University of Idaho
2014-2015 FACULTY SENATE AGENDA

Meeting #12
3:30 p.m. - Tuesday, November 11, 2014
Brink Hall Faculty-Staff Lounge
IWC Room 390 – Boise
213 – Coeur d’Alene
TAB 350a IF1 – Idaho Falls

Order of Business

I. Call to Order.

II. Minutes.
   • Minutes of the 2014-15 Faculty Senate Meeting #11, November 4, 2014 (vote)

III. Chair’s Report.

IV. Provost’s Report.

V. Committee Reports.
   University Curriculum Committee:
   • FS-15-018 (UCC-15-035): Rename Department of Agricultural Education and 4H Youth Development (Connors)(vote)
   • FS-15-019 (UCC-15-036): Rename Program in Women’s Studies (Reineke)(vote)
   • FS-15-020 (UCC-15-037): Add a third option to the Child, Family and Consumer Studies major (Meyer)(vote)
   • FS-15-021 (UCC-15-042): Drop all four emphases and create two options to the Food Science major (Smith)(vote)

VI. Other Announcements and Communications.

VII. Special Orders.
   • Enhancing Benefits (brainstorm)

VIII. Unfinished Business and General Orders.

IX. New Business.

X. Adjournment.

Professor Marty Ytreberg, Chair 2014-2015, Faculty Senate

Attachments: Minutes of 2014-2015 FS Meeting #11
FS-15-018 through FS-15-021
Present: Stevenson for Aiken (w/o vote), Brandt, Caplan, Chung, Couture (Boise), Crowley (w/o vote), Earl, Folwell, Foster, Frey, Godfrey (Coeur d’Alene), Hiromoto (Idaho Falls), Jeffery, Karsky, Kennelly, Lowe, Mahoney, Murphy, Nyavor, Perret, Qualls, Safaii, Smith, Stauffer (Boise), Stoll, Wolf, Ytreberg. Absent: Aiken (w/o vote), Boschetti, Miller, Safaii, Teal

Guests: 7

The Chair called the meeting to order at 3:34 p.m.

Minutes of October 28, 2014, Meeting #10: The Faculty Secretary suggested the insertion of the following in the minutes for last week as a friendly amendment. “During the reclassification process, what percentage of HR employees versus other university staff received a mandatory raise because they were not at the minimum in their classification level? Mr. Walters responded that he did not have these numbers. However, he noted that he provided this information last year to Trish Hartzell at her request.” The Faculty Secretary explained that he did not originally include this question and response because we have not been able to locate any information that directly addressed the question. A senator requested the inclusion of the question in the Minutes. The Chair asked if there were any other additions or corrections. Being none it was moved and seconded (Jeffery, Foster) that the minutes be accepted as amended. The motion passed with no dissents and 3 abstentions (21-0-3).

Chairs Report: The Chair reminded the Senate that next week would be devoted to brainstorming ideas related to enhancing benefits for faculty and staff. Senators should request ideas from their constituents if they have not already done so. Senators should come to the meeting with a reasonable understanding of the ideas they have received. President Staben has been invited to the Senate to further discuss his goals and priorities in two weeks. The next general faculty meeting (UFM) typically held in late fall has been scheduled for Thursday January 15th at 3pm. It was scheduled for the week classes start for the spring semester due to scheduling conflicts in December. It is also hoped that scheduling the meeting at 3pm will be better for those in southern Idaho. We need to have a quorum and obtain a 2/3 majority to pass Constitutional Amendments.

This Saturday November 8th will be Africa night from 5-8 in the SUB International Ballroom. Everyone is invited to enjoy the food, dance, and music. More information is on the Senate home page.

Provost Report: Vice Provost Stevenson made a request to the Senate for identifying individuals to serve on the committee to nominate University Distinguished Professors. The committee consists of four faculty and three deans. There are vacancies on the committee for one dean and two faculty members. This committee is responsible for reviewing nominations and making recommendations to the Provost and President. (See FSH 1565 D-9). The committee members must be tenured professors with outstanding records.

FS-15-016 - (UCC-15-031): CNR – Bifurcation of M.N.R. program. Ron Robberecht was invited to summarize the proposal calling for the bifurcation of the master’s degree program in the College of Natural Resources. Professor Robberecht explained that the proposal was an attempt to adapt to market interest and create a specialty in Fire Ecology and Management. The original master program will remain with the title of Integrated Natural Resources but students would now have the opportunity to specialize in Fire Ecology. He expects this new option to expand the number of graduate students in their graduate program.

A Senator asked how many students were expected to be in the program. Robberecht responded that they were currently planning for 20 students in the Fire Ecology option but could envision a much greater demand. A Senator asked about whether creating options was in the five year plan. Vice Provost Stevenson responded that it was in the five year plan. The proposal passed 23-0-1.

University Promotions Committee: The Chair noted that it was time for Senators to nominate faculty members to serve on the University Promotions Committee. In making these nominations Senators should consider the broad cross section of academic duties necessary to serve on this highly important committee. Senators from each
college should nominate the appropriate number of faculty (see memo from Provost Aiken) and send these
nominations to Lodi Price in the Provost Office by November 12th. The committee usually meets in early February.

**Athletics:** The Chair next introduced Athletic Director Rob Spear to discuss developments in the athletic program.
Dr. Spear emphasized the overall value of the athletic program to the University and the broader community. Our
athletic programs market the University, serve as a rallying point for alumni, bring economic value to the
community and enhances diversity on campus. He also emphasized the number of athletes who receive
scholarships (207) as well as walk on athletes who provide student fees to the University.

