Call to Order: President Staben called the meeting to order at 3:05. The President then opened the meeting by welcoming all those in attendance. He noted that we would not be conducting business or making policy at this meeting. This meeting is to welcome new faculty and administrators as well as acknowledging the accomplishment of those who received tenure and promotion. The President and the Provost would share some thoughts on the coming year later on in the meeting.

In Memoriam: President Staben asked for a moment of silence for those who had passed away since our last University Faculty Meeting.

Clifton E. Anderson  
Extension Professor Emeritus of Agricultural Information  
May 2015

Fred L. Edmiston  
Extension Professor Emeritus and Extension Educator  
July 2015

President Staben introduced Randy Teal as Chair of the Faculty Senate. Professor Teal first sought to determine if there were 97 faculty members necessary for a quorum. A quorum was present with 154 faculty attending including those at our non-Moscow sites. A motion to approve the minutes from the May 5, 2015 meeting passed with no objections. Chair Teal turned the meeting back to President Staben.

President Staben announced that the State of the University will be on Monday October 5 in the International Ballroom of the Pitman Center.

Special Orders: President Staben introduced the new Provost and Executive Vice President John Wiencek who would begin the introduction of other new faculty and administrators. A complete list was provided for those in attendance. Provost Wiencek introduced new administrators as well as internal changes in departmental administrators. The deans introduced new faculty members in their respective colleges or units.

President’s Remarks: President Staben stated that this is a community building event and he thanked the new faculty for choosing the University of Idaho as a place to build their career. The UI is a place that nurtures and supports careers on the leading edge of scholarship. Our faculty train the next generation of students providing them with skills and attitudes which will help them succeed in their careers and lead more satisfying lives.

One of the key factors that leads students to choose to study at the UI is that we are a leading national research university. Research universities prepare students not just with today’s knowledge, but also confers on our students the ability to discover new knowledge. We lead Idaho twofold in terms of total research expenditures.

We are poised to make great leaps in scholarly activity and its impact. We should set ambitious goals, one of which is to create a college going culture in the state. We have a unique land grant mission to serve the people of Idaho. Fulfilling it should, and does, make us proud.

President Staben stated that as he begins his second year at the University, he feels that he has done a pretty good job of explaining what we need to do, but perhaps not in communicating why we need to do it and why it matters. This fall we will begin to develop a new strategic plan. This plan should help us think about where we will be in ten years which is approximately how long he expects to be President. We should think about where we want to be together in 2025. This plan can help shape the future of Idaho and strengthen the University of Idaho. He has asked Provost Wiencek to lead the development of the strategic plan but this is a process that should engage all of us. The key pieces of his vision for the University include:
• **Continue to offer transformative education.** Public universities are American dream institutions. By educating our students we shape our society. Our mission is to make a stronger democratic society.

• **Expand access.** We must emphasize academic quality, but we also must serve even more people. We are going to grow as an institution. He hopes to increase enrollment by 50% in the next ten years. Idaho has one of the lowest college going rates and one of the lowest per capita incomes in the nation. These things probably correlate and we want to change this and change the future of Idaho. We should serve any qualified student. We may have to adjust some of our approaches to admittance and how we teach our classes.

• **Increasing enrollment will generate additional resources.** This will allow us to create a better professional environment. Enrollment is the key to success in our overall academic plan. Increasing enrollment includes both recruitment and retention. Faculty play a key role in retention through classes and advising.

• **Generate ideas that matter.** We generate ideas that have impact on our students and society. To further research that has high impact we need to think in a more issue oriented, interdisciplinary, theme based manner. We will encourage this by reallocating $300,000 to fund internal projects on a competitive basis that are interdisciplinary, relevant to Idaho, and have national and global impact.

• **Building our team.** We should think of ourselves as an intellectually vibrant, purpose driven organization that attracts, retains, and develops great faculty, staff and students. President Staben noted that he worries that we have allowed distractions to get in the way of advancing our purpose as an organization. Over the next ten years he would like to see us keep our purpose in sight and not let distractions get in our way.

