Call to Order: The meeting was called to order at 3:17pm (Pacific) and it was determined that a quorum had been achieved with 175 faculty members present, including 33 at University of Idaho centers.

In Memoriam: President Staben asked for a moment of silence after he read the names and affiliations of faculty members who had passed away since the fall University Faculty Meeting.

Terry Armstrong, Professor Emeritus Education  
- January 2014-

Jasper R. Avery, Professor Emeritus of Chemical Engineering  
- November 2013-

Michael E. Browne, Professor Emeritus of Physics  
- February 2014-

Gordon H. Dailey, Extension Professor Emeritus  
- October 2013-

Brian F. Finnigan, Extension Professor Emeritus  
- December 2013-

Verl G. Garrard, Professor Emeritus of Chemistry  
- December 2013-

Jeffrey L. Harkins, Professor Emeritus of Accounting  
- November 2013-

Morris L. Hemstrom, Professor Emeritus of Animal Science  
- December 2013-

John Law, Professor Emeritus of Electrical Engineering  
- January 2014-

Dorrell C. Larsen, Extension Professor Emeritus of Agriculture  
- November 2013-

Maynard M. Miller, Professor of Geology and Dean Emeritus  
- January 2014-

John E. Montoure, Extension Professor Emeritus of Food Science  
- September 2013-

Malcolm M. Renfrew, Professor of Chemistry and Department Head Emeritus  
- October 2013-

Hunter Snevily, Associate Professor Emeritus of Mathematics  
- November 2013-

Charles W. Walton, Professor Emeritus of Music  
- March 2014-
Minutes: It was moved and seconded to approve the minutes from the December 10, 2013, University Faculty Meeting. Motion carried.

Faculty Senate Chair Hartzell then opened the business portion of the meeting by recognizing all who have worked on policy matters and other business this past year: senators, faculty secretary’s office, many administrators, senate committee chairs, dean of students’ office, general counsel’s office, Argonaut reporters and others. Special thanks go to Professor Steve Shook, chair of the University Judicial Council (UJC) (soon to be renamed the Student Disciplinary Review Board), and UJC faculty members Diana Gleason, Linnea Marshall and Bob Stone; UJC student member Bruno Bennett. UJC did a tremendous amount of work on the Student Code of Conduct revision during this past year. Other senate committees that have worked many hours on important UI matters include Faculty Affairs Committee, chaired by Professor Paul McDaniel; Borah Foundation Committee, co-chaired by Professors Ray Dezzani and Rick Spence; University Budget & Finance Committee, chaired by Professor Emeritus Don Crowley; and the University Curriculum Committee, chaired by Professor Annette Folwell.

Faculty Staff Handbook (FSH) and Administrative Procedures Manual (APM) proposed changes.

Student Code of Conduct items:
- **FS-14-001**: FSH 2300 – Student Code of Conduct (will replace current code, FSH 2300 – FS-14-043)
- **FS-14-043**: FSH 2300 – Student Code of Conduct (current policy redline, will be replaced by FS-14-001)
- **FS-14-042**: FSH 2100 – The Student and the University
- **FS-14-031**: FSH 2200 – Statement of Student Rights
- **FS-14-027**: FSH 2305 – University Disciplinary Review Process for Alleged Violations of Student Code of Conduct (will replace current FSH 2400)
- **FS-14-028**: FSH 2400 – Student Judicial System (current policy to be deleted and replaced by FSH 2305)
- **FS-14-029**: FSH 2450 – Appeals to Faculty Senate in Disciplinary Cases (delete)
- **FS-14-030**: FSH 2350 – Sexual Harassment & Sexual Violence Pertaining Specifically to Students (delete)
- **FS-14-032**: FSH 1640.93 – University Judicial Council
- **FS-14-041**: FSH 1620 – University-level Committees

Chair Hartzell observed that the current student code was written in the 1960s and is outdated. Many changes are being proposed including: adding definitions; adding information regarding academic dishonesty; consent and sexual misconduct; expanded jurisdiction which was approved at the December 2013 university faculty meeting; added student statement of values as requested and approved by ASUI. The goal of the revisions is to eliminate legal terms and streamline the time for the disciplinary processes. An appeals process is available through the proposed Student Disciplinary Review Board (currently University Judicial Council) to those students who do not accept the dean of students’ sanctions. All of the proposed changes have been carefully reviewed by the UJC (including students), general counsel and the dean of students’ office.