Spear further discussed some of the recent successes of the athletic program. UI student athletes graduate at a
higher rate than the typical student. Last year the athletic program won the Commissioners Cup for the Western
Athletic Conference (WAC). This award goes to the university whose teams had the most overall success in the
WAC. Texas A&M annually gives an award to the university that wins the most conference championships with the
least amount of financial resources. The University of Idaho won this national award which demonstrates the
efficiency and success of the overall program. Spear noted that this success has been obscured by the struggles of
the football program although Spear voiced confidence that the football program was headed in the right
direction.

In discussing the APR which is an NCAA measure of the academic progress of athletic teams, Spear noted that after
a couple of poor years which resulted in a bowl ban on the football program, the football APR is now up to a strong
951. He was hopeful that the NCAA would lift the bowl ban after considering our appeal showing mitigating
circumstances and strong improvement. Later in the discussion in response to a question Spear noted that all
athletic programs were right around the NCAA’s necessary APR rate although a couple of programs were on the
borderline.

Dr. Spear noted that changes in the financial landscape of Division I sports would affect the UI. The NCAA now
allows more autonomy to programs and these changes will be driven by what the top 5 conferences do. These
conferences have greater financial resources to provide a broader range of support to student athletes. The UI is
trying to increase the availability of meals and nutrition for student athletes and will need to look at providing
unlimited meals. Some schools will be providing the full cost of attendance to athletes. Currently the UI is about
$3,600 short of providing the full cost of attendance. Asked whether the UI would guarantee four year scholarships
to athletes like conferences such as the Pac-12? He responded that we do informally and will look into formalizing
same as long as athletes meet their responsibilities.

Spear briefly discussed the issue of conferences. The UI is currently in the Sun Belt for football but has returned to
the Big Sky for all other sports except swimming and diving which remains in the WAC. He is frequently asked
about returning to the Big Sky for all sports. If we did that we would lose scholarships and have to cut two sports.
He notes that for some influential alumni it is about status. They believe that the UI would be seriously harmed if
BSU was the only university in the state to play FBS (Football Bowl Series) football. He also noted that over 80% (41
of 49) of the land grant universities that play football play FBS football. If we went back to the Big Sky we not only
lose scholarships but conference revenue, funds from the BCS and the lost opportunity to play big money games.
Playing big money games has helped to balance the athletic budget.

There were several questions about playing big money games and whether playing those games helps or hurts our
status. There was also a concern about travel and whether there could be more revenue generating games played
on the west coast to reduce travel costs?

In response the athletic director suggested that the athletes looked forward to playing these games and having the
opportunity to be on a national stage. He also noted that they are necessary to balance the budget and help
finance the non-revenue sports. He hoped that in the future they could schedule more of our big money games on
the west coast.

A related set of questions wondered about the focus on football and whether the football program generated
negative externalities. Spear agreed that there was too much emphasis on football in our society but felt confident
that our football situation was improving. He felt that making a decision to leave FBS football would be very shortsighted.

Some Senators objected to counting scholarship and walk-on players as generating revenue for the University. They argued that some of these players would have attended the University in any case. They also wanted to see a more adequate accounting of expenses rather than just what revenue was being generated. Director Spear disagreed as to whether these students would have come here anyway and suggested that a player who wants to play athletics will go to the school that awards them a scholarship. He acknowledged that he had not provided a full list of expenses and would be willing to provide such an account. We are not a profit making enterprise although he wanted to emphasize that the athletic department has done a good job of managing available resources.

Are we the only Division I school that doesn’t have a dedicated arena for basketball? The Athletic Director responded that perhaps Northern Arizona was in the same boat but it was a difficult situation that put us at a competitive disadvantage. There is a planned initiative to build a $30 million arena dedicated to basketball that would be funded by private money and seat around 5,000. Such an arena would also allow the Kibbie Dome to be used for other revenue generating events like concerts during the basketball season. To a related question he added that the proposed arena would have an attached conference center which could be used for entertaining guests and hosting other University activities.

As the discussion drew to a close Dr. Spear declined the request to make a stab at how much athletic events contribute to helping sustain donor satisfaction. He did note that if we changed conferences or dropped a sport we would see contributions decline.

**Ombuds**: The Chair invited Ellen Schreiber to give the annual report from the Ombuds Office. The office was originally created at the UI in 1992 under the title of Office of Faculty Ombudsman. The title of the office was changed in 2005 to the current title. Ellen Schreiber has been with the office since 1998 and became the university’s first full time Ombuds in 2010.

Last year the office heard 219 cases with 37% of those cases being from classified staff. Mrs. Schreiber emphasized the independence, confidentiality, impartiality and informality of her role as ombuds. Her role isn’t to take sides but to help the parties to a dispute find a fair resolution to a problem. Those seeking the help of the office still retain their rights to all formal procedures. The full report detailing the types of cases heard and some trends over time can be viewed on the Senate website.

A Senator raised the question of whether the office is sufficiently visible and how many people were aware of the office. She responded that the office could be more visible. She does address new employees on their arrival on campus. Students were provided access to the services of the office a few years ago and she felt she could use some help making the office more visible to students. She also noted that she could help graduate students in interactions with their major professor or graduate committee. Students shouldn’t wait until the sky is falling to seek a place to discuss their concerns.

As the Chair was about to introduce Matt Dorschel to discuss proposed changes to the University weapons policy a suggestion was made that this discussion be postponed so that students might have the opportunity to provide input. After a brief clarification of the fact that this was an APM change which the Senate would not be voting on, it was noted that it was desirable to give interested parties a time to react to the proposed changes. A motion to postpone (Kennelly/Lowe) was made. The motion passed 22-2-0.

