University of Idaho
2008-2009 FACULTY COUNCIL AGENDA
Meeting #12

Tuesday, November 18, 2008, 3:30 p.m.
BRINK HALL FACULTY LOUNGE

Order of Business

I. Call to Order.

II. Minutes.
   • Minutes of the 2008-09 Faculty Council Meeting #10, November 4, 2008

III. Chair’s Report.

IV. Provost’s Report.

V. Other Announcements and Communications.
   • Vote on Coalition on Intercollegiate Athletics By-Laws (Guilfoyle)

VI. Committee Reports.

   University Budget and Finance Committee (Murphy)
   Committee on Committees (Miller)
      FC-09-020: FSH 1640 - Dismissal Hearings Committee, Faculty Appeals Hearing Board, University Curriculum Committee
   University Curriculum Committee

VII. Special Orders.

VIII. Unfinished Business and General Orders.
   • Program Prioritization Process

IX. New Business.

X. Adjournment.

Professor Karen Guilfoyle, Chair 2008-2009, Faculty Council

Attachments: Minutes of 2008-2009 FC Meeting #11, November 11, 2008
COIA By-Laws
FC-09-020
FC-09-021
Present: Baird, Baker (w/o vote), Chandler, Crowley, Eveleth, Fairley, Frey, Guilfoyle (chair), Hill (w/o vote), Huber, Machlis, Limbaugh, Miller, Murphy, Oman, Das, Schmeckpeper, Schmiege, Sullivan, Williams, Wilson. Liaisons: Budwig (Boise), Newcombe (Coeur d’Alene), Crepeau (Idaho Falls).

A quorum being present, the chair called the meeting to order at 3:30 p.m. in the Brink Hall Faculty Lounge.

Minutes: It was moved and seconded (Wilson, Murphy) to accept the minutes of the November 4 meeting (Meeting #10) of the 2008-2009 Faculty Council as distributed. The motion carried unanimously.

Chair’s Report: The chair encouraged FC members to attend the presentation by President Daley-Laursen scheduled for this Thursday at 1:00 p.m. in the Administration Auditorium for updates on the PPP and the roll out of the request for innovations.

The chair also noted that the fall General Faculty Meeting will be held this up-coming Monday November 17. Open enrollment for benefits closes on November 28. The vice-chair added that the issue of center representation on FC and name change – faculty council to faculty senate would be discussed at the General Faculty Meeting. He reminded FC that a quorum was needed to deal with these constitutional issues and the support of a 2/3 majority. Thus, he hoped that FC members would encourage faculty to attend.

Provost’s Report: The provost thanked the chair for recent input to the PPP. UI was currently hosting a tour by Idaho Legislators and 85 of the 105 were on campus. He noted that the legislators indicated that they were generally impressed with what they were learning about UI. Many of them were from southern Idaho and for some it was their first visit to campus.

The provost also noted that the governor had referenced the content of the letter from President Daley-Laursen to the UI community yesterday, and that the 2.5% holdback was a reality due to the poor national fiscal outlook. Others had commented that there may be additional budget cuts imposed in FY 09. Thus, there was an even stronger need for UI to restructure in response to the state’s needs and to develop a vital future for the university. He noted that this week the New York Times’ commentary on higher education institutions highlighted the difficulties being encountered across the nation. The response of the leadership to these latest announcements was to accelerate the PPP. The Provost’s Council met on November 8 and ranked units. The rankings contained a lot of heterogeneity. Some higher rated units contained weaker programs and some lower ranked units had programs with considerable strength. The provost briefly discussed the challenge of reviewing 215 programs in detail during a short time-frame, but it was essential to move quickly to meet the present and future fiscal challenges. Thus the leadership had decided to have Provost’s Council to move quickly to also review programs. He noted that Provost’s Council was working very effectively on these tasks and that constructive input from FC was also greatly appreciated. The provost acknowledged the work of the University Budget and Finance Committee in reviewing the rapidly changing budget situation.

The chair noted the importance of keeping focus on the broader issues and noted that FC will be informed of issues as they come to her notice. Guidelines for a Program Planning and Review process, in the form of a flow chart, was circulated and it can be viewed on the provost’s website. The chair also
encouraged FC members to meet with their deans to discuss perspectives on the PPP. By having closer communications with the deans, FC members would have another way to be involved with the process.

