University of Idaho  
Faculty Senate Meeting Minutes  
2018-2019 Meeting #3, Tuesday, August 21, 2018

Present: Benedum, Brandt (w/o vote), Caplan, DeAngelis, Dezzani, Ellison, Foster, Grieb, Jeffrey, Johnson, Kern (Coeur d'Alene), Keim, Kirchmeier, Krishnan, Lambeth, Lee, Lee-Painter, Luckhart, Mahoney, McKellar (Idaho Falls), Seamon, Tenuto (for Cannon w/o vote)(Boise), Tibbals, Vella, Watson, Wiencek (w/o vote). Absent: Cannon (Boise), Chopin, Leonor, Morgan, Schwarzlaender. Guests: 8

Call to Order and Minutes. The chair called the meeting to order at 3:30 p.m. He introduced Penny Tenuto who is substituting for John Cannon. A motion (Watson/Mahoney) to approve the minutes passed unanimously.

Consent Agenda. The chair explained that items placed on the consent agenda are deemed approved unless a senator requests that an item be removed from the consent agenda. Removed items are added to the meeting’s regular business. The chair asked if there was any desire of a senator to remove the item from the consent agenda. No items were removed from the consent agenda.

Chair’s Report:

1. The chair reminded senators of the meeting processes observed by senate and of their responsibilities to be prepared, represent the views of their constituents and serve as a communication conduit from the university administration to their colleagues. The meeting agenda is updated in real time on the faculty senate web page. The agenda and attachments are also emailed in .pdf form by 1:30 PDT/2:30 MDT on Monday. The roles and responsibilities of senate are detailed in the senate position description.

2. The 2017-18 Annual Report of Faculty Senate is available on the faculty senate web page.

3. A number of issues were developed and prioritized at the senate retreat. Senate leadership is working through the list and prioritization information and will share it with senate along with recommendations for future action.

4. The Director of General Education, Dean Panttaja, is sponsoring a two part facilitated discussion entitled “What is an Educated Person?” The discussion will focus on questions such as: What is an Educated Person? Is general education still addressing the vision and values at the University of Idaho? Is there another direction we should be headed? If so, how do we get there? Interested faculty, staff and students are invited to attend. Refreshments will be available. Please RSVP to panttaja@uidaho.edu as seating is limited to 100.

   - Session I - 12:00 - 3:00, September 5, Vandal Ballroom, Pitman Center: Keynote kick off and facilitated discussion of where we are and where we might go?
   - Session II - 2:00 - 4:30, September 12, Summit Conference Center, Commons: Recap of Session I and facilitated discussion of how we get where we think we should go?

5. Open forums regarding VandalStar are being held. One such forum was ongoing at the time of the senate meeting. The second forum will be held Wednesday, August 22 at 3:30. Questions, comments and concerns about VandalStar can be raised at the forums. Information is available here.

6. The faculty secretary has circulated a memo containing important reminders of UI policies and procedures entitled “As the Semester Begins.” The chair encouraged senators to review this memo.

7. The chair reminded senators that the Talking Points email is circulated to senators by the faculty secretary shortly after senate meetings. The email is intended to summarize the high points of the senate meeting. Senators are strongly encouraged to share the Talking Points with their
faculty and staff colleagues. Senators are encouraged to include their own perspectives and annotations on the Talking Points to assist colleagues.

8. Additional tables have been ordered for the Paul J. Joyce Lounge to relieve crowding by the back-benchers at senate meetings. The chair noted that the down side of this will be that leadership will be further from the camera and will look smaller on Zoom to our off campus colleagues.

9. Finally, the chair shared the information he has on the process for the upcoming presidential search. Currently the State Board of Education (SBOE) has formed a committee to identify a search firm. The committee expects to complete this process by August 31. The search firm will not simply consult with the university but will manage the entire search. The search process will start with a campus listening tour by representatives of the search firm in September to identify the most important characteristics and qualities of the next president.

- **A senator asked why the committee to identify the search firm is being run by the UI purchasing office?** The provost explained that the committee is an SBOE committee and that the UI purchasing office is engaged with all UI contracts.
- **A senator asked what the role of faculty senate would be in the presidential selection process.** The chair explained that the SBOE will identify a search committee that will include faculty, staff, administration and student representation in addition to other UI constituencies such as alumni and SBOE members. The SBOE will also want to ensure that the search committee is comprised of diverse members of the UI community. The provost added that the SBOE’s primary responsibility is to hire and evaluate the president.
- **A senator asked about a letter that was submitted to the SBOE by the UI chapter of the American Federation of Teachers (AFT).** Johnson responded that the AFT is a group on campus that advocates a union for faculty. The letter advocates for faculty representation on the search committee, for beginning the search as soon as possible and for possibly foregoing the search firm. The faculty secretary added that senate leadership met with UI constituencies in June advocating for faculty involvement in the presidential search, for beginning the search as soon as possible and for ensuring that the search for the next president of UI is independent of the search for a new president at Boise State University.
- **A senator followed up and recommended that faculty ask the search firm pointed questions regarding how the firm will meet the needs of the campus.** Johnson pointed out that the search firm will not likely be the same firm that has conducted previous UI presidential searches.
- **Vice Chair Grieb asked if it would be possible to ask the search firm to visit with senate during their listening tour.** The chair responded that we do need to be engaged and he will make a request, but noted that we need to be cautious as presidential hiring is primarily the SBOE’s responsibility.