**Adjournment**: The Chair then entertained a motion to adjourn. The motion to adjourn (Murphy/Foster) was approved unanimously and the Senate adjourned at 5pm.

Don Crowley, Secretary to Faculty Senate
Faculty Secretary/Policy Coordinator
DATE: October 13, 2014

TO: Dr. Katherine G. Aiken
Interim Provost and Executive Vice President

FROM: Larry Makus
Associate Dean – Academic Programs, College of Agricultural and Life Sciences

SUBJECT: Minor Change Notification Request

The University of Idaho will write to notify the Idaho State Board of Education per Board Policy Section III.G.3.c.ii of the change which we believe is minor upon all approvals at the University of Idaho.

- Separation of Agricultural Education and 4-H Youth Development Department

The following information is being provided to ensure the change is in line with our institutional responsibilities and accreditation.

Mission and Core Themes:
President Chuck Staben’s call for the University of Idaho to find ways to be better at what we do is at the heart of our current refocusing of the Department of Agricultural Education and 4-H Youth Development. Our goal in the College of Agricultural and Life Sciences is to provide the best quality positive youth development experiences and opportunities in communities across Idaho. The current department will be separated into two entities: 4-H Youth Development and the Department of Agricultural and Extension Education.

Authorization to inform SBOE:
The change was approved through the department and college curriculum process, University Curriculum Committee, Faculty Senate, and by the University Faculty during the 2014-2015 academic year. The University of Idaho is providing notification OSBE as required by the policy. The change will be completed by summer 2015.

Educational Offerings:
University of Idaho Extension 4-H Youth Development will focus its attention on the college’s outreach mission through community engagement. Through increased efforts to recruit volunteer leaders, expand club membership, promote the community youth development philosophy, and enrich STEM and school-related programs, UI Extension 4-H Youth Development will fulfill its outreach mission of providing communities with practice, research-based programs across the state.

The Department of Agricultural and Extension Education, within the College of Agricultural and Life Sciences, will continue to successfully fulfill its mission of improving the economic well-being and quality of life for individuals, families and communities by educating teachers and professionals to serve Idaho and beyond. By using creative solutions and methods to deliver quality programs, the Department of Agricultural and Extension Education will prepare students, clientele and communities for the challenges of this century.
Planning:
To aid in the above-stated outreach and educational efforts, 4-H Youth Development will be housed administratively within the UI Extension structure. The Department of Agricultural and Extension Education will continue to operate as an academic unit of the College of Agricultural and Life Sciences. Physical locations for the separated groups will remain unchanged.

This change results from recognizing that efficiency gains from the combined units were limited, and an External Program Review Committee that evaluated the combined programs felt strongly that the two units should separate and each focus on different core missions.

Budget:
There is no expected change in revenue or expenditure as a direct result of the change.

Student Services:
All services that the current Department of Agricultural Education and 4-H Youth Development will continue to be provided by the two separate departments, with each department able to increase their specialized offerings. The new AEE Department will continue to serve the UI students in the two academic programs (Agricultural Education and Agricultural Science, Communication, and Leadership) with the same number of faculty and staff resources as in the past.

Physical Facilities:
There will be no need for additional facilities with both programs being housed as separate units. Currently, the combined group was housed in two separate locations, and that will continue to be the case.

Library and Information Resources:
No additional library of informational resources will be required.

Faculty:
Faculty and staff for the two units will remain unchanged. There was sufficient educational and technical expertise to operate as a combined unit, and those resources remain in place.
DATE: October 10, 2014

TO: Dr. Katherine G. Aiken
    Interim Provost and Executive Vice President

FROM: Sandra Reineke, Coordinator, Women’s Studies Program

SUBJECT: Minor Change Notification Request

I write to request a name change for the Women’s Studies Program in the College of Letters, Arts, and Social Sciences (CLASS) after the program’s academic minor name was changed last year from “Women’s Studies” to “Women’s and Gender Studies.” The State Board of Education approved the academic minor name change in December 2013. Changing the academic program’s name to “Women’s and Gender Studies” will provide a more accurate reflection of the academic minor’s content and intent.

- Women’s Studies Program, change to Women’s and Gender Studies Program

Mission and Core Themes:

The Women’s Studies Program is an integral part of the University of Idaho’s mission to further human and economic development, civic understanding, and engagement through teaching, research, and creative activity in the state of Idaho and beyond. This academic program is part of CLASS’s interdisciplinary programs, which foster academic knowledge and applied research in multiple areas of study. Specifically, the interdisciplinary academic minor in women’s and gender studies allows students to develop critical thinking skills in relation to scholarly pursuit of knowledge about women, men, the history of feminism, and the cultural construction of gender and sexual identity. Furthermore, coursework and research leading to this academic minor allow students to become more informed world citizens and indicate to future employers that they are knowledgeable about important work-world issues such as equity and diversity. In short, the new name, “Women’s and Gender Studies Program,” will more accurately reflect the inclusive nature of the academic minor’s content and intent to examine the social construction of cultural variables such as “gender.”

There are no budgetary changes associated with the name change as no curriculum or program change is involved. In addition, all of the program’s advertisement is based online and thus there is no cost associated with changing the name.

This change will be effective summer 2015.
DATE: October 13, 2014

TO: Dr. Katherine G. Aiken
    Interim Provost and Executive Vice President

FROM: Dr. Sonya Meyer
      Director, Margaret Ritchie School of
      Family and Consumer Sciences

SUBJECT: Family and Consumer Sciences Curriculum Change

The University of Idaho will write to the Idaho State Board of Education per Board Policy Section III.G.3.c. of the change(s) which we believe is minor.