A faculty member inquired about the off-campus jurisdiction portion of the code changes (approved at the December 2013 university faculty meeting). If there is some sort of sexual incident that occurs off-campus and there is a judicial proceeding, how does UI become involved? How do we deal with legal cases off-campus when students have proceedings against them? [Guilherme “G” Costa responded to this question] UI does not get involved in criminal proceedings. We have our own process and our own obligations to investigate and
act under Title IX law. Some of the off-campus jurisdiction is not optional and we are just coming into full compliance with enforcement of Title IX and the direction it is going. For alcohol and other non-sexual violations, the dean of students’ office and UJC (SDRB) will act on only those that have an impact on UI.

Chair Hartzell asked for a vote to approve all agenda items relating to the student code of conduct. Approved with 165 for, 1 against and 3 abstentions.

Instructor/Senior Instructor/Clinical/Lecturer:
  **FS-14-036**: FSH 1565 – Ranks & Responsibilities  
  **FS-14-037**: FSH 1590 – Unit Bylaws  
  **FS-14-038**: FSH 3320 – Annual Evaluation  
  **FS-14-039**: FSH 3560 – Promotion  
  **FS-14-040**: FSH 3570 – Professional Portfolio

Chair Hartzell explained that the significant changes to these items include: defining these titles more clearly with regard to tenure and voting privileges; addressing “up-or-out” language for instructors; raising the cap on instructors from 15% to 25%; and requirements for annual review. These proposed changes were endorsed by the Faculty Affairs Committee (FAC) and Faculty Senate. Approved with 165 for, 1 against and 4 abstentions.

Academic Freedom – Faculty Governance:
  **FS-14-045**: FSH 1520 – University Constitution.  
  **FS-14-045rev**: FSH 1520 – University Constitution.  
  **FS-14-046**: FSH 3160 – Academic Freedom.

Chair Hartzell noted that FS-14-045 proposed changes to FSH 1520 have been vetted by FAC and senate. Proposed wording in FSH 1520 is as follows [Italicized and underlined words are new to FSH 1520]: “Faculty are entitled to speak or write freely without institutional discipline or restraint on matters pertaining to faculty governance and university programs and policies.” This is reiterated in new part B-3 of FSH 3160 as follows: “Teachers are entitled to speak or write freely without institutional discipline or restraint on matters pertaining to faculty governance and university programs and policies.” Professor emeritus Nick Gier spoke about the history of these proposed changes and he explained that it is imperative that freedom of speech rights, as guaranteed by the constitution, be spelled out in handbook language. FS-14-045/FSH 1520 approved, with 173 in favor, none against and no abstentions.

Chair Hartzell then asked for a vote on proposed changes to FSH 3160 – Academic Freedom. Approved, with 176 in favor, none against and no abstentions.

Smoking (endorsement):
  **FS-14-047**: APM 35.28 – Smoking policy.

This proposed change originated with students from a class taught by Professor Helen Brown. The students put together a task force comprised of staff, students and faculty, and this task force developed the proposed language change to APM 35.28. This proposed change will prohibit the use of cigarettes, e-cigarettes and any other tobacco products, effective August 24, 2015. The effective date coincides with WSU’s date for becoming a tobacco-free campus and gives UI 15 months to prepare signage for the policy change and address other issues such as enforcement.

