The chair called meeting #20 to order at 3:31 p.m. A motion (Brewick/Brown) to accept the minutes from Feb. 28 as written was approved unanimously (with three abstentions).

**Chair’s Report:** Chair Brandt introduced former Senator Kenton Bird, thanking him for graciously volunteering to take minutes in the absence of the Faculty Secretary. Later in the meeting, the chair welcomed Senator James Foster, who assumed his seat representing the College of Science after a leave of absence.

The chair asked that senators who wish to participate in meetings from outside of Moscow to coordinate their attendance with the senators in Coeur d’Alene, Idaho Falls and Boise. She noted that the more people who participate remotely from separate locations, the smaller the images are on the video screen.

The Institutional Planning and Effectiveness Committee (IPEC), of which the chair is a member, has asked the Faculty Senate to compile and synthesize faculty comments on the metrics for Program Prioritization. A senator asked that the comments and any data from the survey be available in their entirety, not just summarized. The chair indicated this probably would be possible, depending on the number of responses received. She reminded senators that the deadline for comments was Tuesday, March 8. She also solicited Senate volunteers to participate in reviewing and synthesizing the data and comments for the IPEC.

**Provost’s Report:** Echoing the chair, Provost Wiencek noted the Program Prioritization comment deadline and encouraged faculty members to participate if they had not done so. [A discussion of the prioritization process was added to the Senate’s agenda.]

The provost announced the appointment of Ginger Carney as dean of the College of Science. [More information about the new dean may be found here: http://www.uidaho.edu/news/news-articles/news-releases/2017-march/030217-collegeofscience] Her husband, Adam Jones, a professor of biology, will join her on the faculty. Dean Carney and Prof. Jones plan to arrive in Moscow by Aug. 14, 2017, to participate in new faculty orientation, the provost said.

**Announcement:** The chair reminded all senators whose terms end at the end of this academic year of the importance of coordinating an election for a successor. A set of Frequently Asked Questions dealing with Senate elections was included in the packet for today’s meeting. A senator noted that Prof. Carolyn Payant plans to leave the University of Idaho after this year, so the College of Letters, Arts and Social Sciences will need to hold an election to fill the remainder of Senator Payant’s term. (The same will be true for any colleges in which a senator is unable to complete her/his term.) The deadline for notifying the Faculty Secretary’s Office of newly elected senators is April 15.
FS-17-047 – Civil Engineering to Civil and Environmental Engineering: The chair introduced Patricia Colberg, chair of the Department of Civil Engineering, to present a proposal to change her unit’s name to the “Department of Civil and Environmental Engineering.” Prof. Colberg said the change would align UI with similar programs elsewhere in the United States, better represent what the department actually does, and offer the potential to attract more students. She noted that faculty in the department, regardless of their sub-disciplines, supported the change. The motion carried unanimously with one abstention.

FS-17-048 - Civil Engineering – Fire Safety Certificate: The chair introduced Cheryl Wilhelmsen, Director of Industrial Technology in the College of Engineering, and Alex Vakanaski, a faculty member in the program, who participated in the meeting from Idaho Falls. Prof. Wilhelmsen presented the rationale for a new 18-credit certificate in Fire Safety. The certificate will be supported by a $254,000 grant from the U.S. Department of Labor. According to documents submitted in support of the proposal:

The certificate was requested by the Idaho National Laboratory and regional businesses. They identified an urgent need for employees with certification in Fire Safety. The certificate will provide the level needed to pass the certified fire protection specialist exam and will provide skill and knowledge for the students to qualify for a fire protection specialist job.

A senator asked whether the department has a plan to make the certificate self-sustainable after the Department of Labor’s two-year grant concludes? Prof. Wilhelmsen responded that the Idaho Falls Center would continue the courses and certificate after the first two years. Another senator, noting that all the courses will be offered online, asked how the practical projects for each course would be completed? Prof. Wilhelmsen said students will be able to accompany fire inspectors in their communities. The motion to create the certificate carried unanimously with one abstention.