Questions and discussion:

*Measures of unit/program performance across years were useful to show the trends in changing programs. Are those data being used?*

Yes, five years of analysis informed the process on trends in program performance.

*Will the accelerated review process still use the tri-tile rankings?*

No. The pressure of the national fiscal situation means that we need to move to a process more directly examining programs rather than units.

*Where does growth in enrollments fit in the process?*

Enrollment is a revenue source. The review process needs to ensure that enrollments are not eroded. If we are consolidating we have to address effects on enrollment. There is a tool currently under development to provide a fiscal model to counter undesirable effects of consolidation on enrollment. The discussion about increasing enrollment and potential increases in student fees needs to happen. The process needs to include input from ASUI & GPSA. In the present fiscal climate, there will be fewer donors supporting UI and changes to the research profile of the institution under development by VPR Mclver will take several years to bring benefits.

*Do you have a sense of how the regents would react to proposed increases in student fees?*

This is difficult to predict. However, the national fiscal crisis is likely to have a big effect on their approach to this question.

*Generally, how are the Regents reacting to the PPP?*

They are positive on what we are doing as an institution. Although the other universities in Idaho are not at the stage we are in review, it appears that they will be following in the near future.

*Faculty Affairs Committee – FC 09-010 and 011:* Proposed revisions to position description and annual evaluations were re-presented by FAC chair Crowley. There was a lengthy discussion of the issues that occupied the majority of the meeting.

Many perspectives were presented and support for revision of the forms from FAC.

The major points covered were:

1. CALS representatives had reviewed the suggested changes and were opposed to including outreach/extension activities with extramural service. The focus of extension faculty on outreach/extension provided justification for providing a separate category for this activity. Outreach is one of the legs of the three-legged stool on which the land-grant mission was built along with research and teaching. Their perspective did not discount the huge input and commitment from the Goal 3 team in contributing to the development of the strategic perspective of outreach/extension.
2. The importance of interdisciplinary activities was understated in the suggested forms. Various suggestions were made to identify a format that would provide appropriate prominence for interdisciplinary activities. The issue was that this is a large and important component of the SAP. A mechanism for due recognition of faculty involved in interdisciplinary activities had to find a way to be represented when being evaluated in the discipline-based structure presently in place at UI. It
was noted that there was a need to train faculty in completing forms so that interdisciplinary activities were appropriately recognized through the annual evaluation process.

3. It was also noted that the design of the forms per se was not the center of the issue, rather it was the need for institution-wide administrative recognition and support for the intent to encourage interdisciplinary activities, advancement, extramural professional service and professional development.

FAC chair moved a friendly amendment to make minor adjustments to the forms as provided in the packet for FC discussion today. These included changes to the Position Description form moving the following statement detailing activities in each category to the top of the form to increase visibility/recognition for these activities: “Each category may include the following areas, as appropriate: advancement, interdisciplinary activity, professional development and extramural professional service.” The “Teaching” category is revised to include “Teaching and Advising” and “University Leadership and Service” is revised to “University Service and Leadership” on both the Position Description and the Annual Review forms. Based upon the forms as presented in the FC packet, extramural service is removed from outreach/extension and was incorporated in the above statement.

The question was called and passed (10 for and 3 against).

University Curriculum Committee: The chair proposed that if there was no discussion on the seconded motions coming from UCC, that all NOIs (listed below) be considered together. There being no discussion, there was unanimous support and all NOIs as distributed were approved.

- **FC-09-012**: NOI: Discontinue Systems Engineering Program ME
- **FC-09-013**: NOI: CLASS – Academic Certificate in Professional Ethics
- **FC-09-014**: NOI: CLASS – Academic Certificate in Global Justice
- **FC-09-015**: NOI: CLASS – Remove ‘Film’ from Department of Theatre & Film; Remove Film Studies Minor; Rename to Department of Theatre Arts; Departmental Abbreviation THEF to THE
- **FC-09-016**: NOI: LAW – JD Emphasis in Natural Resources & Environmental Law (full proposal in Faculty Secretary Office)
- **FC-09-017**: NOI: LAW – JD Emphasis in Native American Law (full proposal n Faculty Secretary Office)
- **FC-09-018**: NOI: Name change (major & minor) Radio-TV/Digital Media Production to Broadcasting and Digital Media
- **FC-09-019**: NOI: Science – Discontinue mandatory options

The chair noted as today was Veteran’s Day, the meeting would observe a few moments silence to reflect and recognize those who had given their lives for our country’s freedom.

