University of Idaho  
Faculty Senate Meeting Minutes  
2015-2016 Meeting #6, Tuesday, October 6, 2015

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

Chair Teal called meeting #6 of the Faculty Senate to order at 3:30. A motion (Wolf/Stoll) to approve the minutes from meeting #5 on September 29th was approved without objection. The Chair also noted that while we could see Senators at the off-campus sites we continue to have background noise problems leading to a need to mute them.

Chair’s Report: The Chair announced that Clark Stevens from the New West Land Company will be on campus for a presentation next Monday (October 12th). His presentation will appeal to a broad range of disciplines particularly those interested in conservation, sustainability, and land use design.

Provost’s Report: Provost Wiencek stated that the Spread Pay Task Force has been assembled although they haven’t yet had a meeting. He emphasized that the task force is starting with no preconceived outcomes. The Provost is assembling a rather large Strategic Plan Committee due to the need for broad input. This committee will be broken into sub-groups and will make use of technology to be more productive. The State Board is expecting a plan by April.

There are several searches getting started:
- Dean Larry Stauffer has agreed to chair a search to replace Mario Reyes as Dean of the College of Business.
- The Provost will chair the search committee to replace Vice President of Research & Economic Development, Jack McIver.

The Provost also noted that Cori Mantle-Bromley had just announced her plans to step down as Dean of Education this summer. Dean Mantle-Bromley has just completed a successful fundraising effort for the new education building. The Provost thanked her for her leadership and she received a round of applause from the Senate.

Provost Wiencek suggested the need to begin working on a more transparent and consistent budget process. We do need to move this along by the end of the year so that we can embed our strategic plan with the budget process. He is concerned that it is not clear to faculty how to ask for resources.

The Provost also reported on some results related to the HERI Faculty Survey. The results are posted on the IRA website. There is a lot of data to look at. Provost Wiencek highlighted results that suggest that faculty are satisfied with their job security and the sense that their teaching and research are valued. However, the data also indicates that “there is room for the
administration to improve communication about policy and other institutional business in a way that is more transparent, open and inclusive of faculty concerns.” He hopes that faculty/staff believe that things are moving in the right direction.

The Provost also commented on the relationship between the goals of bringing up salaries and growing enrollment. If our goal is to bring up faculty salaries to 100% of market then what type of enrollment increases are needed? Our salaries are currently around 16% below market. To bring us up to market would take approximately $20 million. If we returned to a 20:1 student to faculty ratio we could accommodate an additional 2,156 students. This would result in around $15 million in additional revenue. We were around 20:1 in 2004 and have dropped to 16:1 since. He also noted that part of the enrollment decline can be attributed to the decline in WUE students, although this decline has not resulted in a decline in overall revenue. The Provost suggested that growing our enrollment while increasing our student to faculty ratio points to a way forward. However, he cautioned against assuming that any specific decisions have been made about how we go about meeting this challenge. As a concluding comment, the Provost suggested that we might want to have a conversation about whether all faculty need to be on the same teaching/research tenure-track. Should we have some faculty who have a full-time teaching focus? A Senator asked whether he was talking about clinical faculty or instructor positions with a path to tenure. The Provost stated that he just wanted to start the discussion and we should consider these issues as we discuss the strategic plan. Another Senator wondered about the effect on workloads of increasing students in some areas. The Provost stated that we can’t control where students might want to major, but if we need to add capacity in certain areas we would have to determine ways to do this.

A different Senator suggested that we didn’t have excess capacity, rather we had shifted capacity by emphasizing the generation of research revenue. The Provost reiterated that what we needed to do was have a discussion focused on what our best use of resources will be. This discussion of different career paths doesn’t need to occur right away, but we do need to have it.

A final question asked about the decline of WUE students and the relationship of that to revenue. Vice President for Finance Brian Foisy commented that the previous administration had worried about the amount of revenue that was being lost by discounting tuition to out-of-state students. He suggested that they had found the “tipping” point where a decline in out-of-states students had not resulted in a decline in revenue.

**Health Fair:** The Chair introduced Senator Brian Mahoney to discuss the Health Fair to be held Wednesday October 14th from 1-5 at the Student Recreation Center. There will be health screenings from 7-11, flu shots from 1-5. He will also be doing a CPR demonstration. The Fair is open to students, faculty & staff, employee dependents, and retiree’s. There will also be free soft tacos.

**Other Announcements:**
- The Chair reminded everyone of the Teaching and Advising brainstorming session (aka Think Tank) scheduled for next Tuesday (October 13th) at 1:45 in the Doceo Center (basement of the Pitman Center).
• Senator Hrdlicka asked people to fill out the survey emailed to them from the Benefits Advisory Group. The survey will be analyzed to determine what health benefits we want in future years.