Attached please find the Curriculum Change Form for the B.S. in Family and Consumer Sciences - Child, Family, and Consumer Studies major. We propose moving to three curriculum options instead of two now offered.

The following information is being provided to ensure the action(s) requested is a minor, non-substantive change(s) and is in alignment with our institutional responsibilities and accreditation.

Authorization:
The change(s) have been approved at the department and college level, and will be approved through, the University Curriculum Committee, Faculty Senate, and by the University Faculty during the 2014-2015 academic year. The change(s) will be made effective beginning summer 2015.

Educational Offerings:
Currently, the two options are: 1) Child Development and Family Relations, and 2) Family Life. We propose aligning more closely with the major nomenclature of Child, Family and Consumer Studies. Therefore the three proposed options include: 1) Child and Youth Development, 2) Family Development and Aging, and 3) Consumer and Community Development.

This will not require change in admission to the program. There is an additional 1 credit hour requirement which encompasses the senior experience capstone course for the major. That course is the only additional course created for this change.

Planning:
The purpose for this change will help students more clearly delineate a focus of study in the Child, Family and Consumer Studies major. This proposed change also allows students to better identify the option which correlates with their career goals, including opportunity for certification in Family Life Education and/or Financial Counseling.

The CFCS faculty worked over two years to design this change. They were careful to balance the needs of students for timely completion of degrees with the discipline content required for each of the three option areas.
Budget:
Additional fiscal impact or costs are not anticipated with this change as it only involves a restructuring of existing programs and course offerings.

Student Services:
The change aligns the curriculum with accreditation requirements for the Certified Family Life Educator and the Accredited Financial Counselor. At present our program carries accreditation for Financial Counselor. The Certified Family Life Educator status requires some additional curricular changes which we are reviewing.

A number of courses offered through the CFCS major are popular electives for several programs outside of the School of Family and Consumer Sciences. The change should not alter the current availability of those courses to continue as electives for non-majors.

Physical Facilities:
NA

Library and Information Resources:
NA

Faculty:
Current CFCS faculty (5 teaching/research tenure track positions) hold the rank of Assistant or Associate Professor. Combined they represent a combined 44 years of teaching and scholarship service to the University of Idaho. Two are Certified Family Life Educators. Through attending and presenting scholarship at national and international conference all stay current in their discipline.
A. Child and Youth Development/Family Relations Option

B. Family Development and AgingLife Option

C. Consumer and Community Development Option

The Consumer and Community Development Option provides a general preparation in consumer science. Students may select to pursue coursework preparation for Accredited Financial Counselor. Career options include jobs in nonprofit organizations, government agencies, and business firms. Students could also declare a minor in business. See Advisor for specific coursework to pursue these options.

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<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<td>FCS 105</td>
<td>Individual and Family Development (3 cr)</td>
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<td>FCS 123</td>
<td>Textiles (3 cr)</td>
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<td>FCS 205</td>
<td>Concepts in Human Nutrition (3 cr)</td>
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<td>FCS 234</td>
<td>Infancy and Early Childhood (3 cr)</td>
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<td>FCS 240</td>
<td>Intimate Relationships (3 cr)</td>
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<td>FCS 334</td>
<td>Middle Childhood-Adolescence (3 cr)</td>
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<td>FCS 346</td>
<td>Personal and Family Finance and Management (4 cr)</td>
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<td>FCS 428</td>
<td>Housing America’s Families (3 cr)</td>
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<td>FCS 445</td>
<td>Work and Family Issues (3 cr)</td>
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<td>FCS 446</td>
<td>Financial Counseling and Debt Management (3 cr)</td>
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<td>FCS 448</td>
<td>Consumer Economic Issues (3 cr)</td>
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<td>FCS 498</td>
<td>Internship (3-5 cr)</td>
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<td>FCS 401</td>
<td>Professional Ethics and Practice in Human and Family Services (1 cr)</td>
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<td>Stat 251</td>
<td>Statistical Methods (3 cr)</td>
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<td>One of the following (3 cr):</td>
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<td>FCS 340</td>
<td>Parent-Child Relationships in Family &amp; Community (3 cr)</td>
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<td>FCS 440</td>
<td>Contemporary Family Relationships (3 cr)</td>
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One of the following (3 cr):

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<th>Title</th>
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<td>History of Western Dress (3 cr)</td>
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<tr>
<td>FCS 419</td>
<td>Dress and Culture (3 cr)</td>
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Courses to total 128 credits for this degree
DATE: September 22, 2014

TO: Dr. Katherine G. Aiken
    Interim Provost and Executive Vice President

FROM: John Foltz
      Dean, College of Agricultural and Life Sciences

SUBJECT: Minor Change Notification Request

The University of Idaho (UI) is writing to the Idaho State Board of Education per Board Policy Section III.G.3.c. of changes which we believe are minor.

In the UI’s existing baccalaureate degree program in Food Science (B.S.F.S.) the UI is requesting the following changes: discontinue the four existing emphases and creation of two new options:

- B.S.F.S., Food Science major:
  - Discontinue the following Emphases:
    - Processing Emphasis
    - Business Emphasis
    - Science Emphasis
    - Nutrition Emphasis
  - Create the following Options:
    - Food Science Option
    - Dairy Foods Management Option

The following information is being provided to ensure the actions requested are minor, non-substantive changes and are in alignment with our institutional responsibilities and accreditation.

The change(s) will be made effective beginning Summer 2015.

