Present: Benedum, Brandt (w/o vote), Caplan, DeAngelis, Dezzani, Ellison, Foster, Grieb, Jeffrey, Johnson, Keim, Kern (Coeur d’Alene), Kirchmeier, Laggis, Lambeth, Lee, Lee-Painter, Luckhart, McKellar (Idaho Falls), Morgan, Raja, Seamon, Schwarzlaender, Tenuto (for Cannon, Boise, w/o vote), Tibbals, Vella, Watson, Wiencek (w/o vote). Absent: Cannon, Chopin. Guests: 7

Call to Order and Minutes. The chair called the meeting to order at 3:30 p.m.

A motion to approve the minutes (Morgan/Seamon) passed unanimously.

Chair’s Report:

- The Board of Regents announced the members of the Presidential Screening Committee in a press release on Monday, October 1, 2018.
- Ben Bridges is a new senator representing staff. He replaces Brian Mahoney who resigned earlier in the fall. Penny Tenuto is sitting in for John Cannon who was unable to attend.
- The Vandal Ideas Project, a competitive university-wide grant program to stimulate bold new ideas to support our strategic plan goals, launched its latest proposal process last week. This year’s focus is on the “transform” goal in our strategic plan. A PowerPoint presentation from the launch is available on the VIP website. In addition, there will be a VIP brown bag event regarding the process on October 25 at 12:30-2 p.m. in the Vandal Ballroom. The process is open to all faculty, staff and students and collaboration is encouraged.
- A VandalStar orientation video is now available on the VandalStar resource website. The resource website also has a recorded session from an open forum with Vice Provost Dean Kahler and Lead Advisor Shishona Turner. Also, a quick snapshot of a searchable Faculty/Staff Guide is posted on the website.
- Faculty are encouraged to participate in the Argonaut Readership Survey - The newspaper is collecting feedback to better serve the UI community. The survey takes less than five minutes to complete.
- The Fall Career Fair is Wednesday, October 3, from 2:00--6:00 pm in the Kibbie Dome. Faculty are encouraged to drop by and show support for the vendors attending the fair and encouragement to students participating in the fair.
- Applications for Equipment and Infrastructure Support Awards are due on October 10.
- The Fire Ecology and Management Program at UI is celebrating its 40th birthday during the week of October 8-12. The program is one of the oldest in the country. The College of Natural Resources (CNR) began offering the first fire science courses in 1978, and in 2008 began a full Bachelor of Science program in fire ecology and management, the first of its kind in the nation. Hundreds of fire researchers and managers who are now leaders in industry, universities, government and nonprofit organizations across the country are alumni of the program. The program is sponsoring two events that are free and open to the public:
  - Conversations through the Smoke. Come see art from the people who fight, study and are affected by fires. Ridenbaugh Art Gallery, University of Idaho campus. Facebook: @ConvosThruSmoke October 8-12, with reception 5-7 pm October.
  - G-Wiz, the fire wizard presents Combustion Chemistry. October 9, 3:30-4:30 p.m. Shattuck Arboretum Amphitheater.
A senator asked for clarification of whether the Presidential Screening Committee announced by the Regents was different from a search committee. The chair and the provost responded that the responsibility for the search process lies with the Regents. The committee that has been appointed has yet to meet and receive instructions, but it is likely akin to what most faculty and staff would think of as the search committee. In the past, the committee’s responsibility has been to screen the candidates for our presidency and to recommend a final list of candidates to the Regents.

**Provost Report:** The provost noted that a candlelight ceremony was held over the weekend to honor Katherine Grogget, a current UI student and president of the Tri-Delta sorority, who recently died in a car accident near Lewiston. Katherine’s parents were able to participate in the vigil. The provost also expressed thanks to the UI community for its support of the Tri-Delta as the sorority, in particular, mourns Katherine’s death.

The Institutional Planning and Effectiveness Committee (IPEC) recently met for the first time this fall. The committee is initially focused on Program Prioritization (PP). Program prioritization was based on three elements – impact and essentiality to the UI’s mission, contribution to the UI’s strategic plan, and institutional investment. Last spring IPEC charged a sub-committee – Re-Engaging another Program Prioritization (REAPP) – to study the second criteria regarding contribution to the strategic plan. Dean Ali Carr-Chellman, the chair of REAPP, provided an overview of the sub-committee’s work. REAPP agreed with the suggestion of IPEC that contribution to the university strategic plan should be evaluated using college and unit cascaded plans. REAPP has proposed that college cascaded plans be evaluated by a small, but representative group using a rubric proposed by the sub-committee. This process would replace the institution-wide polling process used previously. REAPP also made recommendations to IPEC regarding how to assess centrality to mission. IPEC is evaluating the REAPP recommendations along with other proposals in light of the requirements of the State Board of Education (SBOE).

The provost reminded senators of the requirements of SBOE Governing Policy V.B.11. The policy requires that PP focus on mission, core themes and strategic plans. He pointed out that the term “core themes” is a reference to the continuous improvement portions of the university’s accreditation process. UI’s strategic plan directly reflects our core themes. The requirements of the board process fit well with our internal institutional planning processes. He reminded senators that an early version of PP did not focus on the strategic plan. As a result IPEC received significant negative feedback. The process was modified with a focus on the strategic plan. The resulting process was less than a perfect measurement and IPEC is now working to improve the process. Referring to the SBOE policy, the provost next pointed out that the board expects our PP process to be linked to our budgeting and program review process. IPEC is exploring whether the university should look to our required program review process as part of PP. Such a linkage might eliminate duplicative processes. Vice Provost for Academic Initiatives Cher Hendricks will be meeting with IPEC to discuss such a link. Finally, the Board policy requires annual reports regarding the university’s process. The provost does not believe this last requirement means that the university must run the PP process every year. However, we must be in a position to give a meaningful progress report regarding our PP process each year. The provost indicated that he will be providing regular updates to senate as the PP revision process moves forward.