A faculty member questioned the need for these changes, since UI policy currently prohibits smoking in buildings and near building entrances. He suggested that there should be a
certain amount of tolerance for smoking on UI grounds. Chair Hartzell responded that there are several reasons for making this change:

- There is a growing concern on campuses that we want to change the culture and set a good example for students because students who are initiated into smoking typically begin when they go to college – and by prohibiting tobacco-use we would be sending the message that we discourage those activities.
- Some granting agencies are unwilling to give money to institutions that do not have a smoke-free or tobacco-free policy and the federal government is considering similar requirements for institutions receiving federal money.
- Smoking is an addiction and UI incurs rising health care costs associated with smoking.
- Most people who smoke say they want to quit.
- Studies have shown that peer pressure and cost will help people quit tobacco-use.

A faculty member inquired as to whether streets would be included in the ban. Chair Hartzell responded that the streets would not be included at this time, although the city may consider a similar smoking ban that would apply to streets. Also, people could still go to their automobiles, for example, to smoke if they choose to do so. Another faculty member pointed out that this is Nimipoo (Nez Perce) land and on many occasions tribal elders on the UI campus use a form of tobacco during their practices; this ban should not prevent that usage. Chair Hartzell noted that some things, such as tribal events and tailgate parties may be exempted from the final proposed tobacco ban. A number of faculty members questioned the decision to include all tobacco products in the proposed ban and observed that this proposed change restricts individuals' freedoms regarding tobacco-use.

Chair Hartzell then asked for a vote on adding language to the APM to move us in the direction of being smoke- and tobacco-free in 2015. 84 in favor, 71 opposed with 14 abstentions.

Miscellaneous (FYI):

- **FS-14-024**: FSH 1640.86 – Teacher Education Coordinating Committee
- **FS-14-033**: FSH 1640.53 – Honors
- **FS-14-044**: FSH 3840 – Procedures for Faculty Appeals
- **FS-14-050**: FSH 3890 – Grievance Procedures for Exempt Employees
- **FS-14-049**: APM 95.13 – Surveillance Cameras

Chair Hartzell then introduced policies in the miscellaneous category, including minor changes to committee structures and changes that bring the FSH into alignment with SBOE policies. Faculty members expressed concerns over the newly-created APM 95.13 – Surveillance Cameras and it was suggested that more discussion is needed on this item. It was moved and seconded to refer FS-14-049/APM 95.13 back to fall senate for further reconsideration of privacy and other considerations related to surveillance cameras on campus. Motion carried with 141 for, none against and 3 abstentions.

Proposed changes to the University of Idaho Catalog:

- **FS-14-035**: UCC-15-056 – Final Exam Schedule.
- **FS-14-048**: UCC-14-057 – Online Programs.

These items passed with no discussion on a vote of 134 for, 1 against and 4 abstentions. Chair Hartzell thanked all present for their participation and she then returned the gavel to President Staben.

President Staben opened his remarks by saying he is very pleased to be at the University of Idaho and he reminded those present of UI’s mission as the national, public, land-grant, research university for the state of Idaho. UI is a great university and we can share it by
educating more Idahoans. While President Staben does not wish to set an enrollment goal at this time, he feels that we can grow both our on-campus and off-campus student populations – which will also generate more resources for UI since tuition is a major resource that we control. Many UI students receive significant financial help via scholarships. For example, approximately 54% of UI’s full-time undergraduate students receive Pell grants (need-based financial aid). Last year UI provided $12.3 in financial aid to Idaho residents and $5.5 million went to Pell grant recipients, which is significant when compared to the $1.7 million overall that the state provides in need-based aid.

Other UI missions:
- Educating professionals for the state of Idaho: UI grew its WWAMI (Washington, Wyoming, Alaska, Montana, Idaho) medical education program seats by five this year and we will request another five next year.
- UI educates most Idaho lawyers.
- UI is the leading research institution for Idaho, approaching $100 million last year.

Facilities:
- College of Education building on the UI-Moscow campus will undergo major renovations this year and become a “state of the art” building for education, one of the key UI colleges and programs.
- Construction will begin on the IRIC (Integrated Research Innovation Center) building, a building designed to facilitate interdisciplinary research at UI.
- President Staben is setting aside funding on a recurring basis for the maintenance and renovation of classrooms and laboratories.