Adjournment: It was moved and seconded (Miller/Murphy) to adjourn at 4:57 p.m. The motion carried unanimously.

Respectfully submitted,
Rodney A. Hill
Faculty Secretary and Secretary to Faculty Council
Bylaws

Coalition on Intercollegiate Athletics

November 2008

Article I. Membership, Representation, Voting Process, and Meetings

1. The membership of the Coalition on Intercollegiate Athletics (referred to as the “Coalition” or “COIA” in these by-laws) shall be composed of faculty senates at NCAA Football Bowl Subdivision (FBS; formerly Division IA) institutions that have elected to join the Coalition by vote of their senate membership.

2. Member senates shall be represented by their elected president/chair (or equivalent faculty leader/officer) and by a faculty liaison (called the COIA representative), designated by the member senate or its executive committee. The term of the faculty liaison to COIA shall be at the discretion of the member senate or its executive committee.

[N.B., Some faculty senates are chaired by the institution's president/chancellor; in those cases, it is the faculty "chief executive" who is to serve as one of the COIA representatives.]

[N.B., The reasons COIA instituted the liaison position (which was always recommended, rather than required) were that it wanted someone at each school who could be a reliable contact over time, as senate chairs turned over every 1-2 years, and it wanted a way to ensure that if a senate chair found COIA uninteresting or uncongenial, there would be someone likely to have interest in and/or knowledge of COIA who was co-appointed to be in touch with COIA. However, COIA is a coalition of senates, and it can only be sure that a senate is at least technically informed about COIA activities if membership correspondence goes directly to the chair. Sometimes chairs have asked to be taken off the membership mailing list, but that would leave COIA vulnerable, since it would not be able to confirm and assert that issues were conveyed to senate authority accurately. For these reasons, chairs should remain on the list ex officio and receive messages directly, regardless of interest or engagement.]

3. Each member senate shall have one vote in the Coalition. The member senate may decide who (i.e., the senate president or COIA representative) shall cast the vote for the senate. In the absence of a senate decision, the senate president and COIA representative shall determine who casts the vote. In case of disagreement, the vote shall be cast according to the preference of the Senate President.

4. The Coalition takes collective action by majority vote of its members. How each member senate votes shall be decided by its COIA representatives or by the member senate if it chooses
to direct a vote. The Coalition may stipulate, by a majority of senate representatives, that votes of full senates are required to endorse a specific collective action.

5. Votes may take place through and as a result of email communication, or may take place at a national meeting of the Coalition. Votes on major matters must be ratified by a majority of the full membership. A vote taken at a national meeting may be extended in order to request votes from non-attending Coalition members in order to achieve ratification.

6. The Coalition shall hold national meetings on an annual basis if possible. All representatives from member schools shall be invited.

Article II. Steering Committee

1. The Steering Committee shall be composed of one or two representatives from each FBS conference. Conferences with two or fewer COIA members, conferences that do not nominate Steering Committee representatives, and institutions that do not belong to conferences shall have no voting representatives but may be represented by a non-voting member under Article II.6.h

[N.B., Broad conference representation is important so that COIA can legitimately claim to speak for all of Division IA. As a deliberative body, moreover, the Steering Committee includes a number of active, non-voting consulting members, outside the structure of conference allotments, whose voices are important. The mechanism of ex-officio non-voting members can be used to address any difficulties that may arise as a result of distributing voting representation by conference.]

2. Steering Committee members are selected by agreement of the senate representatives from the member schools within each conference. A Steering Committee member may also serve as the COIA representative from his or her senate and/or as the University’s Faculty Athletic Representative (FAR). The appointment process is coordinated by the Coalition Co-Chairs.

3. Steering Committee members serve three-year, renewable terms. Reappointment shall follow the same process as for the original appointment as described in Article II.2.

4. The Steering Committee is coordinated by the Coalition Co-Chairs, and may convene by email or in person.

5. The Steering Committee shall act by majority vote of participating members who cast a vote on any particular proposal.

