University of Idaho
2008-2009 FACULTY COUNCIL AGENDA
Meeting #15

Tuesday, December 16, 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 #14, December 9, 2008

III. Chair’s Report.

IV. Provost’s Report.

V. Other Announcements and Communications.

VI. Committee Reports.

   FC-09-029: Recommendations of University Budget and Finance Committee (Murphy)

VII. Special Orders.

VIII. Unfinished Business and General Orders.
   • Program Prioritization Process
      o College Deans

IX. New Business.

X. Adjournment.

Professor Karen Guilfoyle, Chair 2008-2009, Faculty Council

Attachments: Minutes of 2008-2009 FC Meeting #14
              FC-09-029
Present: Baird, Baker (w/o vote), Battaglia, Chandler, Crowley, Das, Eveleth, Fairley, Frey, Fritz, Guilfoyle (chair), Hill (w/o vote), Holbrook, Huber, Limbaugh, Machlis, Miller, Murphy, Oman, Schmeckpeper, Schmiege, Stoner, Sullivan, Williams, Wilson. Liaisons: Budwig (Boise), Newcombe (Coeur d’Alene).
Absent: Holthaus, Crepeau (Idaho Falls)
Guests: 12.

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 (Murphy, Wilson) to accept the minutes of the December 2 meeting (Meeting #13) of the 2008-2009 Faculty Council as distributed. The motion carried unanimously.

Chair’s Report: The chair noted that the university holiday reception was a good community event and was grateful that UI showed appreciation for the efforts of faculty and staff through hosting the event. The chair moved on to discuss the Presidential search noting that the broader UI community was well represented in the search committee. The chair was impressed with the support of UI from the broader community and commented that the passion and enthusiastic support for the faculty and staff was greatly appreciated and made her proud to be a faculty member at UI.

Provost’s Report: The provost provided a three part report: 1) initial reports from the PPP at department level, 2) Request for Innovations (RFI), and 3) FC request for cost reductions from non-academic areas.

1) Initial PPP reports were posted to the Provost’s web site yesterday (Monday). The Novel UI log in name and password are required to access the site. FC members mentioned that there was no problem in accessing the site.
2) The RFI provides a chance for input from faculty, staff and students. The intended scope is broad and input is welcomed on a wide range of scales, focal points, procedures. This is an opportunity to notionally start with a clean sheet and project possible new forms, structures and procedures for UI.
3) Cost reduction measures from the three Vice-President areas and the Athletics Director are reported.

The provost noted that the F & A area according to the Papas report was down about 70 positions. The Vice-President for Finance and Administration was present and commented upon reductions planned for F & A. A combination of down-grading some positions, combining some positions and process re-engineering will contribute to cuts in F & A. The VP noted that it was possible for his department to reallocate more quickly than it was possible for academic programs and as such their goal is to affect FY10.
The provost then moved on to discuss cuts in the Vice President for Research area. Cuts totaling $75,000 would come from eliminating an open Crystallographer position and a reduction in travel. Some loss of services may be ameliorated through discussions with WSU aimed at sharing some research infrastructure support positions, e.g. the crystallographer. WSU may be facing more impactful cuts than UI.

Cuts in the Vice President for Advancement area will total $100,000. These will be met through loss of open positions and cut-backs in travel. In the longer term there was a planned reduction in staff numbers.

Athletics will meet reductions through loss of staff positions, support and coaching positions and a reduction in travel. Use of road transport as an alternative to flying will be used where possible. This represents a reduction of about $300,000.

**Discussion and questions followed:**

*What is a good way to let faculty and staff know that the VPs are implementing these cuts in their areas?*

The president has asked his cabinet to develop the communication of these issues to the community.

*Even low priority academic programs may be rated more highly than non-academic programs. How is it possible to make this kind of comparison?*

Consideration of all pieces will occur after data have been evaluated. This will first occur at Provost’s Council on January 15th and 16th.

*Loss of a position such as the crystallographer impacts on efficiency and quality of programs. How can cuts be implemented without affecting efficiency and quality?*

Effectiveness and efficiency need to be carefully weighed. We need to be very cognizant of those tradeoffs and be careful of consequences that may harm enrollments. This is why judgment comes into play. In addition these recommendations will be brought to FC through the PPP. These are hard decisions. These issues are being faced all across the country right now. Relatively speaking, UI is in better shape than most of our peer institutions.

**Commencement Committee (Bird).** The commencement committee chair provided a hand-out showing options for alternative venues to the Kibbie Dome for the 2009 spring commencement ceremony. The upcoming life-safety renovations to the Kibbie Dome means that it is not available for commencement. The options (as distributed) were discussed. There was general support from FC members for the 2009 commencement to consider adopting a separate ceremony for each college. Considerations of outside venues in Moscow were recommended by some, as was the priority to keep commencement scheduled for Saturday May 16.

