President Chuck Staben, presiding

Call to Order: 3:10 p.m. President Staben asked all to take their seats so that we could begin a count to determine whether we had a quorum. In order to obtain a quorum 97 voting faculty needed to be present. Initially it didn’t appear that there was a quorum and we had some difficulty communicating with the faculty at other sites.

In Memoriam: President Staben asked for a moment of silence following his reading of the names and affiliations of faculty members who had passed away since the fall University Faculty Meeting (UFM). Any faculty omitted will be recognized at the next meeting.

John Cobb III, Professor Emeritus of Mathematics
-February 2015-

Elisabeth Lapeyre, Professor Emerita of Foreign Languages and Literatures
-October 2014-

Lou E. Riesenberg, Professor Emeritus of Agricultural and Extension Education
-November 2014-

Teoman Sipahigil, Professor Emeritus of English
-November 2014-

The President turned the meeting back to Faculty Senate Chair Marty Ytreberg. Professor Ytreberg acknowledged the help of David Tong who is retiring. David, along with his team, has been instrumental in making it possible to communicate with faculty across the state and will be missed.

Chair Ytreberg also thanked those who had worked hard behind the scenes to develop the policies on the agenda today. He thanked committee chairs and the members of faculty senate and senate committees. He also thanked the efforts of those who have been part of his Faculty Senate Leadership team. He acknowledged the work of his Vice Chair Randy Teal along with Don Crowley and Ann Thompson from the Faculty Secretary’s office. Chair Ytreberg also took the opportunity to thank members of the University community that worked with him throughout the year. He noted that he really appreciated working with President Staben and Provost Aiken during the year. The faculty secretary suggested that if we had a recount of those in attendance we might now have a quorum. After this recount it was determined that there were 85 faculty in Moscow, 6 in Boise, 6 in CDA, 3 in Idaho Falls and 2 in Twin Falls. The 102 faculty present constituted a quorum.

With the presence of a quorum it was moved and seconded (Foster/Gregson) to approve the minutes from the January 15, 2015 faculty meeting. This motion passed without objection.

Classification System:
FS-15-062: FSH 3360. Probation, Promotion, Demotion, Reassignment and Transfer of Non-Faculty Exempt and Classified Employees. The Chair noted that this is a work in progress. The proposal is an attempt to make the process of obtaining a reclassification more transparent. The proposal passed unanimously.
**Promotion & Tenure:**

**FS-15-063: FSH 3520—Tenure Form.** This is a change to the tenure form. The only substantive change is to no longer include abstentions. The proposal passed 94-4-3.

**FS-15-064: FSH 3560—Promotion Form.** This seeks to clean up the form while removing the ability to abstain. The proposal passed 95-5-1.

**Employee Benefits:**

**FS-15-051: FSH 3710—Leave Policies for All Employees.** The Chair highlighted the key changes. (1) Extends parenting leave to include foster care and adoption, removing the 10 day limit of sick leave use. (2) Parents no longer have to share leave. The current policy says that if both parents are UI employees they must share leave. This policy change allows each parent to take the full leave. (3) There is an explicit allowance for transfer of leave between parents. (4) The amount of leave allowed is expanded from 12 to 16 weeks. A question was asked about the potential financial implications of these changes. Professor Hartzell who was on the Faculty Affairs Committee answered that most of this does not include direct costs since it involves either unpaid leave or taking sick leave or personal leave. There could be some costs if a department hires someone during the absence. The proposal passed unanimously.

**FS-15-052: APM 55.07—Shared Leave**

**FS-15-053: APM 55.09—Employee Leave Benefits**

These are FYI since we do not vote on APM changes. They are included here for discussion because they involve leave policies. There was no discussion.

**FS-15-060: FSH 3780—Dependent Tuition.** This extends the tuition waiver from 50% to 100% and applies to all dependents rather than just one. There was a question as to whether this waiver applied to both in-state and out-of-state tuition. The answer was that it does. There was also a question about the financial implications. Senator James Foster, who was on the committee, stated that the estimated financial cost in the first year would be around $300,000. He also stated that it was harder to estimate the benefits but the indication was that this proposal would aid in the retention and recruitment of faculty and staff. The proposal passed 97-3.