6. The Steering Committee shall have the authority to:

   a. Carry on the business of the Coalition between national meetings and act on behalf of the Coalition between meetings. Such actions are subject to review and modification or reversal by the Coalition membership at the next meeting, or by a vote of the membership during intervals between meetings.

   b. Interact with the NCAA and other groups.
c. Organize and/or participate in events that advance the goals of the Coalition as outlined in papers and documents it has adopted.

c. Promote the Coalition and its activities.

d. Draft documents that articulate faculty viewpoints, subject to the ratification of member representatives.

e. Convene national meetings.

f. Seek funding to support the activities of the Coalition as it deems appropriate or as directed by the members.

g. Direct the activities of the Co-Chairs.

h. Appoint non-voting consulting members to the Steering Committee as appropriate.

i. Appoint standing or ad hoc committees as appropriate.

**Article III. Officers**

1. There shall be two Co-Chairs of the Coalition, elected by the members of the Steering Committee. The officers are responsible for initiating and coordinating ongoing email discussion of Coalition issues among Steering Committee members, for convening meetings of the Steering Committee from time to time, as they or a majority of the Steering Committee may deem appropriate, and for facilitating and advancing the objectives of the Coalition.

2. Co-Chairs shall serve two-year terms, beginning in alternate years. Co-chair terms may be renewed by majority vote of the Steering Committee.

**Article IV. Dues and Finances**

1. There are no dues to belong to the Coalition.

2. The Coalition shall collect funds only to meet costs of routine activities, such as the coordination of annual meetings, and shall maintain no treasury.

   a. Officers and Steering Committee members shall receive no compensation for their activities from the Coalition.

   b. Member senates are encouraged to provide or seek local campus financial support to support the activities of Coalition representatives, or Steering Committee members.

   c. Any change in the financial basis of the Coalition entailing compensation of officers or others, or the maintenance of a permanent treasury, shall require amendment of these bylaws to establish appropriate fiduciary structures.
Article V. Adoption and amendment of bylaws

1. These bylaws come into force when approved by a majority of COIA member senates. The representatives of each member senate will decide on the manner in which their member senate will determine its vote: whether by vote of the full senate, the senate executive committee, or the senate representatives to the Coalition. The decision shall be reported to the member senate.

2. These bylaws may be amended by two-thirds of the voting members participating in a vote to amend. The manner of voting shall be as in Article V.1.
DISMISSAL HEARINGS COMMITTEES

A. FUNCTION. This committee will conduct a hearing at the request of a faculty member who has been terminated to determine whether their termination was properly based on the grounds stated (see FSH 3910 D-3 and 3920 D.)

B. STRUCTURE AND MEMBERSHIP: The DHC is composed of four faculty members and one administrator at the departmental level or above, six faculty members and three administrators as alternates. Committee members, including alternates, are chosen on the basis of their objectivity and competence and the high regard in which they are held in the UI community. In appointing members the Committee on Committees should attempt to reflect the diversity of the UI faculty. The term of membership is three years. The committee elects its own chair.

C. SELECTION: The faculty member requesting a hearing has the right to substitute up to two members appointed with two others from the alternate list. The provost also has the right to substitute two members appointed with two others from the alternate list. If as a result of substitutions and conflicts of interest there are an insufficient number of faculty members or administrators on the alternate list, the Committee on Committees will be asked to appoint more members to the alternate list as needed. Once the panel for an individual hearing has been determined, it will meet at the direction of the chair of the Dismissal Hearings Committee and elect its own panel chair. [rev. 1-09]

FACULTY APPEALS HEARING BOARD

A. FUNCTION. This board will conduct a hearing at the request of a faculty member who wishes to appeal an institutional decision, see FSH 3840 B. In each case referred to it, the board has the following responsibilities:

A-1. To review all documentary evidence submitted by the parties prior to the hearing and all evidence submitted by the parties at the hearing. The board may require the parties to submit evidence deemed relevant by the board.

A-2. To determine whether there has been any (1) failure to comply with prescribed procedures, (2) application of inappropriate considerations, (3) abuse of discretion, or (4) abuse of the appellant’s academic rights and privileges.

A-3. To make recommendations to the president.