Educational Offerings:
The new option in Dairy Foods Management within the B.S.F.S. degree was submitted by CALS Dean John Foltz to the Idaho State Board of Education as part of the University of Idaho Five Year Plan dated October 26, 2012.

We are requesting two options under the existing B.S.F.S. degree. The Food Science option will be updated to eliminate the four emphasis areas to focus on Food Science. A second new option, Dairy Foods Management, is being proposed. The required UI curriculum change form delineating the curricula for both options is attached. Students in the B.S.F.S. degree will complete the university requirements and take 51 course credits common across both options. Students in the Food Science Option will take another 38 credits that are distinct to that option with 13 distinct elective courses. Students electing to take the Dairy Foods Management Option will take 36 distinct credits and 15 elective credits to receive specific, focused training in dairy foods manufacturing and management.

Dairy manufacturing experts across the Pacific Northwest provided feedback on the new curriculum to ensure it aligned with industry needs. Results from a modified Delphi survey were
used to adjust the curriculum to meet industry needs and address industry challenges. A manuscript has been prepared describing the process used.

No changes in admission or credit requirements are anticipated. A new curriculum for the Dairy Foods Management option has been created (see curriculum change form). Two new courses are under development to support this option (see new course request forms).

**Planning:** We are requesting two options under the existing B.S.F.S. degree in the major of Food Science. The first option, Food Science, is the existing program being updated from four emphasis areas into one option. The second option is new and is titled Dairy Foods Management Option. Dairy manufacturing is growing rapidly and is the largest manufacturing industry in Idaho. More than 26 billion pounds of milk are produced annually in the Pacific Northwest. Idaho currently ranks #3 in milk production and #3 in cheese production in the United States. One of the industry’s greatest needs is for qualified employees with B.S. degrees well versed in all aspects of dairy foods manufacturing. Dairy manufacturing companies are asking the University of Idaho for greater in-state support of their growing industry. Individuals trained in dairy foods manufacturing, management and product development are needed to support the successful growth and innovation in the dairy products industry. Idaho dairy companies are filling positions with university graduates from outside of Idaho, especially from Utah, South Dakota and California, but will preferentially hire from within the state if qualified graduates are available. A new option within the existing B.S.F.S. Food Science degree is proposed to provide graduating students with a strong background in dairy foods manufacturing. This new option will strengthen the School of Food Science programs, providing new courses to the curriculum and continue to support the cooperative course options in the bi-state program.

**Budget:** Funds were reallocated by CALS and a new tenure-track faculty member has been hired to support the new curriculum ($90,000).

**Student Services:** Transfer students, freshman and sophomores in both options will continue to be advised by the current academic advisor (staff) in the School of Food Science. Students will transfer to faculty advisers for their junior and senior years. Current staffing is adequate to meet this need.

**Physical Facilities:** No additional physical facilities are anticipated. Current resources are adequate.

**Library and Information Resources:** No additional library resources are anticipated. Current resources are adequate.

**Faculty:** Current faculty resources are adequate to offer the Dairy Foods Management curriculum. New tenure-track faculty were hired in 2013 and existing faculty reassigned to meet instructional needs.

New faculty: Dr. Helen Joyner, Ph.D. Food Science, Assistant Professor, tenure-track, University of Idaho. Dr. Joyner is developing a new course titled FS 475 Statistical Food Quality Management (3 cr.) to support the new option.

Existing faculty: Dr. Denise Smith, Ph.D. Food Science, Professor, Washington State University. Dr. Smith is developing a new course titled FS 329 Dairy Foods Composition and Quality (4 cr.) to support the new option.
Food Science (B.S.F.S.)

Required course work includes the university requirements (see regulation J-3) and:

Biol 250, Biol 255: General Microbiology and Lab (5 cr)
Chem 111: Principles of Chemistry I (4 cr)
Chem 112: Principles of Chemistry II (5 cr)
Comm 301: Fundamentals of Public Speaking (2 cr)
Engl 317: Technical Writing (3 cr)
FCS 205: Concepts in Human Nutrition (3 cr)
FS 110: Introduction to Food Science (3 cr)
FS 220: Food Safety and Quality (3 cr)
FS 202, FS 203: Food Processing and Lab (4 cr)
FS 416, FS 417: Food Microbiology and Lab (5 cr)
FS 448: Oral Seminar in Food Science (1 cr)
FS 422, FS 423: Sensory Evaluation of Food and Wine Lab (4 cr)
FS 432, FS 433: Food Engineering and Lab (4 cr)
FS 460, FS 461: Food Chemistry and Lab (4 cr)
FS 462: Food Analysis (3 cr)
FS 470: Advanced Food Technology (3 cr)
FS 489: Oral Seminar in Food Science (1 cr)
FS 480: Food Product Development (3 cr)
Phys 111: General Physics I (3 cr)
Stat 251: Statistical Methods (3 cr)

One of the following (3-4 cr):
Biol 115: Cells and the Evolution of Life (4 cr)
MMBB 154: Introductory Microbiology (3 cr)

One of the following (4 cr):
Math 160: Survey of Calculus (4 cr)
Math 170: Analytical Geometry and Calculus I (4 cr)

And one of the following emphasis areas:

A. Processing Emphasis

Biol 300: Survey of Biochemistry (3 cr)
Chem 275: Carbon Compounds (3 cr)
Chem 276: Carbon Compounds Lab (1 cr)

Select 12 credits from the following:
FS 304: Cereal Products (2 cr)
FS 363: Animal Products for Human Consumption (4 cr)
FS 398: Internship (1-4 cr, max 4)
FS 406: Evaluation of Dairy Products I (1 cr)
FS 429: Dairy Products (3 cr)
FS 430: Dairy Products Lab (1 cr)
FS 464: Food Toxicology (3 cr)
FS 466: Wine Microbiology and Processing (3 cr)
FS 499: Directed Study (1-4 cr, max 4)