FS-17-049 – Civil Engineering – Fire Prefix: The senate next considered a related motion, creation of a course prefix for the Fire Safety courses. While faculty in Industrial Technology will teach the courses, Prof. Wilhelmsen said the faculty did not want to use the “INDT” prefix and instead requested a new prefix, “FIRE.” This led to an extended discussion over possible confusion with courses in the College of Natural Resources’ degree program in Fire Ecology and Management. [These courses are currently offered with a “FOR” (Forest Resources) prefix, while “FS” is used for Food Science courses.] A senator observed that the university is attempting to raise the visibility of CNR’s Fire Ecology and Management program, and the presence of “FIRE” courses in the UI Catalog might lead to misunderstanding among students about where the courses resided and for which degree they counted. Chair Brandt proposed that rather than try to negotiate between two colleges over the course prefix, the senate should return the proposal to the University Curriculum Committee for further discussion.

The seconded motion to create the new prefix failed with four votes in favor, 11 opposed and four abstentions. The UCC will be notified of the discussion and of the senate’s action.

FS-17-050 – Computer science in Coeur d’Alene: The chair next introduced Prof. Joseph Law, associate dean of the College of Engineering, to introduce the proposal to offer courses for the fourth year of a Computer Science Degree in Coeur d’Alene. According to a letter submitted in support of the proposal:

A bachelor’s degree program will be a tremendous advantage for place-bound students in northern Idaho and provide key support to growing businesses in the area. A unique characteristic of this program will be cooperative experiences that will make industry-sponsored internships a part of the educational process.

The Idaho Legislature has recommended an appropriation to fund expansion of this program in the next fiscal year, pending final approval of the state budget for Fiscal Year 2018. Answering a senator’s
question, Prof. Law responded that if the budget does not include this funding, the program will be placed on hold. The seconded motion to offer the fourth year of Computer Science Degree in Coeur d’Alene passed unanimously.

**FS-17-045: FSH 3710 – Employee Leave Policy.** [The revisions to the Leave Policy were approved by the Faculty Affairs Committee and came before the Senate as a seconded motion at Meeting #19 on February 28, 2017. Because of the complexity of the revisions, no action was taken and the discussion was postponed to today’s meeting]. The chair presented a memorandum from the Senate Leadership intended to clarify changes discussed after the Feb. 28 meeting. The chair introduced the following changes, which were discussed and voted upon in order:

1. **Parenting Leave:** These changes deal with sub-section E. The definition of “parenting” was moved from section M to section E-1. General Counsel, Kent Nelson, offered two sets of clarifying language regarding the revisions to the Parenting Leave section. First he offered language clarifying the definition of parenting in sub-section E-1.a including a new definition of “Parenting Leave” in a new sub-section E-1.b. A senator asked whether this category of leave would be applied in the case of a child with a serious medical condition. Mr. Nelson replied that a provision of the Family Medical Leave Act (FMLA) allowing a family member to care for someone with a serious medical condition would still apply. A motion (Nicotra/Caplan) to substitute Counsel’s proposed clarifying language for all of E-1.a and creating a new sub-section E-1-b was approved unanimously with one abstention. Second, General Counsel offered substitute language for all of E-4 to clarify when employees may use paid and unpaid leave. A second motion (Brewick/Miranda Anderson) to substitute the proposed language for all of E-4 in the pending Leave Policy regarding Parenting Leave was approved unanimously with two abstentions. Finally, the chair asked for a vote approving all of the changes to sub-section E regarding Parenting Leave. The proposed changes were approved unanimously.

2. **Shared Leave:** These changes deal with sub-section L. As a result of the February 28th discussion, clarifying language was proposed. The language reads as follows: “Leave donors who desire to donate only as much leave as the intended recipient needs are encouraged to work with HR to make incremental donations to that person.” A motion (Nicotra/Brewick) to accept this new language in L-3 d. was approved unanimously. The chair then asked for a vote to approve all the amendments to sub-section L including the substituted language. The motion was approved unanimously.