B. STRUCTURE AND MEMBERSHIP: Five faculty members, one of whom is a departmental administrator, are principal members. In addition, five other faculty members, two other departmental administrators, and three off-campus faculty members are appointed as alternate members of the board. In appointing members, including alternates, the Committee on Committees must ensure that the majority of the members are tenured and each of them have been employed at the UI for longer than two years. The term of membership is three years, with initial terms staggered to form a rotation pattern. The committee elects its own chair who presides at hearings or designates another member to do so. The off-campus alternates will serve, in place of principal faculty members chosen by lot, when an appeal by an off-campus faculty member is to be heard. The other alternate members will serve, as appropriate, when a principal member is deemed to have a conflict of interest. Once the panel for an individual hearing has been determined, it will meet at the direction of the chair of the Faculty Appeals Hearings Board and elect its own panel chair. [rev. 7-99]

C. SPECIAL CONSIDERATION: Faculty members serving on the Faculty Appeals Hearing Board (FAHB) should take care 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.

UNIVERSITY CURRICULUM COMMITTEE

A. FUNCTION. [See 1540 B and C and also 4110 and 4120.] [ed. 7-98]

A-1. To act on catalog changes involving the curriculum, including changes in the general requirements and academic procedures, and to coordinate curricular matters among UI’s major academic divisions.

A-2. To recommend policies and procedures concerning the matriculation, advising, and registration of students.

A-3. This committee traditionally meets on Mondays at 3:30 p.m.

B. STRUCTURE. One faculty member from each college except Law and Graduate Studies, of whom at least one must be a member of the graduate faculty and at least one of whom must have experience in an interdisciplinary area; one faculty member at large, one faculty member from the library, two upper-division undergraduate students; one graduate student; and the following without vote: vice provost of academic affairs, registrar, secretary of the faculty (or their designees), and the Core Director as a non-voting member of the University Curriculum Committee. To assure a quorum alternates for the faculty positions are appointed by the chair of the University Curriculum Committee from a list of those who have previously served on the Committee from that college. If there should be no such alternates available from a particular college, the chair of that college’s curriculum committee is the designated alternate. [rev. 7-98, 7-06, 7-08, 1-09]
IDAHO STATE BOARD OF EDUCATION
ACADEMIC/PROFESSIONAL-TECHNICAL EDUCATION
NOTICE OF INTENT
To initiate a
New, Expanded, Cooperative, Discontinued, program component or Off-Campus Instructional Program or Instructional/Research Unit

Institution Submitting Proposal: University of Idaho
Name of College, School, or Division: College of Education
Name of Department(s) or Area(s): Adult, Career, and Technology Education

Indicate if this Notice of Intent (NOI) is for an Academic or Professional Technical Program
Academic X Professional - Technical _____

A New, Expanded Cooperative, Contract, or Off-Campus Instructional Program or Administrative/Research Unit (circle one) leading to:
Human Safety Performance Certificate

Proposed Starting Date: 6/1/09

For New Programs:  

For Other Activity:

Program (i.e., degree) Title & CIP 2000

Program Component (major/minor/option/emphasis)

Off-Campus Activity/Resident Center

Instructional/Research Unit

x Addition/Expansion

Discontinuance/consolidation

Contract Program

Other

Dean’s signature on file  10/23/08
College Dean (Institution) Date
Chief Fiscal Officer (Institution) Date
Chief Academic Officer (Institution) Date
President Date

VP Research & Graduate Studies Date
State Administrator, SDPTE Date
Chief Academic Officer, OSBE Date
SBOE/OSBE Approval Date

Before completing this form, refer to Board Policy Section III.G. Program Approval and Discontinuance.

1. Briefly describe the nature of the request e.g., is this a new program (degree, program, or certificate) or program component (e.g., new, discontinued, modified, addition to an existing program or option).

This proposed certificate will be composed of 4 classes that are currently taught at the Idaho Falls Center. The four classes that will be included in the certificate are Behavioral Based Safety, Human

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Performance Fundamentals, Human Performance Field Studies, and Accident Investigations.

2. Provide a statement of need for program or a program modification. Include student and state need, demand, and employment potential. Attach a Scope and Sequence, SDPTE Form Attachment B, for professional-technical education requests. (Use additional sheets if necessary.).

Human Safety Performance is an important component of safety programs that are modeled on the OSHA Voluntary Protection Program (VPP). Organizations like the Idaho National Laboratory (INL) demand employees be trained on Human Safety Performance principles. This certificate will provide students a high level of knowledge they can use to train fellow employees on these principles. There will be no cost to the State for this program because it will be covered under the current INL contract.

3. Briefly describe how the institution will ensure the quality of the program (e.g., accreditation, professional societies, licensing boards, etc.).

