Call to Order: President M. Duane Nellis called the meeting to order at 3:06 p.m. (Pacific).

In Memoriam: President Nellis read the names of faculty members who had passed away since the December 2011 University Faculty Meeting and asked for a moment of silent reflection in their memory.

William Barr  
Professor Emeritus of Entomology  
-December 2011-

Edith Betts  
Professor Emerita of Physical Education  
-December 2011-

Nelson Curtis  
Professor Emeritus of Art  
-October 2011-

Roy Goetschel  
Professor Emeritus of Mathematics  
-November 2011-

Lawrence Johnston  
Professor Emeritus of Physics  
-December 2011-

Ronald Klimko  
Professor Emeritus of Music  
-March 2012-

Glen Lockery  
Professor Emeritus of Music  
-December 2011-

Kenneth Noren  
Electrical and Computer Engineering  
-February 2012-

George Roberts  
Professor Emeritus of Art  
-March 2012-
President Nellis spoke briefly about the “Inspiring Futures” fundraising campaign which is being publicly launched this week. A campaign celebration for faculty and staff will be held in the SUB Ballroom on Wednesday, April 25. The “Inspiring Futures” gala will be held Saturday evening, April 28, at the Kibbie Dome and will feature videos of alumni, faculty and students.

President Nellis then turned the meeting over to Faculty Senate Chair Paul Joyce, who thanked the president’s office for providing refreshments at the meeting. Chair Joyce then turned his attention to the business at hand and after a careful count he announced there were 136 faculty members present and therefore we had achieved a quorum. Chair Joyce then proceeded with the business of the meeting.

The minutes of meeting #2, December 13, 2011, were approved.

- **FS-12-017 & FS-12-035: FSH 1520. Constitution of the University Faculty.** The first items on the agenda are proposed constitutional changes to 1520 which require a quorum and two-thirds affirmative vote to pass.
  - Faculty Senate Center Senators’ Responsibilities. This proposed change clarifies the roles of University of Idaho Centers’ senators, i.e., center senators represent their respective centers while senators elected by colleges represent their colleges. Motion carried.
  - Staff representation on Faculty Senate. University of Idaho staff are represented by one staff member on faculty senate. The Staff Affairs Committee (SAC) is requesting an additional staff seat on senate, bringing the total staff representation on senate to two. Motion carried.
  - Student Bar Association (SBA) representation on Faculty Senate. University of Idaho students are currently represented on senate by two undergraduate students elected by ASUI and one graduate student elected by the Graduate and Professional Students Association (GPSA). Law students’ interests generally are not represented by GPSA or ASUI, and therefore SBA requests a designated SBA seat on senate. There are approximately 2,450 graduate students and 350 law students enrolled at UI. A faculty member suggested that by giving the 350 law students one seat on senate while 2,450 graduate students are also represented by only one senator, we would be “privileging” the law students. Could law students be represented by GPSA? Another faculty member urged the assembly to approve “rough justice” for law students over the “injustice” of their current state of no representation. After further discussion on this motion, it failed to achieve the necessary 2/3 majority vote.

Remaining agenda items require a simple majority vote for approval.

- **FS-12-034: FSH 1580. By-laws of Faculty Senate.** This proposed housekeeping change clarifies current practiced election process for the GPSA senator, i.e., the GPSA senator is elected by GPSA not by ASUI as was the case in earlier years before GPSA became a separate student body. Motion carried.

- **FS-12-023: FSH 3780. Dependent Tuition and Fee Reduction.** This proposed policy will give a 50% tuition reduction for dependents of UI
employees, but for only one dependent at a time. Chair Joyce developed a cost assessment for this proposed policy and reviewed with Keith Ickes, Executive Director of Planning and Budget. The proposed Dependent Tuition and Fee Reduction policy has been endorsed by both Faculty Affairs Committee and SAC and it parallels a similar pilot policy adopted by BSU last year and approved by the State Board of Education (SBOE). Motion carried.