President Staben introduced the members of his executive leadership team:

- John Wiencek—Provost and Executive Vice President
- Mary Kay McFadden—Vice President for Advancement
- Brian Foisy—Vice President for Finance
- Dan Ewart—Vice President for Infrastructure
- Jack McIver—Vice President for Research

President Staben invited Provost Wiencek to make a few comments about the role of faculty. Provost Wiencek expressed his appreciation to the faculty and noted that expectations are held mutually. We all strive to be the best versions of ourselves and strive to get the best versions of our colleagues to come forward. We should expect disagreement and civil debate in order to get the ideas that matter on the table. We expect faculty collegiality and professionalism to strengthen the Vandal family. We expect engagement and dedication to transformative education so that our students can fulfill their aspirations.

We want to advance the human condition and implement new ideas that can make a difference. We are proudly a land grant university for the State of Idaho. The University of Idaho is committed to providing the resources and cultural climate to embrace our broad land grant mission. We will focus on improving our ability to recruit and retain qualified faculty and staff. We will support an intellectual and creative environment with a competitive salary and a supportive inclusive community. Provost Wiencek concluded by saying that he is happy to be here and proud to be a member of the Vandal family.

President Staben was reintroduced for the purpose of recognizing those who received promotion and/or tenure for this academic year.

- Ahmed Abdel-Rahim promoted to Professor of Civil Engineering.
- Anne Adams promoted to Associate Professor of Curriculum and Instruction, with tenure.
- Stephen Cook promoted to Professor of Plant, Soil and Entomological Sciences, with tenure.
- Wendy Couture Associate Professor of Law, granted tenure.
- Traci Craig promoted to Professor of Psychology and Communication Studies.
- Jamie Derrick promoted to Clinical Associate Professor of Psychology and Communication Studies.
- Karla Eitel promoted to Research Associate Professor.
• Lance Ellis promoted to Extension Associate Professor, Eastern District, with tenure.
• Tim Frazier promoted to Associate Professor of Geography, with tenure.
• Candi Heimgartner promoted to Senior Instructor of Biological Science.
• Robert Heinse promoted to Research Associate Professor of Plant, Soil and Entomological Sciences, with tenure.
• Philip Higuera promoted to Associate Professor of Forest, Rangeland and Fire Sciences, with tenure.
• Lauren Hunter promoted to Extension Associate Professor, Southern District, with tenure.
• Russell Jackson promoted to Associate Professor of Psychology and Communication Studies, with tenure.
• Shelly Johnson promoted to Extension Professor, Northern District.
• Ellen Kittell promoted to Professor of History.
• Joseph Kuhl promoted to Research Associate Professor, Plant, Soil and Entomological Sciences, with tenure.
• Kelli Loftus promoted to Extension Senior Instructor, Northern District.
• Michael Lowry promoted to Associate Professor of Civil Engineering, with tenure.
• You Qiang promoted to Professor of Physics.
• Dojin Ryu Associate Professor of Food Science, granted tenure.
• Nick Sanyal promoted to Professor of Conservation Social Sciences.
• Brandon Schrand promoted to Associate Professor of English, with tenure.
• Elizabeth Scott Associate Professor of Landscape Architecture, granted tenure.
• Adam Sowards promoted to Professor of History.
• Eric Stuen promoted to Associate Professor of Business, with tenure.
• Daniele Tonina promoted to Associate Professor of Civil Engineering, with tenure.
• Lee Vierling promoted to Professor of Forest, Rangeland and Fire Sciences.
• Kerri Vierling promoted to Professor of Fish and Wildlife Sciences.
• Mark Warner promoted to Professor of Sociology and Anthropology.
• Erik Wenninger promoted to Research Associate Professor of Plant, Soil and Entomological Sciences, with tenure.
• Thomas Williams promoted to Clinical Associate Professor of Geological Sciences.

There was a round of applause for those who received Promotion and/or Tenure.

President Staben opened the floor to questions. He noted that this was a good opportunity for myth busting and he was willing to answer any question from the floor.