**FC-09-022 through FC-09-025: Affirmative Action and Disability Affairs – Gender Identity/Expression (Biller).** Committee chair Biller presented the proposed changes (as
distributed) not as a seconded motion but as a proactive recommendation. He reported that 84% of the U.S. top 20 universities had implemented the recommended changes to policy. Other visitors spoke to aspects of the proposal. University counsel had approved the proposed wording. There were no additional costs associated with the proposed changes.

It was noted that although there was general support for non-discrimination, that in fact, discrimination still occurred. For example, gay partners were not afforded the same medical benefits as married couples.

By consensus all items FC 09-022 through 09-025 were dealt with as a group. It was moved and seconded (Fritz, Fairley) that the policy changes be adopted as distributed. The motion was carried unanimously.

**University Curriculum Committee:**

**FC-09-026:** Final Examination Schedules (as distributed). Approved unanimously.

**FC-09-027:** NOI Engineering – Certificate of Nuclear Criticality Safety. Approved unanimously.

**FC-09-028:** NOI CLASS – BS/BA Organizational Sciences major. The addition of this program was discussed. The program was part of the SBOE eight year plan to be implemented at Coeur d’Alene. However, the proposal was to implement the program in Moscow and to later include its offering at Coeur d’Alene. There was also discussion around the possible duplication of some elements of the program that are presently offered through the College of Business and Economics.

It was noted that there was student demand for the program and it had been developed with consultation with ASUI. It was also suggested that a program for which there is clear demand should not be considered in the light of current cut-backs. Additional discussion considered whether a new program should be introduced when we are in the midst of a program review to determine the fate of current programs. A further question was raised: How many students have shown interest in or requested this program? The seconded motion from UCC was postponed* until FC meeting of January 20, 2009 after outcomes of program cut-backs were announced (Schmeckpeper, Oman). In favor, 13, against 5, carried. [The Faculty Secretary consulted Roberts Rules of Order after the meeting to ensure that correct procedure had been followed. It was discovered that tabling the motion requires the motion be discussed at the following meeting; whereas, a postponement assigns a date to when it should return for discussion and vote. Although the term to tab was used by FC members during the discussion, the minutes record the intent as clarified by the Faculty Secretary during the meeting, to postpone consideration of the motion until the meeting of January 20, 2009, as recorded.]

**Coalition on Intercollegiate Athletics (COIA).** The chair had requested feedback from FC by 4:30 on Friday December 5, following information presented at meeting #12, November 18, 2008. There was no opposition to the proposed by-laws. Approved.
Program Prioritization Process (PPP): The chair noted that many faculty continue to see the budget cuts as intertwined with the PPP. It is difficult to think about the processes separately as they both have impact on resources for programs, but we need to be clear that the PPP is providing a vision for UI excellence in the future. Short-term budget cuts were largely the result of the international fiscal melt-down. In considering the discussion during the previous FC meeting that considered suggestion to protect tenured faculty in the PPP, the chair noted that new and non-tenured faculty were vital to the long-term viability of UI and that all faculty should be protected during the PPP. The chair noted that in discussions with members of the UI community, suggestions included that faculty/staff consider taking furloughs; or agreeing to salary cuts of between 1% and 5%. The chair did not support any of these views at this time but presented them for discussion. The chair noted that it was vital for UI to embrace the PPP to become stronger and more vibrant, but it was important to protect faculty across-the-board.

The chair noted that it would be useful to brainstorm in the remaining meeting time and posed the question: What changes could we champion that in five years, for which we would look back and feel proud?

If there are going to be meaningful cuts to programs, how will this be possible without cutting positions? It was suggested that if there will be personnel cuts that a plan to implement transitional support for those affected in finding new positions be put in place. It was also suggested that tenure is intended as a means to protect academic freedom. It is not intended to provide job security. Some addressed the question posed by the chair, and perspectives were shared. One member noted that division 1 football is extremely expensive and the question was open whether it could ever be a revenue center at UI. Another view was stated that UI would be stronger if it were independent of state funding.

It was noted that untenured faculty are likely out looking in the job market now and it is vital to bring the PPP to a decision point early before valuable young faculty are lost from UI.

The chair noted that FC members appeared to be strongly involved in the PPP, and suggested that the next meeting might involve discussion with the deans about the PPP if they were available.

The consensus was that the Faculty Secretary’s office would write to the deans, inviting them to attend a discussion at the FC meeting next week. If several of the deans agreed, FC would be notified by COB Friday otherwise the deans will be invited for discussion at the first FC meeting in the spring semester.

Adjournment: It was moved and seconded (Schmeckpeper/Murphy) to adjourn at 5:04 p.m. The motion carried unanimously.

Respectfully submitted,

Rodney A. Hill,
Faculty Secretary and Secretary to Faculty Council
University Budget and Finance Committee Recommendations:

A. We recommend that faculty promotion pay increases be honored for FY10.

B. We recommend that any budget holdbacks or cuts be applied strategically and not across the board.