position;
- (c) FTE
- (d) Term of appointment;
- (e) Effective date;
- (f) approximate salary range;
- (g) funding source;
- (h) area or department of assignment;
- (i) a description of the duties and responsibilities of the position;

and

- (j) a complete justification for the position

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**FEBRUARY 28-29, 2008**

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(2) Any permanent position being deleted. The affected position should be identified by type, title, salary, area or department of assignment, and funding source.

b. The initial appointment of all employees to any type of position at a salary that is equal to or higher than 75% of the chief executive officer's annual salary.

c. The employment agreement of any head coach or athletic director (at the institutions only) longer than one year, and all amendments thereto.

d. The criteria established by the institutions for initial appointment to faculty rank and for promotion in rank, as well as any additional faculty ranks and criteria as may be established by an institution other than those provided for in these policies (see subsection G.) Any exceptions to the approved criteria also require Board approval.

e. The procedures established for periodic performance review of tenured faculty members. (see subsection G.)

**REFERENCE – APPLICABLE STATUTE, RULE OR POLICY - continued**

Idaho State Board of Education

**GOVERNING POLICIES AND PROCEDURES**

**SECTION: II. HUMAN RESOURCES POLICIES AND PROCEDURES**

**Subsection: G. Policies Regarding Faculty (Institutional Faculty Only)    October 2002**

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**G. Policies Regarding Faculty (Institutional Faculty Only)**

**1. Letters of Employment**

- b. Term of Appointment - All non-tenured faculty employees have fixed terms of employment. No contract of employment with such an employee may exceed one (1) year without the prior approval of the Board. Employment beyond the contract period may not be legally presumed. Reappointment of a faculty employment contract is subject solely to the discretion of the chief executive officer of the institution, and, where applicable, of the Board.

**REFERENCE – APPLICABLE STATUTE, RULE OR POLICY - continued**

Idaho State Board of Education

**GOVERNING POLICIES AND PROCEDURES**

**SECTION: II. HUMAN RESOURCES POLICIES AND PROCEDURES**

**Subsection: G. Policies Regarding Faculty (Institutional Faculty Only)**

**October 2002**

**G. Policies Regarding Faculty (Institutional Faculty Only)**

**6. Tenure**

**i. Tenure for Academic Administrators**

- (1) "Academic administrators," for purposes of this topic, means the chief academic officers of the Office of the State Board of Education and the institutions and the deans and department chairs and their associates / assistants of the academic units of the institutions, and shall not include persons occupying other administrative positions.