• It is rumored that we were returning to RCM, is that true? The President noted that RCM (Responsibility Center Management) had been tried here some years ago. We are not likely to go back to RCM, but he has asked Vice President Foisy to investigate the possibility of moving to some form of incentive based budgeting. Those making progress towards important university initiatives should receive incentives.
• Are we going back to the WUE program? The President responded that we are looking at how we are doing our scholarship programs. We will probably make changes to our out-of-state scholarship programs, but we aren’t sure if we will return to the levels of the past WUE program.
• Could you discuss the distractions you referred to earlier? President Staben noted that our salaries were only about 82% of our peer institutions. This was a huge distraction. In order to generate the resources to address this problem we must increase enrollment/tuition. There are limited opportunities to significantly increase our state appropriations. The President acknowledged that there are other distractions such as the reclassification process we went through in the last couple of years. There is work to do in this area too. We could also improve many of our processes on campus. The President reiterated that we should work on lowering the distractions so we can concentrate on achieving our broader purpose.
• What is the possibility of changing the F&A (facilities and administration) return? The President stated that these indirect costs involved in research are significant. They are willing to look at this issue, but he wasn’t willing to state that there would be any specific changes in how these costs are returned.
• What is planned for the future use of the IRIC building? There are no specific commitments about how that space will be used. We have over a year to determine how the space will be allocated.
• How have targets for enrollment been determined? About 40% of Idaho high school students go on to college. The state has a goal that 60% should go to college. It is easy to see that this should (at a
minimum) result in a 50% increase. It is estimated that there are 5,000 students in Idaho who meet the qualifications, but who do not go on to college. If we can increase our enrollment by 1,000 a year that is only 20% of those who are qualified. There are ways to do this—we just need to do it.

- **What are the possibilities for growth in Computer Science?** President Staben noted that BSU had made an expansion in its Computer Science program. Computer Science is an area of considerable interest. He noted that we were considering where our best opportunities for growth are.

- **What constitutes computer literacy for a college educated person today?** President Staben stated that this was a great curricula issue for the faculty to consider.

- **What are the plans for the proposed funding for interdisciplinary research?** The President noted that we haven’t yet worked out the details. However, he emphasized that we wanted to stimulate interdisciplinary teams that would focus on issues that would then lead to extramural support. President Staben stated that he wasn’t trying to suggest that funding would be limited to a narrow range of projects. There is a broad range of scholarship at the University and we are not looking only at applied research, but we are interested in research that has an impact.

- **What are your thoughts about the SBOE mandated program prioritization process?** President Staben noted that we should be engaged in an ongoing process of program evaluation, not just because the Board mandated it, but because we want to know which programs are effective.

- **Are there specific plans for our distance education and extension sites?** The President explained that we have extension programs in forty-two of the forty-four counties in Idaho as well as on reservations. This provides us an opportunity for engaging them in distance education. We don’t currently have a specific plan for this. The heart of our University is face-to-face and we want to ensure that experience is strong while we explore distance education opportunities.

- **What are your thoughts about international students and diversity at the University?** The President expressed the hope that ten years from now our student body will look like a cross section of Idaho. We aren’t currently there. Hispanic and Native American students are under-represented. In order to get there we need to be a vibrant community that embraces diversity. He also stated that international students are an important part of our University. We have an international faculty and we have the opportunity to significantly increase our international students. International students add diversity and a globalization component to our community.

- **The final question related to the growth of undergraduate students in relation to graduate students.** The President commented that many graduate students don’t expect to pay tuition. We probably can’t afford to expand our graduate programs in areas that don’t pay tuition, unless that growth is connected to an increase in research funding. Growth in professional graduate programs can be net revenue positive. The University’s efforts will mainly focus on undergraduate programs, although some graduate programs may grow.

President Staben concluded the meeting by encouraging everyone to go to the reception.

**Adjournment:** The meeting adjourned at 4:24.

Respectfully submitted,
Don Crowley, Faculty Secretary