Call to Order. A quorum being present, Faculty Council Chair, Professor Ronald Smelser, called the meeting to order at 3:33 p.m. in the Brink Hall Faculty Lounge.

Minutes. The council accepted the minutes of the December 4, 2001, meeting as distributed.

In Memoriam. Faculty Secretary, Peter Haggart, reported the death of Secretary of the Faculty and Professor Emeritus, R. Bruce Bray. Professor Bray served on the first Faculty Council and was Secretary of the Faculty for 20 years. He died on December 15, 2001. Provost Brian Pitcher reported the recent death of Professor Allison Manson, Professor and Chair of the Division of Statistics. Professor Manson had been with the U of Idaho since 1997.

Chair’s Report. Chair Smelser welcomed the council back from the winter holiday break. He reported on the following items:

- **Legislative Luncheon:** The luncheon was held in Boise on January 9th and was well attended by members of the legislature and representatives from higher education faculty, staff, and students. Smelser thought that the meeting was productive and informative for all parties.

- **Joint Education Committee Meeting:** Smelser anticipates that the representatives of higher education faculty will be invited to speak to the Idaho Joint Committee on Education when they hold hearings on higher education. Representative Gary Schroeder was responsible for making that invitation possible.

- **Special Budget Meeting:** There will be a special faculty/staff meeting with Wayland Winstead to discuss and answer questions concerning the budget targets sent to Responsibility Center managers for the FY 03 budget. That meeting will be held on Tuesday, January 22nd at 3:30 pm in the Clearwater room of the Idaho Commons. Councilors were requested to make this meeting known to other faculty and staff members.

- **Campus Budget Meeting:** There will be a general campus meeting on Thursday, January 17th at 1:30 p.m. in the SUB Ballroom. U of Idaho President Hoover will update the university community on the status of the budget reductions and the particulars of the voluntary separation plan to be offered to eligible faculty and staff members.

Provost’s Report. Provost Brian Pitcher also welcomed the faculty back to the campus for the start of the spring semester. He reported on the following items:

- **Spring Enrollment Figures:** Pitcher noted that head count enrollment figures for the Moscow campus for the spring 2002 semester were running 4% ahead of last year. He also noted similar and, in some cases, even greater increases at the U of Idaho off-campus instructional centers.

- **U of Idaho Boise Center Dean:** Pitcher reported the appointment of Trudy Anderson as Interim Dean of the University Center in Boise.

- **New State Budget Hold-backs:** Pitcher told the council that the governor had announced a hold-back in capital development funds. The only major U of Idaho project affected by this hold-back is the renovation of the University Classroom Center into the Teaching and Learning Center. He said that this hold-back was triggered by the latest revenue projections and that perhaps the funds would be released later in the year if the budget picture improved.
Sabbatical Leave Recommendations. Provost Pitcher presented the council with a list of faculty members recommended for the awarding of sabbatical leaves for the 2002-2003 academic year. This list comprised the second round of the selection process, the first round having been approved by the council last May. In the brief discussion that followed, Pitcher pointed out that SBOE/Regents policy only allows 2% of the faculty to be on leave at one time. He also noted that about half of the sabbatical applications were approved. It was moved and seconded (Meier, Guenthner) to approve the sabbatical list recommended by the provost. The motion was adopted by unanimous voice vote.

FC-02-019 – Proposed Change in Faculty-Staff Handbook Section 4220 – Academic Co-Operation. The recommendation is that FSH Section 4220 be changed to reflect the addition of Lewis-Clark State College (LCSC), and potentially others, as an institution with which the U of Idaho had established cooperative academic efforts, such as the cross-listing of courses and the exchange of faculty members. This change is dictated through the earlier approval by the university faculty of a cooperative program with LCSC involving instruction in Native American languages. The proposal changes the title of the section to read “Academic Co-Operation Between UI and Other Institutions of Higher Education” and specifically references Lewis-Clark State College as an institution where this agreement exists. The motion (coming as a seconded motion) was adopted by unanimous voice vote.

FC-02-020 – Proposed Discontinuance of the Performance Minor in the Theater Arts Department. The University Curriculum Committee recommended to the Faculty Council the approval of this change in the minors offered by the Theater Arts Department. Because of increased enrollment and a restructuring of the BFA degree in Theater Arts, the department will only offer the generic minor of a Theater Minor. The motion (coming as a seconded motion) was adopted by unanimous voice vote.

FC-02-021 – Proposed Change in the Function and Procedures Statement of the Faculty Appeals Hearing Board. The Committee on Committees recommended that the Faculty Council approve a change in the Faculty-Staff Handbook Section 3840 regarding the procedures for the Faculty Appeals Hearing Board. The committee recommended the addition of the paragraph C-4:

C-4. Faculty members serving on the Faculty Appeals Hearing Board (FAHB) should take careful note of the following additional considerations and conditions for service: 1) appeals usually occur following tenure, promotion, and salary decisions in the middle of the Spring semester, 2) appeal hearings usually require a 2-4 hour time block which will require meeting on a weekday evening or Saturday to accommodate the schedules of all of the parties involved in a hearing, and 3) the term of office of a member of the FAHB ends when the last active case final report is submitted. Faculty members not willing to abide by these conditions should not apply for service on the Faculty Appeals Hearing Board.