The provost has been meeting with the deans of colleges that have undergraduate programs to discuss the institutional activities related to advising and recruiting. The deans have emphasized that in their opinions, advising should be a second priority behind recruiting additional students. They have emphasized that the university should work to excel at both advising and enrollment. The provost and deans discussed several ideas developed by Vice Provost for Strategic Enrollment Management (SEM)
Dean Kahler that will allow colleges to have a more active role in the strategic planning process for enrollment growth. He likened some of the ideas to the concept of the “flipped classroom.” Pursuant to which the college would play a leadership role in the planning process. The provost also presented data to deans regarding the number and structure of staff involved in the recruitment process. As senators have pointed out, our structure may have too many “middle managers”. He and the deans will be looking at this issue to ensure that our resources are deployed most effectively. He also will be working to ensure that the colleges address needs.

**Senate meeting time.** Following up on prior discussions in senate, the chair provided detailed information regarding the class conflicts that would arise if the senate meeting time and/or date were changed to better accommodate southern Idaho faculty and staff who must stay late to attend senate meetings because of the time zone difference. Unfortunately, the information gathered indicated that moving the time of the meeting earlier in the day or changing the day of the week on which senate meets, would drastically increase the number of class conflicts. This means significantly fewer faculty would be available to serve as senators. A senator suggested that the increased conflicts may reflect the efforts of current senators to avoid conflicts with senate. The chair responded that this was not likely given the number of additional conflicts created by a time change. The 2:00-3:30 time slot on Tuesdays and Thursdays is a very popular class time.

**FS-19-007 – FSH 1640.42 Faculty Affairs.** Prof. Terry Grieb, Chair of the Committee on Committees (ConC) presented a proposal to change the structure of the Faculty Affairs Committee (FAC) by adding the Vice Provost for Faculty as an *ex officio* member without vote. Grieb explained that FAC had originally also recommended creating a pre-set meeting time for FAC. ConC rejected that proposal out of concern that some faculty might be excluded from serving because of conflicts with the pre-set time. ConC did not think FAC was a large enough committee to make such an approach necessary. The ConC proposal to change the structure of the committee passed unanimously.

**Graduate Council Report.** Dean of the College of Graduate Studies (COGS) Jerry McMurtry presented the report. Graduate Council is proposing changes in the catalogue regarding the responsibilities of teaching assistants (TAs) and research assistants (RAs). The changes also implement the new graduate position approved as part of the restructured TA compensation system – graduate support assistants (GSAs). The proposed changes required TAs, RAs and GSAs to be in good academic standing. The proposal also limits the extra hours of work that TAs, RAs and GSAs can perform in on campus positions beyond their assistantships to 10 hours. UI records indicated that in the past some assistants had exceeded 40 hours of work per week in addition to their course responsibilities and assistantship responsibilities. Nationally, schools varied between allowing no extra on campus work hours up to 20 extra on campus work hours. The proposal requires that assistants be full time students and defines full time as nine credit hours.

A senator pointed out that the proposal uses the incorrect terminology for the intellectual property agreement required of employees pursuant to FSH 5400. He also questioned how graduate students could be both full time students (which he equated to 40 hours of work/week) and still work 20 hours per week as assistants. McMurtry responded that because assistant appointments are exempt positions and do not equate easily to 40 hours/week. He indicated in the past the lack of coordination in our assistantship programs made tracking work hours difficult. Under the restructured program such tracking will be possible. The senator suggested that Graduate Council consider whether the expectation of a 60 hour work expectation is excessive. Another senator questioned whether it was appropriate to equate full time student status to a 40 hour work week.
The Faculty Secretary reported on issues raised by a faculty member questioning the requirement that TAs be in good academic standing. At the beginning of graduate school some students struggle with the sophisticated level of the course work and can be placed on probation for a semester. McMurtry responded that Graduate Council discussed this and concluded that a student who is on probation should concentrate on classes. Graduate students only have one semester to improve their academic standing and get off probation. Another senator followed up pointing out that the new approach might cause faculty members to relax their grading standards to keep students above the minimum. Another senator asked for clarification on who flags the student’s situation adding that disqualifying a person from serving as a TA at the last minute might be very disruptive to departments. McMurtry responded that COGS will be able to track TA academic performance and alert departments when a TA is disqualified. He stated that Graduate Council understood that such disqualifications might cause disruptions. McMurtry also indicated that a department or student could petition for an exception to the rule. A senator asked for clarification of the academic requirements for graduate students. McMurtry responded that graduate students must maintain an overall grade point average of 3.0, or better. The chair commented that the proposed policy would send a clear message regarding the priority of course work to graduate students.

**FS-19-005 – FSH 4300 -- Teacher Education.** The faculty secretary presented this proposal for Professor Taylor Raney, Chair of the Teacher Education Coordinating Committee and Director of Teacher Certification in the College of Education Health and Human Services (CEHHS). The proposal is to eliminate FSH 4300 in its entirety. This policy is out of date and is descriptive in nature. It was probably included in the Faculty-Staff Handbook at a time when the handbook contained many informational items. With the growth of the internet the handbook no longer serves as much of an informational role. A motion (Foster/Jeffrey) to eliminate the policy passed unanimously.

The business of the meeting having been completed, a motion (Foster/Dezzani) to adjourn passed unanimously. The meeting was adjourned at 4:14 p.m.

Respectfully Submitted,

Liz Brandt, Faculty Secretary &
Secretary to the Faculty Senate