Courses to total 120 credits for this degree

B. Business Emphasis

Biol 300: Survey of Biochemistry (3 cr)
Chem 275: Carbon Compounds (3 cr)
Chem 276: Carbon Compounds Lab (1 cr)

Select 12 credits from the following:
Acct 201: intro to Financial Accounting (3 cr)
Acct 202: intro to Managerial Accounting (3 cr)
Bus 301: Financial Resources Management (3 cr)
Bus 311: Introduction to Management (3 cr)
Bus 321: Marketing (3 cr)
Bus 350: Managing Information (3 cr)
Bus 370: Process Management (3 cr)
Econ 202: Principles of Microeconomics (3 cr)
Econ 272: Foundations of Economic Analysis (4 cr)
FS 398: Internship (1-4 cr, max 4)

Courses to total 120 credits for this degree
Note: Either Econ 202 or Econ 272 may be used to satisfy the requirement, but not both.

C. Science Emphasis

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biol 380</td>
<td>Biochemistry I (4 cr)</td>
<td></td>
</tr>
<tr>
<td>Chem 277</td>
<td>Organic Chemistry I (3 cr)</td>
<td></td>
</tr>
<tr>
<td>Chem 278</td>
<td>Organic Chemistry I Lab (1 cr)</td>
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</tbody>
</table>

Select 11 credits from the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biol 382</td>
<td>Biochemistry I Laboratory (2 cr)</td>
<td></td>
</tr>
<tr>
<td>Chem 253</td>
<td>Quantitative Analysis (3 cr)</td>
<td></td>
</tr>
<tr>
<td>Chem 254</td>
<td>Quantitative Analysis Lab (2 cr)</td>
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</tr>
<tr>
<td>Chem 302</td>
<td>Principles of Physical Chemistry (3 cr)</td>
<td></td>
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<tr>
<td>Chem 303</td>
<td>Principles of Physical Chemistry Lab (1 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 398</td>
<td>Internship (1-4 cr, max 4)</td>
<td></td>
</tr>
<tr>
<td>FS 464</td>
<td>Food Toxicology (3 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 465</td>
<td>Wine Microbiology and Processing (3 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 466</td>
<td>Wine Microbiology and Processing Lab (1 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 499</td>
<td>Directed Study (1-4 cr, max 4)</td>
<td></td>
</tr>
<tr>
<td>Gene 314</td>
<td>General Genetics (3 cr)</td>
<td></td>
</tr>
<tr>
<td>MMBB 412</td>
<td>Pathogenic Microbiology (3 cr)</td>
<td></td>
</tr>
<tr>
<td>MMBB 425</td>
<td>Microbial Ecology (3 cr)</td>
<td></td>
</tr>
<tr>
<td>MMBB 440</td>
<td>Advanced Laboratory Techniques (4 cr)</td>
<td></td>
</tr>
<tr>
<td>MMBB 460</td>
<td>Microbial Physiology (3 cr)</td>
<td></td>
</tr>
</tbody>
</table>

Courses to total 120 credits for this degree

D. Nutrition Emphasis

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biol 300</td>
<td>Survey of Biochemistry (3 cr)</td>
<td></td>
</tr>
<tr>
<td>Chem 275</td>
<td>Carbon Compounds (3 cr)</td>
<td></td>
</tr>
<tr>
<td>Chem 276</td>
<td>Carbon Compounds Lab (1 cr)</td>
<td></td>
</tr>
</tbody>
</table>

Select 12 credits from the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>FCS 270</td>
<td>Intermediate Foods (3 cr)</td>
<td></td>
</tr>
<tr>
<td>FCS 384</td>
<td>Quantity Food Production and Equipment (3 cr)</td>
<td></td>
</tr>
<tr>
<td>FCS 387</td>
<td>Food Systems Management (3 cr)</td>
<td></td>
</tr>
<tr>
<td>FCS 411</td>
<td>Global Nutrition (3 cr)</td>
<td></td>
</tr>
<tr>
<td>FCS 462</td>
<td>Eating Disorders (2 cr)</td>
<td></td>
</tr>
<tr>
<td>FCS 305</td>
<td>Nutrition Related to Fitness and Sport (2 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 398</td>
<td>Internship (1-4 cr, max 4)</td>
<td></td>
</tr>
<tr>
<td>FS 499</td>
<td>Directed Study (1-4 cr, max 4)</td>
<td></td>
</tr>
</tbody>
</table>

Courses to total 120 credits for this degree

Required course work includes the university requirements (see regulation J-3) and:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biol 250, Biol 255</td>
<td>General Microbiology and Lab (5 cr)</td>
<td></td>
</tr>
<tr>
<td>Chem 111</td>
<td>Principles of Chemistry I (4 cr)</td>
<td></td>
</tr>
<tr>
<td>Chem 112</td>
<td>Principles of Chemistry II (5 cr)</td>
<td></td>
</tr>
<tr>
<td>Comm 101</td>
<td>Fundamentals of Public Speaking (2 cr)</td>
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</tr>
<tr>
<td>FCS 205</td>
<td>Concepts in Human Nutrition (3 cr)</td>
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<tr>
<td>FS 302, FS 303</td>
<td>Food Processing and Lab (4 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 416, FS 417</td>
<td>Food Microbiology and Lab (5 cr)</td>
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<tr>
<td>FS 418</td>
<td>Oral Seminar in Food Science (1 cr)</td>
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<tr>
<td>FS 432, FS 433</td>
<td>Food Engineering and Lab (4 cr)</td>
<td></td>
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<tr>
<td>FS 460, FS 461</td>
<td>Food Chemistry and Lab (4 cr)</td>
<td></td>
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<tr>
<td>FS 489</td>
<td>Food Product Development (3 cr)</td>
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</tr>
<tr>
<td>Stat 251</td>
<td>Statistical Methods (3 cr)</td>
<td></td>
</tr>
</tbody>
</table>