- **FS-12-030: FSH 3705. Partner Health Insurance Benefits.** This proposed policy was approved by Faculty Senate at the April 3, 2012, meeting. More recently Senate Leadership met with the Office of General Counsel and all agreed a change of wording was needed in order to avoid potential conflicts between this proposed policy and the Idaho constitution. Senate Vice-chair Kenton Bird proposed a substitute motion (seconded by Crowley) that uses wording to achieve the same goal as the original language but follows a model successfully implemented by other states with similar legal frameworks as Idaho. Substitute motion:

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FS-12-030Rev3
FACULTY STAFF HANDBOOK
3705 PARTNER-EXPANDED HEALTH INSURANCE BENEFITS

A. Policy. The University of Idaho shall provide health insurance benefits to an employee’s partner consistent with the benefits provided to employees, their spouses and qualifying dependents. In recognition that provision of health insurance benefits is a valuable tool that can enhance faculty and staff recruitment and retention, the University of Idaho provides health insurance benefits to an employee, to another eligible adult individual within the employee’s household, and to qualifying dependents.

B. Definitions.
B-1. Partner. For purposes of this policy, partner shall include a spouse or a person who is neither married nor related by blood to the employee but is the employee’s sole domestic partner. Other eligible adult individual: For purposes of this policy the term “other eligible adult individual” shall include a married spouse of the employee or another adult individual who falls within certain eligibility criteria based on: a) living together with the employee in the same residence with intention to do so indefinitely, and b) being financially responsible with the employee for the other’s welfare. Specific criteria for other eligible adult individuals beyond a married spouse of the employee shall be established by the university in consultation with the university’s benefits advisory group and the university’s actuarial consultants.

Motion carried.

Chair Joyce, Vice-chair Bird and Kent Nelson, University General Counsel, responded to the following questions:

- Are the qualifications for the “other eligible adult” in the household defined somewhere? Part B-1 provides a definition and additional criteria
will need to be worked out with the benefits advisory group (BAG) and the university’s actuarial consultants.

- **What does “being financially responsible with the employee for the other’s welfare” mean?** That phrase is intended to address the concept of joint and mutual financial responsibility for one another. We will use these two somewhat-general phrases as bases for establishing more specific criteria. BAG will work with a benefits consultant to establish the cost of this policy.

- **Will any of these criteria result in more limited coverage for spouses?** Spouses continue to receive coverage through this policy.

- **Would we achieve the same results using the wording “bearing joint financial responsibility with the employee”?** That wording would lose the concept of “welfare.” For example, you could co-sign a promissory note and have financial responsibility for someone; but this phrasing adds a connection to the welfare of the household.

Chair Joyce reminded faculty that various forms of this proposed policy have been proposed on four occasions and all have failed at some point in the approval process. The FSH 3705 substituted motion is a compromise that we feel will accomplish the goal of expanding health insurance benefits. Professor Don Crowley, co-author of the original FSH 3705, gave his support to the substituted policy and he urged all faculty to give their support to the compromise, as well. Crowley pointed out that this policy is important for attracting and retaining employees and he believes that we will be able to work out the details over time. Professor John (Jack) Miller, policy co-author, gave his support to the compromise policy and noted that it accomplishes the same goal as the originally proposed policy. Motion carried, followed by a well-deserved round of applause for all involved in developing this policy.

- **FS-12-038 (FS-12-029): FSH 2350. Sexual Harassment & Violence Pertaining to Students.** In order to comply with the U.S. Department of Education regulations, the University of Idaho implemented this policy on an emergency basis earlier this year. It was then brought to senate with a few revisions and senate passed the new policy. Motion carried.

Chair Joyce then explained that a number of the Group 3 agenda items would be offered in a block as these policy changes are non-controversial. Each item is open to discussion and then all items will be voted on in a block. Any faculty member wanting to vote on an item separately may make that request and the item will be removed from the block:

- **FS-12-022: FSH 1565. Academic Ranks and Responsibilities.**
  - E. Emeritus.
  - E-1. Changes to this section allow for awarding emeritus status to faculty under a new rule of 65 (age plus years of service equals 65). Current rules tie emeritus status to the PERSI rule of 80, but it is unreasonable to link emeritus status to PERSI rules since most faculty are no longer covered by PERSI.
E-3. Proposed changes grant units three year search waivers from the Director of Human Rights, Access & Inclusion when hiring emeritus faculty.

- **FS-12-025: FSH 3520. Tenure Committees.** Current university policy requires 25-50% student representation on tenure committees. SBOE policy provides for student representation but does not require a specific number or percentage. This requirement created imbalance for smaller units, in addition no other group has a specified number or percentage for representation on tenure committees. This minor change will eliminate the “25-50%” requirement for student representation on tenure committees.

