Present: Anderson, Barbour, Boschetti, Brandt, Brewick, Brown, Caplan, Chung, Couture (Boise), Crowley (w/o vote), Flores, Folwell, Godfrey (Coeur d’Alene), Hiromoto (Idaho Falls), Hrdlicka, Jeffery, Jones-Mensah, LaPrath, Murphy, Nicotra, Perret, Stoll, Teal, Wiencek (w/o vote), Wolf. Absent: Adams, Dallas, Foster, Latrell, Mahoney. Guests: 8

The Chair called meeting #21 to order at 3:32. A motion (Stoll/Flores) to accept the minutes from the March 1st meeting passed without objection.

Chair’s Report: There was no Chair’s Report.

Provost’s Report: Provost Wiencek reported on the status of several ongoing searches. The search for a new Dean of the College of Business and Economics has been ongoing for several months. Today that search reached a successful conclusion by hiring Mark Chopin an Economic Professor from Northern Arizona University. He had strong support from the faculty and advisory boards. There are other searches in various stages of completion. We have made an offer that has been accepted on the Ombuds search. An announcement should be made in a couple of days.

The search for a new Dean of Education has progressed to reviewing candidates and on-campus interviews will probably be starting in a couple of weeks. The search for a Vice President for Research has just begun with the job description and advertisement going out. He suggested that anyone who would like to nominate someone should let his office know.

The Provost also noted that he is trying to get together with the President and General Counsel to go over the changes suggested by Faculty Affairs and the Faculty Secretary’s Office on the parental leave policy. He expressed optimism about reaching an acceptable conclusion on this policy and appreciated Senate’s patience and cooperation.

Provost Wiencek stated that they are working on the final edits to the strategic plan. They have received many comments on the plan with most being positive. They are incorporating comments on the importance of sustainability and healthy living choices. There have also been concerns about the metrics revolving around the aspiration of obtaining Carnegie I research status.

The SBOE wants to have their template filled out by March 14th. The final version of the plan should be completed by early April.

Change in Employee Compensation (CEC): Chair Teal introduced Vice-President Foisy and Trina Mahoney to discuss possible changes in employee compensation.

V.P. Foisy first noted that the search for a new Executive Director of Human Resources has progressed to interviewing the finalists. The on-campus interviews will be during the last week of March. There will be more information on the open forums coming out soon.

V.P. Foisy then presented some basic information on the possibilities of a change in employee compensation (CEC). The Governor’s proposal for a 3% increase in CEC has progressed through JFAC. There is an expectation that the state legislature will pass the proposed increase. He stated that a 3% increase in CEC from the state will not mean that everyone will get 3%. The 3% increase means there is a 3% pool available to provide raises to employees. They are not likely to do anything very different than what was done last year. The basic criteria (if approved by the President) will be:

- An employee needed to be hired before January 6, 2016 to be eligible.
- An employee must have received at least a “meets expectations” evaluation.
- An employee must have completed the “Our Inclusive Workplace” module.
V.P. Foisy noted that it is likely that the typical faculty and staff member will receive a 2% increase. This is because funds for faculty promotions, adjustments for years of service, cases of inequity or exceptional meritorious service must all come out of the 3% pool. He also explained that there was a strong preference for only giving “in-cycle” raises stating that now would be the proper time for supervisors to document the need for extraordinary cases involving equity or meritorious service.

One Senator asked about merit-based increases. V.P. Foisy stated that in his view we do not have a well-defined merit-based system that is consistent across campus. Another comment suggested that the University be careful about describing the CEC as a 3% increase since most employees would not receive a 3% increase. Foisy explained that they were trying to make attempts to explain that the pool for increases was 3%, but that everyone would not get that amount. Another Senator asked about the availability of information explaining who received how much of an increase. Trina Mahoney responded that the budget books provide salaries, but that they don’t provide a line-by-line detail explaining increases.

University Curriculum Committee: Chair Teal introduced Professor Torrey Lawrence (Chair of the Lionel Hampton School of Music) to discuss the music proposals.

FS-16-043 (UCC-16-032a): CLASS—Vocal Instrumental Music Education Minor
FS-16-044 (UCC-16-032b): CLASS—Music: Vocal Emphases. Professor Lawrence explained that they were trying to streamline their degrees after the FFF process and an accreditation review. The first proposal adds a minor, while the related proposal removes an area of emphasis. There was no vocal opposition and the proposals passed unanimously.

