Call to Order and Minutes: The chair called the meeting to order at 3:30. A motion (Panttaja/Johnson) to approve the minutes unanimously passed with one abstention.

Chair’s Report:
- On October 6th a campus-wide meeting regarding staff market-based compensation will be held at 2:30 in the International Ballroom at the Pittman Center. Information about the meeting is available here: http://www.uidaho.edu/news/news-articles/faculty-staff-news/2017-september/091117-marketbasedcompensation
- Annual enrollment for the UI health plans will be between October 16 and November 7. A schedule of informational meetings is posted at: http://www.uidaho.edu/human-resources/benefits. Meetings will be recorded and off-campus faculty and staff may also participate via Zoom.

Chair Hrdlicka also asked senators whether they had received feedback on the draft student code disciplinary process. One senator indicated that his colleagues are likely to have significant comments and that he is in the process of gathering them.

Provost’s Report: The Provost stated that he has been reviewing comments on how to implement program prioritization reallocations within Academic Affairs that were submitted via sli.do. He also is in discussions with deans regarding how to implement the reallocation. These comments and conversations indicate that reallocations should focus on enrollment because it is central to the strategic plan and that they should be related to the size of current budgets. He sees the process of arriving at final reallocation targets as iterative. He plans to communicate the college reallocation targets within the next week or so, and will ask deans to develop plans for their reallocation responsibilities. He will review these plans and may make changes in the targets in response to this process.

A senator commented that the sli.do polling process seemed to have a small number of participants and, consequently, might not be representative of faculty views on how to implement reallocation. In particular, the senator commented that the importance of research may be understated. The provost pointed out the feedback process and sli.do poll were communicated to all faculty and staff in academic affairs. Chair Hrdlicka emphasized that the solicitation of faculty and staff input was broadly communicated, but also expressed his opinion that research should play an important role in the reallocation process. The provost responded that emphasizing enrollment at this time is appropriate because such an emphasis is consistent with waypoint one of the university’s strategic plan. He pointed out that the university cannot move toward R-1 status without making significant new investments in faculty. These investments will only be possible if enrollment is increased. The strategic plan emphasizes enrollment for this reason.

Consent Agenda – Faculty Secretary Liz Brandt explained that Senate Leadership will be including a consent agenda in future meetings as necessary. She explained that items on the consent agenda would be automatically approved by senate unless any senator requests an item to be removed from the consent agenda. The consent agenda will be used for ministerial items that are believed by Senate Leadership to be non-controversial such as approving changes to committee memberships, and the list of graduates each semester. She urged senators to review the consent agenda, if there is one. Chair Hrdlicka reminded Senators that any member of senate may request that an item be removed from the consent agenda and brought to the floor for discussion.
**Final Exam Schedule.** Registrar Heather Chermak and Associate Registrar Dwaine Hubbard presented proposals for re-organizing the university final exam schedule. Chair Hrdlicka introduced the topic by explaining that last year Faculty Senate took up the question of whether exams should begin at 7:30 am. See minutes of 2016-17 Meeting #11, November 8, 2016 and Meeting #18, February 21, 2017. Senators raised three concerns with the early morning start time:

1. neither students nor some faculty function at their best at that early hour,  
2. the 7:30 start time could lead to safety issues for those travelling to campus in the early morning in winter conditions, and  
3. the 7:30 start time might pose difficulties for both faculty and students with morning family and child care responsibilities.

Registrar Chermak agreed to consider alternatives to the current schedule. The purpose of today’s presentation is to follow-up on the discussion begun last year and receive preliminary reactions to possible revisions in the schedule.

Chermak indicated that the Registrar’s Office had looked at the university’s needs, considered a range of input and examined the approaches of other institutions. Two alternatives to the current exam schedule were presented:

1) Alternative 1: Exams begin at 8:00 am and end at 9:00 pm. The bulk of exams would be between 8:00 am and 5:00 pm, but evening classes and common finals would be during the evening. To make up for the later start, breaks between finals are to be reduced from 30 minutes to 15 minutes. The faculty secretary questioned whether a 15-minute break was sufficient for students with back-to-back exams. A senator pointed out that many exams do not last for the entire 2-hour exam period. Others stated that some exams take the entire allotted time and some students would like more time. Practices differ from discipline to discipline. Chermak indicated that her office had not looked into the question of whether the entire two-hour exam time was needed or used. Another senator suggested that for faculty and students with childcare responsibilities, delaying the close of the afternoon exam time to 5:30 may simply shift the problem from morning to evening.