**FS-15 046: FSH 1565 & 3730 Retirement Benefits.** These interrelated proposals provide emeritus professors and honored staff access to UI site license software and related IT services. Proposals passed unanimously.

**FS-15-067: FSH 3730—Retirement Privileges & Programs.** This proposal makes changes to ensure consistency with the Affordable Care Act. There was no discussion. The proposal passed unanimously.

**Other Proposals:**

**FS-15-024: FSH 2700—Student Evaluations.** This proposal involves changes to the student evaluation of teaching forms. The proposal seeks to improve feedback from students to help improve the quality of courses. A couple of questions were asked regarding numerical rankings of instructors and courses which was included in the previous form. The Chair noted that there was an attempt to get away from numerical rankings although a person seeking to convert the responses on this form to numerical rankings could do so. Professor Hartzell noted that this had been in the committee for several years. The changes were driven by looking at research on student evaluations. The committee removed the questions asking about the quality of the professor and the quality of the course with the hope of focusing on whether learning outcomes were addressed and whether the instructor communicated well. She suggested that most of the studies of evaluations concluded that this was a better way to get feedback from
students. A question was also asked regarding extending the evaluation proposal through finals week with the hope of improving the response rate. Professor Hartzell stated that they had discussed that but no decision had been made. Her committee also discussed other proposals to improve the response rate. Another faculty member asked about the ability of faculty to customize the forms. This would still be possible. The proposal passed 79-11-11.

**FS-15-056: FSH 1620 B-2. University Level Committee.** This is a simple redline striking the word only. Our current policy excludes committee changes from being voted on by the university faculty at a UFM. This change would mean that all changes to senate committees’ functions and structures would come to the UFM. Although many of these changes are minor some might be controversial and faculty should get a chance to vote on them. A question was asked about whether this changes the role of the Committee on Committee’s. It does not. Another person asked what would happen if there is not a quorum. This would not change the current situation where, in the absence of a quorum, everything passed by the Senate passes except for bylaw and constitution changes which require a quorum. The proposal passed without objection.

**FS-15-045: FSH 1640.36 and FSH 1640.36. Dismissal Hearing Committee and Faculty Appeals Hearing Board.** This is an example of a committee change that we are not voting on but given the proposal just passed we would do so in future meetings. The change clarifies the role of the faculty secretary in discussing the role of these committees. It also adds language to allow both parties to have an advisor or counsel at these hearings. There were no questions.

**FS-15-069: FSH 3840. Procedures for Faculty Appeals.** This proposal is consistent with the above change. It clarifies that both parties in an appeal may have an advisor or counsel present at the hearing. This passed unanimously.

**FS-15-070: FSH 3910. Dismissal and Discipline of Faculty.** Similar to above. Passed unanimously.

**Miscellaneous (FYI)**
- FS-15-042: FSH 1640.95—University Security and Compliance Committee
- FS-15-043: FSH 1640.89—University Committee on General Education
- FS-15-044: FSH 1640.90—General Education Assessment Committee
- FS-15-068: FSH 1640.20—University Budget and Finance Committee
- FS-15-068: APM 95.24—Vandal Alert System
- FS-15-054: APM 70.23—University International Travel
- FS-15-055: APM 5.05—Travel Liability and Insurance for International Travel
- FS-15-057: APM 45.35—UI Unmanned Aircraft Systems
- FS-15-058: APM 95.35—Personal Use of Unmanned Aircraft Systems
- FS-15-059: APM 35.35—Public Use & Liabilities

This group of changes are all informational. The first four are changes to committees and the last 6 are changes to APM’s. Although we do not vote on these, the Chair encouraged questions. These are provided to increase awareness and communicate the changes to the broader community. There were no questions.

**Catalog Changes:**
- **FS-15-049: UCC-15-071—Graduate Student GPA Requirements for Graduation.** This proposal seeks to prevent graduate students from raising their GPA by taking courses not required for a degree. This attempts to close a loophole. It was clarified that this doesn’t prevent a person from taking a course not on their degree plan but the
grade in that course would not change their cumulative GPA for the degree. The proposal passed with no objection.

**FS-15-065: UCC-15-080—Undergraduate Enrollment and Courses for Graduate Transcripts.** This proposal seeks to prevent double counting of courses towards both undergraduate and graduate degrees. This would not affect undergraduate degrees but would prevent counting courses towards a graduate degree that were already used for an undergraduate degree. Graduate students might still take undergraduate courses that count towards a graduate degree if allowed by a program. Another question was raised regarding the timing of determining when an undergraduate course could be moved to their graduate program.