• Senator Adams announced that next week will be the Annual Bellwood Lecture sponsored by the College of Law. This year’s speaker will be Judge Juan Guzmán from Chile. Judge Guzmán has received numerous human rights awards for his decisions seeking to hold Augusto Pinochet accountable for human rights violations. His lecture will be on Wednesday October 14th at 3:00 pm in the International Ballroom of the Bruce Pitman Center. On Tuesday the 13th the film “The Judge and the General” will be shown in the Law School Courtroom at 3:30. It was noted that this is the time that Senate meets. One Senator suggested a Senate fieldtrip.

**FS-16-004 (UCC-16-001b): Education Specialist Degree:** Professor Paul Gathercoal presented this proposal. The Ed.S. degree in Curriculum and Instruction was inadvertently omitted from the list of online degrees submitted to UCC last year. The College of Education requests the inclusion of this degree on the list of 100% online degrees. The proposal passed unanimously.

**FS-16-007: Fall2015/Spring/2016 Exam Schedule:** Dwaine Hubbard from the Registrar’s Office presented the exam schedule and noted that it had been adjusted to try to minimize the number of times a student might end up with 3 exams on the same day. The Faculty Secretary thanked the Registrar’s Office for responding to this concern. The exam schedule was unanimously approved by the Senate.

**University-wide Work Related Employee Training:** The Chair introduced the newly arrived Vice President for Finance Brian Foisy along with Human Resources Executive Director Greg Walters and Elissa Keim. They have been invited to the Senate to discuss recommendations for training for employee’s, supervisors and managers. Mr. Foisy explained that this proposal was not an administrative “Dilbert” proposal. Rather it was a proposal that had bubbled up from Staff Council and other sources. The University doesn’t really offer any supervisor training and people are just expected to know what they need to do. The importance of such training can be seen by observing the University’s frequently long and convoluted hiring process. If we are to move away from a hiring process with multiple sign-offs, we need to make sure that supervisors are well trained and understand the legal environment within which they act. The proposal recommends that supervisors take a variety of required work training modules. When all of these modules are developed the required time commitment will be 3.5 hours. This proposal defines supervisor fairly broadly. So if a person supervisors any employees, including student employee’s they will be required to complete the modules. This could impact as many as 1,000 individuals on campus. New supervisors will have 90 days to complete the training while continuing supervisors will have 4 months. There will also be a “refresh” period every three years. There are also some all-employee modules which everyone will be required to complete. These will add 1.75 hours to the required training. This would be thirty minutes less for all those who have completed the “Our Inclusive Workplace” module. The largest time burden that a supervisor, new to the University, would be required to spend on these modules is estimated to be about 5.5 hours.
Several Senators expressed strong support for the development of this type of training. A Senator suggested that the most opportune time for a new employee to take these modules would be at the new employee orientation. It was pointed out that this orientation is now online. In a similar vein it was suggested that a recently hired person might have the opportunity to complete some of these before they actually arrived. Vice President Foisy responded that this was a good suggestion although there may be some logistical problems involving issues like passwords.

There was a question as to whether TA’s would be considered employees and also whether some of the module’s intended for supervisors might be open to all employees in a group gathering. In response to the first question, it was stated that since an employee was defined as anyone receiving compensation, then TA’s would be considered employees. Several Senators suggested that having materials available online related to the modules would be valuable. A Senator asked whether any employee, even someone hired for a short time in the summer, would be required to do the training. Foisy responded that the legal issues are the same and thus we can get into as much difficulty with a temporary employee.

The Chair asked if there was a way to streamline some of the requirements based on supervisor level, perhaps tier levels. For example, many faculty are assigned TAs by their unit thus becoming a supervisor by default, but they were not involved in the actual hiring/selecting. Several Senators noted concerns with how one tracks whether an employee completes a task assigned such as an I-9, especially when the supervisor does not have access to this information. Foisy responded that these were good suggestions and would be looked into.

Finally, there was an extended discussion of whether managing large numbers of student employees (like intramurals) might create some problems. While it was acknowledged that there might be some ways to streamline this, the general point of emphasis was that any person engaged in hiring or supervising would need to take these training modules. This conversation will be carried on with Staff Council and further tweaking of the timing and availability of the modules will probably occur. Foisy thanked Senate for their time and valuable input.

**Adjournment:** At 4:43 a motion (Mahoney/Wolf) to adjourn passed unanimously.

Respectfully submitted,

Don Crowley, Faculty Secretary
and Secretary to the Faculty Senate