- **FS-12-026: FSH 1540. Standing Rules of University Faculty** (open meetings). Changes to this policy bring it into conformity with Idaho’s Open Meeting Law and remove the onerous rules regarding nonmembers attendance and speaking privileges at University Faculty Meetings.

- **FS-12-027: FSH 3560. University promotion committee membership.** In 2002 Art & Architecture was removed from the College of Letters, Arts and Social Sciences (CLASS) and was re-established as its own college. As a result CLASS was allotted one fewer seat on the university promotion committee. This policy describing university promotion committee membership, however, was not adjusted to account for one fewer CLASS representative on the committee. The proposed changes will correctly realign CLASS representation and conform to current practice.

Motion carried to approve all items in the block.

**FS-12-028: FSH 3760. Educational Privilege for Non-UI Employees.** Employees at other state institutions and their spouses have been receiving a reduced tuition benefit at UI. The proposed changes eliminate the benefit for spouses of state employees at other state institutions. The benefit remains available to employees of other state institutions but online classes are no longer included in the benefit. These changes apply only to non-UI employees and their spouses at other state institutions. Motion carried.

**FS-12-031: FSH 6241. Nepotism.** Portions of FSH 6241 are inconsistent with the recently passed FSH 3205 Consensual Romantic or Sexual Relationships policy. Proposed changes to FSH 6241 will make it consistent with wording in FSH 3205. Faculty Senate vigorously debated proposed changes to FSH 6241 due to concerns about domestic partners. Motion carried.

**FS-12-032: FSH 1590. Unit By-laws.** College of Engineering faculty questioned the term “unit” and the approval process for bylaws as described in FSH 1590. Current policy is unclear about the definition of “unit.” Proposed changes make it clear that a unit is a department, division and/or college and according to SBOE policy, all unit bylaws must be approved by the President. Motion carried.

**FS-1-033: FSH 1420. University Administration.** Appointing college deans, as described in FSH 1420-D. The final decision for appointing deans rests with the
President. Proposed changes to this policy make the process clearer and add an important provision allowing faculty to ask senate leadership to meet with the President and/or Provost to discuss dean selections. Motion carried.

The following changes to FSH are informational items and do not require a vote of the faculty:

**FS-12-036: FSH 1640. Americans with Disabilities Act Advisory Committee.**  
**FS-12-037: FSH 1640. Ubuntu.** Changes to Faculty Senate committees came as seconded motions from the Committee on Committees and with approval of senate (see FSH 1620 B-2). Faculty Senate made additional changes and approved the overall recommendations to eliminate the senate committee Affirmative Action & Disability Affairs (AADA) and replace it with the university-level committee Americans with Disabilities Act Advisory Committee. Some of the AADA’s responsibilities were folded into the Juntura committee’s structure and function and Juntura was renamed Ubuntu – an African term focusing on people’s relations with each other.

Proposed Changes to the University of Idaho Catalog.

**FS-12-016rev: (UCC-12-039) Regulations B and C.** (Informational only) Changes made last fall to Regulations B and C addressed the time period for students to drop courses “without permission” but neglected to include language describing the process for dropping a course “with permission.” This change corrects that oversight.

**FS-12-024: Regulation J-3 (General Education Core).** (Requires faculty vote) Vice-chair Kenton Bird provided a brief overview of the core curriculum: last year faculty approved a catalog change to replace the two-semester core discovery requirement with a single semester requirement renamed “integrated seminar.” Last year’s change addressed only the first-year core experience. The current proposal adds pieces of the core including diversity, international and capstone elements, as well as a signature event through the Great Issues seminar. The Great Issues seminar is based in part on attendance by students at events such as the Bellwood Lecture, the Borah Symposium, the Lionel Hampton Jazz Festival, etc. This overall core curriculum will allow for a common experience for all University of Idaho undergraduates.

