

**University of Idaho**  
**University Faculty Meeting Minutes**  
**2017-18 Meeting #1, September 20, 2017**

**Call to Order:** Provost and Executive Vice President John Wiencek, standing in for President Staben, called the meeting to order at 3:01 pm.

**Quorum Count:** 138 faculty members were present (Moscow 120, Boise 5, Coeur d'Alene 3, Twin Falls 3, Idaho Falls 7) well above the 107 required faculty members for a quorum.

**Minutes:** It was moved and seconded (Wolf/Seamon) that the minutes of 2016-17 Meeting #2, May 2, 2017 be approved. The motion passed with 11 abstentions.

**Introduction of New Faculty Members & Recognition of 2017 Promoted/Tenured Faculty:**

**Crystal Kolden Abatzoglou** promoted to Associate Professor in the Department of Forest, Rangeland, and Fire Sciences, with tenure.

**Julie Amador** promoted to Research Associate Professor in the Department of Curriculum and Instruction, with tenure.

**Lori Baker-Eveleth** promoted to Professor in the Department of Business.

**Matthew Brehm** promoted to Professor in the Architecture Program.

**Helen Brown** promoted to Clinical Associate Professor in the Department of Movement Sciences.

**Celeste Brown** promoted to Research Professor in the Department of Biological Sciences.

**Juliet Carlisle** promoted to Associate Professor in the Department of Political Science, with tenure.

**Lori Celaya** promoted to Associate Professor in the Department of Modern Languages and Cultures, with tenure.

**Lide Chen** promoted to Associate Professor in the Department of Biological and Agricultural Engineering, with tenure.

**Courtney Conway** promoted to Research Professor in the Department of Fish and Wildlife Sciences.

**Wendy Couture** promoted to Professor in the College of Law.

**Joseph De Angelis** promoted to Associate Professor in the Department of Sociology and Anthropology, with tenure.

**Raymond Dezzani** promoted to Professor in the Department of Geography.

**Raymond Dixon** promoted to Associate Professor in the Department of Curriculum and Instruction, with tenure.

**J. Casey Doyle** promoted to Associate Professor in the Art and Design Program, with tenure.

**Jeremy Falk** promoted to Associate Professor in the Department of Agricultural and Extension Education, with tenure.

**Leonard Garrison** promoted to Professor in the Lionel Hampton School of Music.

**Sarah Haan** Associate Professor in the College of Law, granted tenure.

**Lyle Hansen** promoted to Extension Professor, Extension Educator in the Southern District.

**Luke Harmon** promoted to Professor in the Department of Biological Sciences.

**Heather Heward** promoted to Senior Instructor in the Department of Forest, Rangeland, and Fire Sciences.

**Paul Hohenlohe** promoted to Associate Professor in the Department of Biological Sciences, with tenure.

**Patrick Hrdlicka** promoted to Professor in the Department of Chemistry.

**Stacy Isenbarger** promoted to Associate Professor in the Art and Design Program, with tenure

**Leda Kobziar** promoted to Clinical Associate Professor in the Department of Natural Resources and Society.

**Jakob Magolan** promoted to Associate Professor in the Department of Chemistry, with tenure.

**Juliet Marshall** promoted to Research Professor, Extension Specialist in the Department of Plant, Soil, and Entomological Sciences.

**Michael McCollough** promoted to Professor in the Department of Business.

**Roger McVey** promoted to Associate Professor in the Lionel Hampton School of Music, with tenure.

**Russell Meeuf** promoted to Associate Professor in the School of Journalism and Mass Media, with tenure.

**Brant Miller** promoted to Associate Professor in the Department of Curriculum and Instruction, with tenure.

**Craig Miller** promoted to Research Associate Professor in the Department of Biological Sciences.

**Roman Montoto** promoted to Professor in the Architecture Program.

**Alan Nasypany** promoted to Clinical Associate Professor in the Department of Movement Sciences.

**Linh Nguyen** promoted to Associate Professor in the Department of Mathematics, with tenure.

**Mary Oswald** promoted to Senior Instructor in the Department of Biological Sciences.

**Carol Padgham-Albrecht** promoted to Professor in the Lionel Hampton School of Music.

**Youngkyun Park** promoted to Associate Professor in the Department of Business, with tenure.

**David Pfeiffer** Professor in the Department of Biological Sciences, granted tenure.

**David Pimentel** Associate Professor in the College of Law, granted tenure

**Kasama Polakit** Associate Professor in the Architecture Program, granted tenure.

**Mark Roll** promoted to Associate Professor in the Department of Chemical and Materials Engineering, with tenure.

**Dojin Ryu** promoted to Research Professor in the School of Food Science.

**Dev Shrestha** promoted to Research Professor in the Department of Biological Engineering.

**Renae Shrum** promoted to Senior Instructor in the Department of Statistical Science.

**Alistair Smith** promoted to Professor in the Department of Forest, Rangeland, and Fire Sciences.

**Eva Strand** promoted to Associate Professor in the Department of Forest, Rangeland, and Fire Sciences, with tenure.

**Margaret Vaughn** promoted to Associate Professor in the Department of Curriculum and Instruction, with tenure.

**Liliana Vega** promoted to Extension Associate Professor, Extension Educator in the Southern District, with tenure.

**William Warren** promoted to Extension Associate Professor, Extension Educator in the Northern District, with tenure.

**Frank Wilhelm** promoted to Professor in the Department of Fish and Wildlife Sciences.

**Alexander Woo** promoted to Associate Professor in the Department of Mathematics, with tenure.

**Provost's Remarks.** Provost Wiencek began by conveying President Staben's regrets that he was unable to attend the meeting. He congratulated faculty who had been promoted and tenured and welcomed new colleagues. He noted that now, at the beginning of the year, is an excellent time to reflect on our accomplishments of the past year but to keep our focus on attaining our strategic goals by 2025.