2) Alternative 2: Exams begin at 7:30 am and last until 8:45 pm. Common finals would be between 9:00 pm and 11:00 pm, but no exams are scheduled on Friday. A senator suggested ending exams at 11:00 pm in the winter would increase the risks of accidents during late night winter travel from campus and other safety issues. Another senator expressed concern that ending exams so late would not provide an adequate opportunity for sleep to students who have a late night exam, followed by early morning exam.

A senator asked whether retaining the current system for exams was being considered. Chermak answered that retaining the current system was definitely being considered. Other senators questioned the rationale for Alternative 2 eliminating Friday exams. Hubbard explained that it would provide more options to students who leave town at the close of final exams.

A senator suggested that we consider retaining the current schedule, but push all start times back 30 minutes later. This way exams would start at 8:00 am and end at 9:30 pm. This small change would enable exams to start later, but would only extend evening exams by 30 minutes. Chermak agreed that this might be a possible approach. She explained that her office wanted to take the opportunity to present a more radical change in the exam schedule to the university community to spur discussion and fresh thinking on the topic. Another senator asked whether the current 5:00 to 7:00 pm exam slot could be used differently. She commented that she does not use scheduled make-up times for exams, but instead schedules a mutually convenient time with students. Chermak responded that the time slot was nonetheless needed for exams in evening classes.

Another senator noted that most faculty in her department do not give final exams. She wondered if there is a way to track this so that rooms during the exam period could be used more efficiently. Chermak commented
that under the current approach to exam scheduling, the registrar would need to identify the courses with no final exams a year in advance. This timing might pose a challenge for faculty and departments since courses can be changed or dropped, faculty change and some faculty do not decide whether they will give final until much later. However, the registrar will look into whether this possibility could create additional scheduling flexibility. While it would not address the overall scheduling issues, identifying open classrooms would provide flexibility for emergencies. The university must develop an emergency plan for finals. Finally, another senator asked whether Saturday exams have been considered. The registrar indicated that some peer institutions utilize Saturday exams.

Chair Hrdlicka summarized the discussion. There seemed to be positive support for Alternative 1 with the primary criticism that the 15-minute break between exams was inadequate. There was little enthusiasm within the senate for Alternative 2. Many senators find the possibility of moving the current schedule back 30 minutes to be attractive.

Registrar Chermak appreciated the conversation and ideas. Her office will consider the input and will develop a more detailed proposal to present to the University Curriculum Committee.

**Concealed Weapons Concerns.** Matt Dorschel, Executive Director of Public Safety and Security began his presentation by pointing senators to the resources and support systems available to employees who have concerns about safety on campus as outlined in the informational brochure included with the senate packet. He encouraged senators to forward this information to their colleagues and invited them to contact him for follow-up.

Regarding firearm safety and concerns specifically, Director Dorschel indicated that the university has resources available. He provided senators with a detailed list of the offices and contacts on campus who can help with firearm safety issues. The Office of Public Safety and Security take reports of safety concerns from employees as well as any person on campus. Situations do not have to rise to a level of actual threats before a report is made, but instead can include any concerning behavior that a person believes may warrant attention. Complaints and reports can be made anonymously online through the Clery Incident Report System ([http://www.uidaho.edu/infrastructure/pss/forms/clery-incident-report](http://www.uidaho.edu/infrastructure/pss/forms/clery-incident-report)), by phone or by email (campus-security@uidaho.edu). When a report is received, the university threat assessment and management team is convened. The team includes members of academic affairs, associate deans, representatives of student affairs, the counseling testing center, general counsel, and human resources. Others who might have detailed information about the subject of the report may also be included. The team has been trained and participates in national emergency preparedness exercises. They can put in place mitigation steps to address the concerns raised in a report both to assist a potential victim and to intervene to prevent a violent act from happening.