Jon Gellar and Sydney Dekker who are leaders in Human Safety Performance have reviewed the course curricula and will be asked to review the certificate program.

4. Identify similar programs offered within the state of Idaho or in the region by other colleges/universities. If the proposed request is similar to another program, provide a rationale for the duplication. This may not apply to PTE programs if workforce needs within the respective region have been established.

No other similar programs are provided within the state.

Enrollment and Graduates (i.e., number of majors or other relevant data)
By Institution for the Proposed Program
Last three years beginning with the current year and the 2 previous years

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<th>Institution</th>
<th>Relevant Enrollment Data</th>
<th>Number of Graduates</th>
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<td>Current</td>
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Degrees offered by school/college or program(s) within disciplinary area under review

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<tr>
<th>Institution and Degree name</th>
<th>Level</th>
<th>Specializations within the discipline (to reflect a national perspective)</th>
<th>Specializations offered within the degree at the institution</th>
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5. Describe how this request is consistent with the State Board of Education's policy or role and mission of the institution. (i.e., centrality).

   a. One of the Idaho State Board of Education’s goals is to ensure that education and training services are relevant to Idaho’s workforce, business, industry, citizens, and local, state, and federal government (SBOE 8 Year Plan).

   b. The University of Idaho’s strategic plan calls for the delivery of programs based upon community needs, drawing upon university expertise (Strategic Goal 3, Objective B, Strategy 2), to cultivate key industry/business relationships (Strategic Goal 3, Objective A, Strategy 6), and to grow the university’s capacity to engage with communities and organizations (Strategic Goal 3, Objective A, Strategy 3).

   c. The proposed certificate program supports the College of Education’s goal “…to prepare quality graduates for their workplace” (Goal 1).

   d. The proposed certificate program further reinforces the Department of Adult, Career, and Technology Education’s strategic plan goal #3 (Outreach and Engagement); that is: To engage with public, private, and non-profit sectors through mutually beneficial partnerships that enhance teaching, learning, discovery and creativity.

   e. The proposed certificate program will facilitate relationships with business, non-profit, and governmental communities and attract training professionals from those sectors.

   f. This certificate program is congruent with the university’s, college’s, and department’s enrollment management strategies.

   g. The University of Idaho in Idaho Falls has been providing state of the art education in occupational safety and health for approximately 30 years.

6. Is the proposed program in the 8-year Plan? Indicate below.

   Yes ___  No  X ___

   If not on 8-year plan, provide a justification for adding the program.

   This certificate will formalize a certificate of completion that has been presented in Idaho Falls. Also, see items 2 and 5 above.

8. Resources--Faculty/Staff/Space Needs/Capital Outlay. (Use additional sheets if necessary.):

   There are no additional faculty, staff, or space resources anticipated for the delivery of this certificate given that all of the courses already exist.

   Estimated Fiscal Impact  
   FY 2010  FY 2011  FY 2012  Total
A. Expenditures

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<td>1. Personnel</td>
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<td>2. Operating</td>
<td>$500.00†</td>
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<td>3. Capital Outlay</td>
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<td>4. Facilities</td>
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B. Source of Funds

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<td>2. Appropriated – New</td>
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<td>4. Other:</td>
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<td><strong>TOTAL:</strong></td>
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C. Nature of Funds

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<th>2.</th>
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<th>4.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Recurring *</td>
<td>$500.00</td>
<td>$500.00</td>
<td>$500.00</td>
<td>$1,500.00</td>
</tr>
<tr>
<td>2. Non-recurring **</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>TOTAL:</strong></td>
<td>$500.00</td>
<td>$500.00</td>
<td>$500.00</td>
<td>$1,500.00</td>
</tr>
</tbody>
</table>

* Recurring is defined as ongoing operating budget for the program, which will become part of the base.
**Non-recurring is defined as one-time funding in a fiscal year and not part of the base.
† These funds are to be used for the development and dissemination of information regarding the promotion of the new certificate program.

Curricular Requirements

- PTTE 362 Behavior Based Safety (3 cr)
- PTTE 436 Human Performance Fundamentals (3 cr)
- PTTE 450 Occupational Safety or PTTE 528 Accident Investigation (3 cr) (3 cr)
- PTTE 466 Human Performance Field Investigation (3 cr)

Credits to total 12 for this Academic Certificate