Professor McMurtry stated that this requirement would still allow students to move additional credits taken as an undergraduate to a graduate program up until the point they received their undergraduate degree. At that point the undergraduate GPA is frozen. This proposal passed 89-5.

**FS-15-066: UCC-15-081. Q-10 Academic Certificates.** This proposal defines and clarifies what is meant by a certificate program. This passed without objection.

That concludes the business portion of the meeting. Chair Ytreberg turned the meeting back to President Staben for some concluding remarks.

President Staben thanked Chair Ytreberg and everyone for attending the meeting. In thinking about his 18 months at the University, President Staben reflected on the talk he gave on challenges and opportunities when he first came to the UI. We need to embrace both our challenges and opportunities. The key challenge is increasing our undergraduate enrollment by 50%. We haven’t made any progress on this goal during the year but we can make progress towards meeting this goal. We can treat our students better and focus on retention and student success. We have changed some of our recruitment practices, but we will all need to work together to meet this goal. Our State needs more educated people and accomplishing this is our mission.

President Staben noted that he senses some frustration in the University with our failure to move forward. We have achieved some financial stability but that has been largely by cutting which is not the way to enhance excellence. To achieve excellence we must invest and increase enrollment. Faculty are critical in this role and should ask how they can help in recruitment, retention and student success.

Research is also a key mission. We are doing some high impact research like the NIH grant obtained by Holly Wichman. We have of number of great research projects like this involving people from across the University. There are great opportunities for research in Idaho and we need to do more to bring these ideas forward. Graduate education will follow research. There are some professional graduate programs that are not as research driven but many of our graduate programs are traditional research driven programs.

The University has incredible supporters and impact across the State. We have political support and we saw increased appropriations this year. Our state appropriations are not as high as we would like but is higher than our peers. We have great support from our alumni. We exceeded our goal in our fundraising campaign that hit $261 million. This was accomplished with the largest gift of $10 million.

President Staben emphasized the need for the University to move forward together. We have been able to raise faculty and staff salaries for the second year in a row. This year’s salary increases for staff sought to recognize the loyal service of those who have served for
a long time and following the recommendations of faculty senate we have established a higher minimum wage. There are a number of changes in administration at the University. The new Provost, John Wiencek, will be arriving on June 1st. There is a search under way for a new Vice President of Advancement and also a search for a Vice President of Finance. Finance and Administration have been split apart and Dan Ewart will take on the administration part which will be called infrastructure.

The President concluded by stating that we need to celebrate our successes. This is a great University and we can make it better together.

The President was asked about long-term and short-term enrollment strategies. The President stated that we need to retain the students we have and recruit new students. We are performing adequately in retention but not great. Many universities have taken a lot of steps to enhance recruitment that we need to look at. He has heard complaints about students getting into classes. We need to look at student access to courses, academic advising and support as well as financial counseling. There is a bright spot in our retention picture. Our first year retention rate for minority students is higher than the retention rate for the majority of our students. Unfortunately, our graduation rate for minority students is fairly low. This may be because of factors like accumulation of debt. We are doing close advising and counseling for our first year minority students and it looks like it is working. Perhaps we need to do this for everyone. We are putting in a financial counseling program called BEAM (Better Education About Money). The average student will graduate with around $26,000 of debt. We need to help our students to not be scared by this debt and realize they are making an important investment in enhanced earning potential.

On the recruitment side we have made a lot of changes. We had some very poor processes that we are changing. We have put in a scholarship for students who have between a 3.0 and 3.4 high school GPA. This is the first time we have offered scholarships to these students. We can recruit these students and encourage those who haven’t seen themselves as college students and we are confident they can succeed at the University of Idaho.

When asked whether he could support the tuition waiver for dependents of faculty and staff the President said that this was not something he could support. It has financial implications of at least $300,000 and he suspects this is an underestimate. He had previously discussed this with senate leadership and indicated this was not something he could support.

A motion to adjourn passed unanimously at 4:28 p.m.

Don Crowley, Faculty Secretary
and Secretary to the Faculty Senate