[Approved by Committee on Committees, April 4, 2001]

The Committee on Committees felt that the addition of this paragraph provided a better description of the responsibilities of membership on this board. The motion (coming as a seconded motion) was adopted by unanimous voice vote.
Faculty-Staff Handbook Section 3710, K – Shared Leave. The council was provided with a draft of a proposed revision of the U of Idaho shared leave policy. This draft was presented for information purposes and to gather input from the council. The policy was reviewed for the council by Margaret Eldrich, Employee Benefits Specialist with Human Resource Services (HRS). She said that the changes represented current SBOE/Regents, other state agency policies, and current practices in HRS.

Councilor’s comments centered on the maximum number of hours (160 hours or 4 paid weeks) of shared leave that an applicant may be awarded in any fiscal year, noting that this might cause undue hardship in rare cases. This was a consequential change from the previous policy of having no maximum limit, but all parties finally agreed that extreme hardship cases could probably be handled under the new policy. In most cases people qualify for other benefits (such as short term disability payments) after 30 days and thus no one has ever used more than the time prescribed in the new policy. Eldrich said that she would take the comments and questions of the council into consideration when writing the next draft of the shared leave policy. She also noted that the structure and review procedures of the Shared Leave Review Committee is also under review for possible revisions.

Report on Budget Reductions and Reorganization. Provost Pitcher provided the council with a review of the budget reduction process that has been taking place since last October. He also noted the two upcoming meetings in which the university community would be brought up-to-date on the latest actions and planning. In its simplest form, the U of Idaho faces a loss of $30 million that will need to be covered during the next three fiscal years by both budget reductions ($15 million) and revenue growth ($15 million). The provost was candid with the council in his description of the serious budget problems and the possible solutions. He admitted that the university has and will make mistakes in this process. However, it was clear from his presentation that there were no easy answers or scenarios in finding the savings required by the budget cuts and hold-backs. As a result of all the meetings and discussions, the president and the provost identified targets for budget restructuring and have presented them to the Responsibility Center managers. The target figures will allow each Responsibility Center to build three-year plans to meet the targets set by the administration.

Councilors engaged in an animated discussion with the provost on these budget issues. The discussion brought out the following facts, comments, and recommendations:

- Recommended budget cuts approaching 15% (over the three year period) will certainly mean significant changes in academic and institutional service program changes. As the review process continues, the plans for reorganization and restructuring will become sharper and more clearly focused, but those plans cannot be delineated until all the possible scenarios have been reviewed and discussed.
- There should be no surprises! All of the more severe reorganization plans will be created and implemented by mutual agreement and “ownership.” They will be announced one by one as soon as they are finalized.
- The path that the U of Idaho is charting should be clear by the end of the spring semester, when all of the budget permutations are known.
• Collapsing colleges or departments will not result in significant savings, the focus should be on creating new alliances and new opportunities for units to work together. However, we will probably end up eliminating some programs entirely.

• Attention was called to the negative press image that the current personnel conflict in the Student Health Center is creating for the university. When the university is in litigation it cannot tell its side of the story.

• The refusal of the Public Employee Retirement Systems of Idaho (PERSI) to endorse and participate in the early retirement plan recommended by the U of Idaho will mean that there will be fewer dollar savings in each retirement and fewer actual early retirements. PERSI serves many other employee groups in addition to U of Idaho employees and their board of directors supports the concept that all employees should be treated equally and be offered the same retirement options.

• Since most Responsibility Center managers are using voluntary retirement as a major part of their planned budget reductions, PERSI’s refusal could result in even deeper cuts in other budget areas. Reference was also made to the “randomness” of employee retirements when offering early separation packages to all qualified employees. Some departments could lose all of their seasoned faculty members.

• The U of Idaho needs to do a better job in recruiting new students from the southern part of the state of Idaho, as well as from the northwest, including northern California. A good way to reach prospective students would be to advertise the U of Idaho in motion picture theaters, where attendance is high in the age group we are trying to reach.

• The U of Idaho needs to improve its “image” to the citizens of Idaho as well as to its alumni so that prospective students will get a definitive view of the social life and educational opportunities at the U of Idaho. Our own best efforts are often destroyed during the “Vandal Friday” visitations by the “party school” impression some events give student and family visitors. The “party school” image must be replaced with a more representative image of healthy social experiences and a quality education. Research and experience shows that if you can get a prospective student and/or parents to visit the campus the students will enroll.

• The mass media in the southern part of the state, particularly in Boise, now see their reporting mission in a much narrower perspective than in the past. They are promoters of their own market area and this is done at the expense of coverage of the rest of Idaho, despite the fact that many of these media employees are U of Idaho graduates.

**Next Faculty Council Meeting.** The Faculty Council will not meet next week and council members were urged to attend the special faculty/staff budget meeting on January 22nd, which will be held at the same time the council normally meets. Therefore, the next council meeting will be held on Tuesday, **January 29, 2002.**

**Adjournment.** It was moved and seconded (Lillard, Guenthner) to adjourn. The motion was adopted by unanimous voice vote, and Chair Smelser adjourned the meeting at 4:51 p.m.

Respectfully submitted,

Peter A. Haggart  
Secretary of the Faculty Council