One of the following (3-4 cr):

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biol 115</td>
<td>Cells and the Evolution of Life (4 cr)</td>
<td></td>
</tr>
<tr>
<td>MMBB 154</td>
<td>Introductory Microbiology (3 cr)</td>
<td></td>
</tr>
</tbody>
</table>

One of the following (4 cr):

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math 160</td>
<td>Survey of Calculus (4 cr)</td>
<td></td>
</tr>
<tr>
<td>Math 170</td>
<td>Analytical Geometry and Calculus I (4 cr)</td>
<td></td>
</tr>
</tbody>
</table>

And one of the following options:

A. Food Science Option

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engl 317</td>
<td>Technical Writing (3 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 110</td>
<td>Introduction to Food Science (3 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 220</td>
<td>Food Safety and Quality (3 cr)</td>
<td></td>
</tr>
</tbody>
</table>
FS 422, FS 423 Sensory Evaluation of Food and Wine and Lab (4 cr)
FS 462 Food Analysis (3 cr)
FS 464 Food Toxicology (3 cr)
FS 470 Advanced Food Technology (3 cr)
Phys 111 General Physics I (3 cr)
One of the following (4 cr):
Biol 300 Survey of Biochemistry (3 cr)
Biol 380 Biochemistry I (4 cr)
One of the following (4 cr):
Chem 275 Carbon Compounds and Lab (4 cr)
Chem 276
Chem 277 Organic Chemistry I and Lab (4 cr)
Chem 278
One of the following (3 cr):
Comm 233 Interpersonal Communication (3 cr)
Soc 250 Social Conflict (3 cr)
One of the following (3 cr):
Phil 103 Ethics (3 cr)
Phil 351 Philosophy of Science (3 cr)
Select 13 credits from the following:
Biol 433 or Pathogenic Microbiology (3 cr)
Biol 533
Bus 311 Introduction to Management (3 cr)
Bus 321 Marketing (3 cr)
FS 304 Cereal Products (2 cr)
FS 363 Animal Products for Human Consumption (4 cr)
FS 398 Internship (1-4 cr, max 4)
FS 406 Evaluation of Dairy Products I (1 cr)
FS 436 Principles of Sustainability (3 cr)
FS 465 Wine Microbiology and Processing (3 cr)
FS 466 Wine Microbiology and Processing Lab (1 cr)
FS 475 Statistical Quality Management of Food Products (3 cr)
FS 499 Directed Study (1-4 cr, max 4)
PSci 440 Advanced Laboratory Techniques (4 cr)

Courses to total 120 credits for this degree

B. Dairy Food Management Option

AVS 172 Principles and Practices of Dairy Science (2 cr)
Biol 300 Survey of Biochemistry (3 cr)
Chem 275 Carbon Compounds and Lab (4 cr)
Chem 276
Engl 316 Environmental Writing (3 cr)
FS 329 Dairy Foods Composition and Quality (4 cr)
FS 398 Internship (2 cr) (Two 1 credit courses)
FS 406 Evaluation of Dairy Products I (1 cr)
FS 429 FS Dairy Products and Lab (4 cr)
430
FS 436 Principles of Sustainability (3 cr)
FS 475 Statistical Quality Management of Food Products (3 cr)
One of the following (3-4 cr):
Econ 202 Principles of Microeconomics (3 cr)
Econ 272 Foundations of Economic Analysis (4 cr)
One of the following (3 cr):
Phil 103 Ethics (3 cr)
Phil 201 Critical Thinking (3 cr)
Select 15 credits from the following:
Acct 201 Introduction to Financial Accounting (3 cr)
AgEc 289 Agricultural Markets and Prices (3 cr)
AgEc 301 Managerial Economics: Production (3 cr)
AgEc 302 Managerial Economics: Consumption & Markets (3 cr)
AgEc 333 Introduction to Sales (3 cr)
AVS 472 Dairy Cattle Management (3 cr)
BLaw 265 Legal Environment of Business (3 cr)
Bus 311 Introduction to Management (3 cr)
Bus 321 Marketing (3 cr)
Bus 378 Project Management (3 cr)
<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>FS 422</td>
<td>Sensory Evaluation of Food and Wine (3 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 423</td>
<td>Sensory Evaluation of Food and Wine Laboratory (1 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 462</td>
<td>Food Analysis (3 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 470</td>
<td>Advanced Food Technology (3 cr)</td>
<td></td>
</tr>
<tr>
<td>FS 499</td>
<td>Directed Study (1-4 cr, max 4)</td>
<td></td>
</tr>
<tr>
<td>RMat 495</td>
<td>Product Development and Brand Management (3 cr)</td>
<td></td>
</tr>
</tbody>
</table>

Courses to total 120 credits for this degree
Enhancing Benefits

Advancement/ Development
- Career coaching opportunities for mid- and entry-level employees
- Opportunities/“tracks” for promotion of staff
- Staff Sabbatical options (1 or 2 months of paid leave every 5 years)
- More professional development opportunities without cost