We are coming up to the end of the first waypoint on the strategic plan. Accomplishing the goals of the plan will not be based only on the efforts of deans and administration. Everyone needs to engage and get involved. The plan sets ambitious goals in four areas – innovate (scholarship and research), engage (outreach for the benefit of Idaho and our communities), transform (advancing the experiences of our students) and cultivate (developing a supportive and productive climate on campus). A slightly updated version of the plan will be presented by the president at the State of the University Address later this fall. In all these areas, our aim is to foster excellence and success -- our new faculty will be the root of where we are in 2025.

The university has just finished the program prioritization process. The provost acknowledged that the process has been very difficult. The recent history of our institution has made it difficult for people to engage; hopefully, we are moving past that so that we may shape our own future. We are developing local cascaded plans that are intended to let departments and colleges define how they will achieve success in the future. This distributed and broad process is the trademark of excellence. He encouraged us to take pride in what we have done with program prioritization. To do difficult things and do them well is the trademark of excellence. He anticipates that the salary adjustments and investments in competitive TA stipends that will help recruit better graduate students will show that this really is a pivotal moment.

A new faculty member commented that she was very discouraged that her department received low scores in the program prioritization process. She stated that dealing with this process was not a great way to start as a new faculty member. The provost explained that program prioritization had originally been developed as a response to zero-based budgeting. The University of Idaho has had several prioritization processes in the past that did not accomplish the goals established by the State Board of Education (SBOE). The SBOE directed the university's administration to move an effective program prioritization process forward that included the ranking of programs. He also commented that this type of process has become reality of public higher education. Boards, legislatures and taxpayers want to ensure that higher education institutions are accountable.

In an effort to make the process as helpful as possible, the University of Idaho focused on using its prioritization process to accomplish a reallocation of resources to high priority projects. Even so, the provost acknowledged that it is hard to make any ranking process pleasant. The process also wasn't a "science project" but rather was an attempt to devise a practical and inclusive way to rank diverse programs. The provost sought broad participation. Groups of faculty and staff worked on the rubrics and did the best they could. The Provost had a mid-year check-in with the university community and received many critical comments. The primary suggestion was that the ranking process be more aligned with the strategic plan. Adjustments were made based on the mid-year feedback. He acknowledged that any process will have flaws – there will always be high and low ranked programs. The provost encouraged faculty to keep the process in perspective – it was an informed process of reallocation. We met the expectations of the SBOE, linked the process to our strategic plan and

engaged the campus community. In addition, the amount of the reallocation, nominally 2%, is relatively small. The reallocated resources will flow back to high priorities chosen by faculty and staff -- compensation and TA's. Finally, if we can grow enrollment, we will not have to reallocate as much in the future.

A senior faculty member commented that she had been at the university for 30 years. This was the most open process she has seen. She appreciated the civil exchange of ideas and believed the process was evidence of our ability as a community to disagree without divisiveness. Her program came out as mediocre in the rankings and will focus on improving. The provost commented that the Institutional Planning and Effectiveness Committee (IPEC) has been talking about how to adjust the process. The committee will be focusing on how to better measure contributions to the strategic plan. The provost stated that we must learn from this process. He expects that as the prioritization process moves forward, it will be based on more and better data, which will provide a better indicator to departments of how they are performing.

A faculty member expressed surprise that the president of Boise State University announced a record freshman class enrollment even before the 10/15 census date. He asked what our preliminary data for enrollment was this year. The provost explained that Strategic Enrollment Management is working hard to put together the university's enrollment report. He is reluctant to share early data. Last year local press took comments made at the fall University Faculty Meeting out of context. For that reason, he will wait until after the census date to share information. He encouraged the faculty member to raise his questions at that time. The faculty member followed up asking whether there will be an opportunity for the campus community to hear about our enrollment strategy. He explained that many people are "laboring in the trenches" and are anxious to know how their efforts fit into the larger picture. The provost responded that Vice President for Strategic Enrollment Management, Dean Kahler, has been hiring and putting together the staff in our enrollment/recruitment program. Because of more immediate pressures, he did not develop a cascaded plan. He is working on that project now. The provost believes we will see some bold changes that will move our enrollment efforts forward. He stated that the university is in a moment of urgent necessity to clarify strategies and move forward. The provost thanked all the faculty and staff who came in on weekends and during summer to help with recruitment. He acknowledged that we haven't been as coordinated as we should have been. We have to stop thinking as colleges and think as a university when it comes to recruitment and retention.

A faculty member asked about the next step(s) for program prioritization. Will the process be modified every year? The provost answered that, unless instructed differently by the SBOE, we plan to repeat the process at the next strategic plan waypoint. We are currently examining how to move the process forward and our future approach. The advice he is giving to academic areas – examine their cascaded plans and how they can contribute to the university's strategic plan.

There being no further questions, the meeting adjourned at 4:07 p.m.

Respectfully Submitted,

Liz Brandt  
Faculty Secretary