Gifts/Endowments:
- Inspiring Futures campaign has achieved 96% of its $225 million goal and we will celebrate the successful conclusion of the campaign in January 2015.
- Faculty and staff participation, as well as corporate and other gifts have made this campaign successful.

Challenges and Opportunities:
- Faculty salaries have slipped in the past 5-10 years and are at 84% of our peers. Staff salaries are at approximately 85% of our regional peers. President Staben will focus on getting the resources needed to be effective in our mission and increasing faculty and staff salaries is a key strategy in this effort.
- There will be a 2% average increase in salaries this year. Thanks go to UI students for supporting a 4.7% tuition increase and to SBOE for authorizing a 4% increase. Thanks, too, to the legislature for providing certain monies this year.
- Some Idaho students come to post-secondary education not quite ready and we need to address this problem.
- We have very good leaders at UI but President Staben faces a particular problem in building a leadership team.
  - We soon will be conducting searches for provost, dean of the College of Agricultural and Life Sciences, dean of students, enrollment manager and UI-Boise center director.
  - New administrative hires include Yolanda Bisbee, executive director for tribal relations; Andrew Kersten, dean of the College of Letters, Arts and Social Sciences; and Mark Adams, dean of the College of Law.
- Athletics play an important role at UI and it is frequently the most visible part of the university. Student athletes contribute to UI, many excel academically as well as competitively and athletes are among the most diverse of our students.
  - NCAA has appropriately imposed a post-season football ban on UI this year because UI athletes fell below the NCAA’s academic progress rate (APR) standards. It is President Staben’s expectation that programs will not fall below
APR standards in the future. Paul Petrino, head football coach, and Rob Spear, director of athletics, have made strides in bringing the APR up for the football team.

Communication:
- President Staben is open and approachable as president and personally. He has had formal and informal interactions with many students, staff and faculty; and he has put in place ways to get input from people throughout the university, including open office hours and informal lunches with randomly selected staff, faculty and students in order to sample opinions and thoughts.
- Regular communications will continue to come through the Register, the Friday Letter and other UI sources.
- Cabinet meetings, administrative roundtable and breakfast for progress all provide opportunities for further input.

President Staben closed his remarks by recognizing the extraordinary pride that people throughout the state feel for the University of Idaho. This is very unusual; and faculty, staff and students should congratulate themselves on the pride generated by UI during its first 125 years.

President Staben responded as follows to faculty members’ questions:
- How do we avoid problems with student quality that may be associated with growing the student population? It is not inevitable that student quality goes down with increases in student numbers. The state and the region have quite a large pool of qualified students who are not choosing, at this point, to attend UI. We want to be cognizant of concerns regarding student quality, but these two issues are not irrevocably linked.
- The recent staff reclassification has affected staff negatively in both the way it was done and the outcome. Staff bring value to the university and I would hope that you could look at how that process was accomplished and its overall effect on staff. This process was concluded at the time that I joined the university [March 2014] and I know that it was a rather tumultuous process for UI with some negative effects on staff. We are through that part of the process and thanks go to interim president Don Burnett and Provost Aiken for stepping in and leading the conclusion of the process. I appreciate the very critical role played by UI staff, who need to be both financially and socially rewarded for their work; and now it is time to look forward.
- The first phase of Focus for the Future has been completed. The second phase has to do with determining how we will reinvest the savings back into UI. What is the timeline for that process? We are in a comment phase on some of those proposals and I am interested in seeing how we will reinvest those funds. [Provost Aiken added that UI’s written report is due to SBOE in July and UI will present it at the SBOE meeting in August. We are still in the comment period for this process and no decisions have been made.]

There were no more questions and President Staben concluded by challenging students to play him in racquetball, with a free lunch for any student who wins. President Staben made the same offer to faculty, excluding the free lunch offer.

The assembly then thanked President Staben with a warm round of applause.

Adjournment: Meeting adjourned at 4:38pm.

Respectfully submitted,
Gail Z. Eckwright, Faculty Secretary