FS-16-050 (UCC-16-037a): Science—Math: Applied Quantitative Modeling Option. Chair Teal invited Professor Mark Nielsen to explain this proposed change. Professor Nielsen explained that this was a name change to a degree option and the corresponding course changes, which follow a different process, were not included here. This change allows the Math Department to focus more on engineering and business applications. The proposal passed unanimously.

FS-16-045 (UCC-032c) CLASS—Political Science: American Government Public Law Minor
FS-16-046 (UCC-16-032d) CLASS—Political Science: International Political Economy
FS-16-047 (UCC-16-032e) CLASS—Political Science: Public Administration and Policy Minor. Chair Teal invited Professor Brian Ellison (Director of the Martin School) to discuss the proposals to eliminate these three minors. Professor Ellison explained that the Political Science Department had a variety of minors and it was trying to reduce the number to make them easier to deliver and administer. The three proposals passed unanimously.

FS-16-048 (UCC-16-032g): CLASS—Philosophy: Global Justice Undergraduate Certificate
FS-16-049 (UCC-16-032h): CLASS—Philosophy: Professional Ethics Certificate. Professor Ellison explained that the removal of these certificates did not mean that the Philosophy Department was not focusing on ethics but it did reflect the difficulty of a small department to deliver these certificates. These two proposals passed unanimously.

Contingent Faculty Task Force Report. Chair Teal invited Dean Larry Stauffer to provide an update on the task force’s inquiry into the availability of benefits for contingent faculty. Dean Stauffer presented what he hopes is the final report from the task force. The task force developed information from conducting focus groups of temporary faculty, developing benchmarks from peer institutions, and obtaining feedback from faculty, staff, and administrators. On the basis of this information, they developed recommendations for this report to Faculty Senate. Some of the key observations from this report include:

- There are lecturers who have been teaching full-time, or nearly full-time, for three or more years with no core benefits like health or retirement.
- There are lecturers with no additional benefits such as support for professional development, or something as little as the ability to purchase gold parking permits.
- There are lecturers not permitted to attend or vote at departmental meetings.
- There are lecturers on 49% appointments which appears to be an attempt to avoid providing benefits, rather than a reflection of their workload.
Typically these lecturers are teaching our freshman and sophomore courses where we have the greatest retention problems. Dean Stauffer noted that there are probably around 100 lecturers currently employed, although he was not sure how many could be included in the number who have been employed for multiple years. There are benefits to the university in having people who are able to meet demand peaks. However, these people should be meeting peaks in instructional demand, but not to cover the base-loads of departments. Based on this, the task force recommends:

- Base instructional demand should be covered by long-term faculty, and peak demand by temporary faculty.
- All long-term faculty should have the appropriate benefits of university faculty, if they are half-time to full-time.
- Lecturers are not long-term faculty, but should be hired on annual contracts with core benefits. Voting and participation in the shared governance of the university should not be provided to lecturers.
- If an individual has been a lecturer half-time or more for three consecutive years, they may be converted to an instructor position upon positive vote of the unit faculty. If a person is a lecturer less than half-time, they will be considered an affiliate faculty member and may continue indefinitely with no expectation of benefits.

Dean Stauffer stated that while the above are the recommendations of the task force, they were not proposing that the Faculty Senate act immediately on this proposal. Rather, they suggest that the Senate have a committee take a close look at these recommendations. In the short run, they suggest that individuals who have been in lecturer positions for three consecutive years be converted to an instructor position, upon positive vote of the unit faculty.

During the discussion that followed, a Senator suggested that we should be cautious about acting on some of these recommendations without careful attention to how various departments might be affected. We need to be careful about language. While it was desirable to take away the incentive to hire individuals without benefits, we should also recognize that this might be costly. In the short-term, it was suggested that deans could report to the Provost on who fits into these classifications and why. In the long-term, perhaps the Faculty Affairs Committee could look into the implications of this report and propose what we might do to implement these recommendations.

The Provost concurred that we should be cautious in limiting the flexibility of departments without fully understanding the implications. We do want to give people reasonable benefits, but we should move into this slowly. We might want to have an annual report to better understand why some of these practices are going on, but it appears that we have some inequitable practices that should be examined.

**Adjournment:** With no further business to transact, a motion (Wolf/Flores) to adjourn passed unanimously at 4:43.

Respectfully submitted,

Don Crowley
Secretary to the Faculty Senate and Faculty Secretary