Bonuses/Temporary Salary Increases
- Ease criteria to allow for temporary salary increases and/or annual bonuses
- There are no bonuses (no Christmas, no “Thanks You’re Doing a Great Job... We Appreciate What You are Doing”).
- One-time bonus to faculty who obtain grants with overhead (perhaps percentage of overhead).
- Lump sum bonus or award, perhaps a trip.
- Big bonus check at the end of the year

Discounted Services
- Better/competitive pricing at rec center/wellness program for employees & spouse (rates at local gyms are better through our insurance company)
- Free use of rec center by family with paid employee membership
- Free Rec Center access
- Bob’s Café or Commons food court meal vouchers e.g. 2 per semester, 1 a month
- Free tickets (2 a year) to Vandal sporting/music/theatre events of employee’s choice
- Employee + family, free sporting event each semester- football, basketball; etc.
- Discounted bike rentals
- Discounted event tickets (One music, one sports)
- Discounts at the bookstore
- Upping the cap on discounted classes
- Swim center passes, free/discounted (lap swim was free)
- Golf
- Shuttle to Pullman; Airport Shuttle to Spokane

Parking:
- Cheaper parking passes
- Low cost/free parking permits
- Two for one at full price for employees who both work at university
- Offer parking punch card for purposes of picking up family in afterhours community events e.g. dance, swim

Childcare
- Child care stipend or support.
- Reduced rates/subsidy for UI Childcare Center (more competitive with the market/student rates, not public rates)
- UI Children’s Center discount for faculty and staff (currently only discounted for students)
- UI Children’s Center - an AMAZING resource for our institution - but the discount needs to be deeper and more substantial

Extend Moscow Benefits to South Idaho Employees
- Allow Boise employees to use a pre-tax program to pay for parking in Idaho Water Center.
• Assistance with gym memberships.
• On-site child care, dedicated child care program with reduced rates for faculty & staff.

Health Benefits
• Reduce premium and deductible - Standard PPO and HDHP
• Three months of paid maternity and paternity leave
• Improve vision plan with less restrictions
• enhance mental and physical health of faculty (and staff) members through free swim passes and/or Rec Center/Memorial Gym/Kibbie Dome passes
• Hire masseuse to go around to offices give 15 minute neck rubs

Leave/Flexibility
• Annual leave for holidays (esp. between Christmas & New Year’s)
• Early release without taking leave on major holidays, e.g. 2pm before Thanksgiving;
• Additional paid holiday day around Christmas or Thanksgiving
• days between Christmas and New Year’s Day off with pay without using annual leave
• Increase annual leave
• Increase paid vacation days for staff and/or time for professional development on or off-campus i.e. mini-sabbaticals
• Personal hours for staff (2-4 hours per month)
• Modify sabbatical terms so faculty who take two semesters off receives 75% of their AY salary
• Vacation days reinterpreted to use other days
• Four day work week – 10 hour day
• Paid time off for exercise/fitness (i.e. Zumba during the day)
• compensation time off vs being paid overtime
• Work hour flexibility (time and space) working from home one day a week, arrangements agreed to in advance outlining work to be accomplished
• Ability to donate sick leave to shared leave pool
• Add more holidays e.g. Columbus and Veterans Day
• Find ways of ensuring more flexibility for employees to take time off without burdening other staff in unit

Partner/Spousal Accommodations
• Offer greater support for partner hires, including tenure-track positions for those who are qualified, even if there is no obviously appropriate open line.

Policies
• More family-friendly policies -- some supervisors are very supportive, others are not:
  o employee was not allowed to shut her office door to use a breast pump, was instructed to go to a different building.
  o extend ability to use sick/annual leave during FMLA absences for adoption. Recently university allowed employee to use only 2 weeks of accrued leave to bond with the adopted baby.
• Mandatory training for all supervisors (supervisory excellence program offered by PDL) – better supervisors help with morale and retention
• Relaxing rules for employees with multiple jobs so they can get paid for more than 40 hours/wk
• Flexibility in how pay is allowed/entered i.e. graduate students with additional workload (GPSA senator) in addition to teaching assignment (2 classes a semester)
• Reduce workload: e.g. remove or reduce faculty advising and service workload
• Flexible work schedules for staff

Retirement
• University’s Health Savings Account (Health Equity) manager and VALIC should offer more “socially responsible” mutual funds in their investment options.
• Larger contributions toward retirement/HSA plans
• Employer contribution to the retirement fund more important than others, e.g. med insurance.
• Phase into retirement for faculty e.g. 60% appointment teaching only (no research or service), half-time position.

Travel:
• Guaranteed travel money for conference attendance when presenting (up to $2000/year domestic; $3000 international), money to bring student co-presenters along
• Travel funds for professional development
• Subsidize travel to conferences or trainings

Tuition Benefits:
• Moscow High School student, child of employee, allowed to take UI course(s) free/half price.
• Good "family" tuition incentive package
• Reduced tuition instead of waived tuition due to tax implications
• Improved faculty dependent tuition support

Miscellaneous:
• Society membership dues, computers or other things that are difficult to fund with grant money
• More program support in Extension
• Institute "cafeteria plan" for benefits (no benefit helps every employee)
• Reward system whereby supervisors can recognize staff that go above and beyond with simple items e.g. $5 gift card to eateries around campus, 15 minute massage, UI branded gift (coffee mugs, nice pens, etc.) University could purchase tax-free and in bulk, a low-cost way to say “we value your contribution”
• Laptops/tablets
• Improve open communication
• Surprise free mini art events for rotating groups around campus- Vandaleers, marching band; etc.
• Go up to an office and do something fun or take photos on a roving basis and post with daily UI news