3. **Family Medical Leave:** These changes deal with sub-section M-2. The intent of these changes is to provide the same choices for the use of paid and unpaid leave for Family Medical Leave as an employee would have for parenting leave. As with Parenting Leave General Counsel Kent Nelson offered substitute language for all of sub-section M-2 to clarify when employees may use paid and unpaid leave. A motion (Hrdlicka/Brown) to substitute the clarifying language was approved unanimously. The chair then asked for a vote on section M-2 (as amended). Motion carried unanimously.

The chair asked for a vote on changes to sections A-13 and C-8 to remove a supervisor’s ability to set standards for an employee’s attendance. Mr. Nelson stated that these changes reflect current policy and law. These amendments were approved unanimously. Finally, the chair asked for approval of a series of minor edits that included indicating eligibility for various categories of leave at the beginning of each section and other non-substantive changes. These were approved unanimously as a group.

The chair thanked the Senate for its patience in closely reviewing these changes to the Leave Policy.
Program Prioritization Metrics: The chair invited senators to ask questions, or make comments, on the process of evaluating and ranking the university’s programs using criteria defined by the IPEC. Questions and responses are summarized below:

- **Was there any cross-pollination between the academic and support work groups?** They were trained by the same consultant and received much of the same background material, so the process was parallel. It might be possible to use more common metrics across the two groups.

- **After watching the video, it was not clear whether units in Quintile 5 would be eligible to receive funding from the University Budget and Finance Committee (UBFC). What happens if a Q5 unit makes a proposal to UBFC?** If a vacancy occurs in a Q5 unit, the dean and provost will discuss why the program was placed in Q5 and how we address its weaknesses. There also will be an appeals process, if a position is vital and the department feels it has not been evaluated properly. The IPEC could consider an appeal.

- **Will Q5 and Q4 programs be chipped away until a point where they are no longer viable? This could result in a reduction in the number of departments and choices for students.** If a unit is vital and placed in Q5, it might need a new direction. However, if the unit is not vital, the personnel could be moved to other units and the program phased out. That will be a future discussion.

- **What is the rationale for reallocating resources to the college, rather than to the unit? Is it possible to have a small group determine reallocation rather than leaving it up to the dean?** Currently, the approval process empowers deans wherever they want. This policy more clearly articulates when a decision will stay in the department. It is unlikely that current practices will change. Sometimes it is strategic to take resources that are over-invested in one area and move them to another area.

- **How well do the metrics value scholarship and research?** Research is measured differently across the university; relying on research expenditures alone is a biased measure. The working groups struggled with this. That is why faculty comments on the process are important. The chair added that the research criteria, as presented, are not a *fait accompli* from the consultants.

- **Do the criteria fairly evaluate units that are primarily extension or research?** The process has attempted to level the playing field among units with different missions. The criteria are difficult because we have such a breadth of activity.

- **Has there been a survey of people involved in the work groups about how they perceived this process?** There has not been a formal survey, but informal feedback has been positive.

- **Will it be possible to decouple tenure decisions from potential financial ramifications? Would a unit in Q4 or Q5 decide not to deny tenure to a marginal candidate out of fear of losing the position?** In a case of tenure denial, the position stays in the department. It is outside of the process. Similarly, if a service unit terminates an employee for cause, it is not subject to the process.

A senator commended the provost for being open and transparent, but conveyed concerns about faculty morale. He indicated that he hopes the process will lead to better communication between the administration and faculty. Chair Brandt echoed those comments, praising the provost for his collaboration with the Senate Leadership.

There being no further business, the chair asked for a motion to adjourn (Hrdlicka/Foster), which carried unanimously. The meeting adjourned at 4:49 p.m.

Respectfully submitted,
Kenton Bird, Interim Secretary to the Faculty Senate
Associate Professor of Journalism and Mass Media, and Director of General Education