A senator asked if there have been reports or violent instances over the last year involving firearms on campus. If so, has the Public Safety and Security Office been able to address the concern? What have they learned? Director Dorschel indicated that the threat assessment and management team met between 15 and 20 times during the past year. They discuss every report – there is no minimum threshold. They did take several actions this past year including issuing no trespass orders to several individuals who did not have a reason to be on campus, alerting the Moscow Police Department (MPD), and some involving the student discipline system. Regarding the latter action, at least one student has been expelled as the result of a report. With respect to firearms in particular, the 2014 concealed carry law has not had much of an impact on incidents on campus. There have been a few reports of accidental display of a firearm. They have communicated with the individuals involved and reminded them of their responsibility to avoid public display of their weapons. They believe they have been able to address concerns on campus.

Another senator asked what kind of training and outreach efforts have been made to alert faculty to issues regarding weapons on campus, particularly new faculty. Director Dorschel indicated that he is available to speak to senior leadership or any size group that wants to take advantage of his offer. The Office of Public
Safety and Security offers active shooter response training with the MPD. They also make recommendations for unique responses in particular buildings and situations. Dorschel reflected that his office has to continually remind people that they can consult the Public Safety and Security website which contains FAQs. Secretary Brandt stated that the active shooter evaluation is very helpful and gave examples of how the College of Law had implemented recommendations.

**Twin Larch Development Proposal. Professor Mike McCullough.** Twin Larch Sanctuary is a 42-acre scenic preserve, with a four bedroom, three bath home of approximately 2,200 square feet, located on the south slope of Moscow Mountain within 5 miles of Moscow, Idaho. At an elevation of 3,300 feet, the home has sweeping views of the Palouse. Dr. James Austin and his wife Judith Austin donated the home to provide a retreat atmosphere for live-in or one-day small group sessions. It was further intended as a congenial setting for interuniversity collaboration involving UI, WSU, LCSC and NIC. Lastly, it was intended to provide for experiential learning opportunities involving university students. The University of Idaho is planning to sell the property. Consistent with the terms of the original gift, all proceeds (after reimbursement of minimal university capital spending) are to go to a private, nonprofit non-university entity. McCullough is asking the university to delay selling the property until next spring to allow time to form an exploratory committee to determine if a non-university nonprofit could successfully manage the property consistent with Dr. Austin’s original vision. The exploratory committee would be composed of faculty, staff, and alumni and would determine the legal structure of any nonprofit, demand, the revenue model, and the bylaws of the group.

A Senator asked whether the plan is for the property to remain available to employees for retreats. McCullough indicated that this is part of the very rough business plan—a small fee would be charged for such events. Also, the plan is to develop a revenue model to generate income by renting the facility out on evenings, weekends and breaks to faculty, staff, and alumni. There is still a lot of research to do. But, McCullough’s sense is that now, maybe more than ever, a facility like this might be useful. Several senators commented that they had never heard of the property. A senator asked whether the property had been offered to WSU as provided in the original gift. McCullough indicated that he thought the answer was yes and that WSU had not expressed interest in the property. The chair indicated a brief description of the property would be circulated and he encouraged senators to circulate the information to colleagues and to contact Senate Leadership or McCullough if they are interested in assisting.

**Borah Symposium.** Bill Smith and Steve Daley-Laursen informed Senate of the upcoming Borah Symposium. The symposium will be focused on honoring the role of past leaders in furthering the cause of Peace and Outlawing the Act of War. Information about the symposium is available here: [http://www.uidaho.edu/class/borah/fall](http://www.uidaho.edu/class/borah/fall). This year is the 70th Anniversary of the Borah Symposium. It has been moved to the fall semester from its past timing in April in order to provide a longer lead-time for planning. The Borah Foundation partners with the Borah symposium committee to sponsor the annual symposium. The Martin Institute, whose mission overlaps with the Borah Foundation and committee, provides the support for the committee.

Since Eleanor Roosevelt spoke at the first symposium in 1948, it has had an interdisciplinary focus. This year the symposium will focus on Outlawing War. The keynote address on Monday, October 16, will be given by Nobel Prize winner Shirin Ebadi who will speak on “The Role of Women on World Peace.” On Tuesday, October 17, Professor LeRoy Ashby will speak on “The Life and Times of William Edgar Borah at the Renfrew Symposium. On Tuesday evening Professor Scott Shapiro will speak on his forthcoming book, “The Internationalists: How a Radical Plan to Outlaw War Remade the World”, co-authored with Oona Hathaway.

A motion to adjourn (Johnson/Panttaja) was made and the meeting was adjourned at 4:32 pm.

Respectfully Submitted,
Liz Brandt, Faculty Secretary &
Secretary to the Faculty Senate