**Provost’s Report.** The provost welcomed senators back from summer break. He noted wryly that his summer was more restful than last summer because the university was not finalizing Program Prioritization. The provost addressed a number of administrative transitions that occurred at the end of spring semester and over the summer. There are several new Interim Deans. Professor Sean Quinlan of the Department of History is serving as the interim dean of the College of Letters Arts and Social Sciences. Professor Dennis Becker of the Department of Natural Resources and Society is serving as the interim dean of the College of Natural Resources; Professor Ben Hunter, who was previously the associate dean of the library is serving as Interim Dean of the University Libraries; Professor Shauna Corry of the Interior Design Program continues as Interim Dean of the College of Art and Architecture; and Professor Jerry Long is serving as the Term Dean of the College of Law. With respect to the law appointment, the provost explained that with the establishment of the full three-year law program in Boise, the college is working through a number of issues to fully implement the two-campus model for a single law school. The law faculty voted to postpone a dean search and to instead affirm the appointment of a Term Dean for the
next two years. In addition to the dean transitions, the provost also noted that Mark Skinner the Executive Director of the University of Idaho, Idaho Falls wished to return to the classroom and has taken a teaching position at BYU Idaho. The Idaho Falls Center is now searching for an interim director. Finally, the provost announced that the Vice Provost for Faculty position has been filled and introduced the new Vice Provost Torrey Lawrence.

The provost reported that his office continues to work on the market-based compensation system. He has asked Professor Patrick Hrdlicka, immediate past chair of senate and chair of the Faculty Compensation Task Force, to serve as a special assistant to Vice Provost Lawrence on market-compensation issues. He anticipates that Hrdlicka will assist with finalizing the remaining details of the system and with supporting faculty access to compensation information.

FS-19-001: FSH 3320 C – Administrator Annual Evaluation. Professor Marty Ytreberg, Chair of the Faculty Affairs Committee, reported on behalf of the committee. In late spring 2018, the committee voted to amend the provisions regarding review of administrators who are also faculty members. The new proposal is intended to streamline and simplify the evaluation process. It clarifies that administrators who hold faculty appointments should be evaluated in the same way as faculty in the four areas of faculty responsibility as well as being evaluated in their administrative capacities. They also must have a faculty position description. Evaluation is to be on an annual basis. The current policy only provides for a periodic and special review of administrators. The new policy also provides that faculty and staff who interact with the administrator must have the opportunity to provide confidential input on the administrator’s performance. The proposal also clarifies that administrators are evaluated by the person to whom they directly report. Finally, the new policy clarifies that there is no expectation of continued service in an administrative position.

The Provost asked whether this revision eliminates the periodic review? Ytreberg responded that it does eliminate special and periodic reviews in favor of annual reviews. A senator asked how administrators who are not faculty members will be reviewed? Secretary Brandt responded that such administrators are reviewed pursuant to our processes for evaluation of staff. The provost also clarified that the policy simply enacts processes that are already in place – administrators are currently reviewed annually. A senator asked why the detailed provisions in the existing policy to ensure confidentiality were eliminated from the proposed policy. Ytreberg responded that the consensus of the committee was that the current policy is outdated as to the collection of confidential data. The committee included a general provision in the proposed policy directing that input from faculty and staff be confidential, but plans to revisit the process for providing confidential input. Secretary Brandt added that it appears that many faculty and staff don’t believe their input is confidential under the current provision and there really is no way to ensure that the directives of the current policy regarding confidentiality are being followed. A senator asked whether the committee had a time frame for addressing the confidentiality of input on administrator evaluations. Ytreberg responded that the committee did not set a time frame. He suggested that senate could direct the committee to address the issues within a particular time. This issue is on a list of priorities to be addressed by the Faculty Affairs Committee. Provost Wiencek asked whether the concern about confidentiality is that faculty and staff who provide input to a third party who is evaluating an administrator don’t believe their input is confidential. Ytreberg confirmed that this is the concern.

As the chair prepared to vote on the proposed policy, a senator asked about the effect of an abstention. The chair clarified that the rule followed by senate is that, a quorum being present, policies may be passed by a majority of those voting.

The proposal passed unanimously.
FS-19-002: FSH 1590 – Unit Bylaws. Secretary Brandt explained that an editorial change in the provision of the Faculty-Staff Handbook governing unit bylaws was made to conform with changes in the faculty position description (FSH 3050) policy passed in spring 2018 by Senate and approved by the President.

Secretary to Faculty Senate: The Chair asked senate to confirm the appointment of Liz Brandt as the Secretary to the Faculty Senate. It was moved (Watson/Lee-Painter) that Brandt’s appointment be confirmed. This passed unanimously.

Senate Elections to Standing Committees. Finally, the chair sought nominations of senators to fill designated positions on the Benefits Advisory Group (BAG) and the Campus Planning Advisory Committee (CPAC). Senator Mike McKellar volunteered to serve on BAG. It was moved (Lee-Painter/Grieb) that nominations cease and that McKellar be appointed to BAG. This passed unanimously. No nominations were received for CPAC. The chair cautioned that he would be approaching senators about serving on this committee. [N.B. Senator David Lee-Painter volunteered to serve on CPAC]

The business having been concluded, the meeting was adjourned (Watson/Tibbals) at 4:24.

Respectfully Submitted,

Liz Brandt, Faculty Secretary &
Secretary to the Faculty Senate