A faculty member expressed concern regarding the number of courses and seats available for College of Engineering students to take to complete proposed core requirements and still graduate in 4 years. College of Engineering faculty worry that students will need to take an additional semester or year of classes in order to complete the core requirements. Debbie Storrs, Associate Dean of the College of Letters, Arts and Social Sciences, responded that the University Committee for General Education (UCGE) has put out a request for proposals for diversity and great issues courses in anticipation of the demand so as to meet and support this core requirement. All of the deans have “signed on” as well as some partners at WSU. This core will ensure that all University of Idaho undergraduates receive a solid liberal arts education. Motion carried.
At this time, the business of the meeting completed, Chair Paul Joyce returned the gavel to President Nellis. President Nellis thanked Chair Joyce and Faculty Senate for a very productive year and stated his pleasure at the success enjoyed at today’s meeting in making changes that move the university forward. It has been a very challenging year but the University of Idaho has made progress in significant ways. President Nellis thanked faculty for their continuing support and their long-standing commitment to student success, as evidenced by last year’s graduating senior survey in which more than 90% of students were “satisfied” or “very satisfied” with their experience at the University of Idaho. This very high rate of satisfaction is a reflection of the dedication and hard work by the university’s faculty and the quality of the faculty and students. Rebecca Johnson, a junior and a recipient of the Barry M. Goldwater Scholarship and Excellence in Education award, is one example of the high quality of our students. The University of Idaho ranks third in the Northwest in Goldwater award recipients, after the universities of Washington and Oregon. Gaylene Anderson, a student in the Executive Master’s degree in Business Administration (EMBA) program, recently led a team of students to a 5th place finish at the Rice University Business Plan Competition from a field of more than 800 original entries. The top four winners at the competition included Northwestern University, two teams from Purdue and a team from MIT, with the 6th place team coming from Johns Hopkins University. Other students worked successfully with Boeing to design an accurate product for manufacturing aircraft.

At last week’s SBOE meeting President Nellis apprised board members of the fact that University of Idaho faculty members generate the equivalent of $145,000 per faculty member in external funding, with many faculty bringing in much more in external funding than they are paid. Other recent and noteworthy accomplishments:

- University of Idaho faculty rank 5th in competitive research funding in the Northwest out of more than 30 public and private institutions;
- University of Idaho faculty are in the top 100 National Science Foundation (NSF) public research universities for winning grants.
- The U.S. Department of Transportation (USDOT) recently awarded a $3.5 million grant to the University of Idaho’s National Institute for Advanced Transportation Technology (NIATT). This was a highly competitive process and the University of Idaho will serve as a lead institution in research involving other major universities, as well.
- The Center for Advanced Energy Studies (CAES) in Idaho Falls received $2 million as part of the $5 million IGEM (Idaho Global Entrepreneurial Mission) initiative; an additional $2 million is allocated to promote research at the University of Idaho, BSU and ISU.
- Extension faculty throughout the state have made 400,000 different contacts with Idaho’s citizens during the past year. Extension faculty also consistently reach out to Idaho’s 3400 4-H youth.
- President Obama’s Higher Education Community Service organization again named the University of Idaho to its Honor Roll (2012) – this year, “with distinction.” Only 20% of the colleges and universities recognized through this award receive the added recognition.
The University of Idaho is the first university in the state, the first at graduation rates, first in retention, STEM, attendance by first-generation college students, etc. – all are indicators of a flagship university. Additionally:

- For the first time in four years the state legislature has provided new money for partial funding of a 2% salary increase. President Nellis has provided an additional $200,000 for merit increases to 100 faculty and 100 staff.
- The SBOE approved the university’s request for a 6.1% increase in tuition and fees, some of which was needed to fully fund the 2% raise for faculty and staff.
- In-state undergraduate tuition will be approximately $6,200/year which is approximately 75% of in-state tuition at peer institutions.
- *Newsweek* magazine has rated the University of Idaho as the 3rd most affordable university in the nation.
- 34-35% of the freshmen class are first generation college students.
- University of Idaho is entering the public phase of its $225 million capital campaign, the largest capital campaign in university and state history. Funding from the campaign will provide significant support for faculty, distinguished chairs and professorships, student scholarships and excellence awards, and development and support for staff.
- The university is developing plans for a new integrated science building to be located on the site of the former Naval ROTC building. The building will cost an estimated $49 million, with $5 million coming from the state, raise another $15 million, and bond the remaining amount.
- Carolyn Hovde Bohach, professor of food science, and Holly Wichman, professor of biological sciences, are this year’s University of Idaho Distinguished Professor recipients. Also, nine “rising star” faculty received inaugural presidential mid-career awards.

President Nellis concluded his remarks with a warm thank you to all for their contributions and support.

Meeting adjourned at 4:17PM.

Respectfully submitted,

Gail Z. Eckwright
Faculty Secretary