Call to Order: President Staben called the meeting to order at 3:05.

Quorum count: Moscow: 58; Boise, 7; Twin Falls 4; Idaho Falls – 4; CDA – 3. With 76 voting faculty present we did not achieve the 97 faculty necessary for a quorum. Thus, we could not vote on any of the agenda items. In such cases, all items passed by the Faculty Senate are deemed to have been passed.

President Staben introduced Randall Teal Chair of the Faculty Senate. Chair Teal briefly summarized the agenda items listed below. There were no questions asked and given the lack of a quorum all policies passed without a vote.

- FS-16-008: FSH 3720 - Sabbatical Leave
- FS-16-009: FSH 1640.74 - Sabbatical Leave Committee/1640.90 - General Education Assessment Committee
- FS-16-013: FSH 5300 - Copyrights, Protectable Discoveries and Other Intellectual Property Rights
- FS-16-016: FSH 3320 - Faculty Evaluation
- FS-16-017: FSH 3710 - Leave Policy (update)
- FS-16-001: APM 40.31 - Tree Memorial & Recognition Program
- FS-16-002: APM 45.23 - Dual Use Research of Concern (DURC)
- FS-16-011: APM 35.60 - Hazard Communication Program
- FS-16-014a (UCC-16-019): CNR - Minor name change Conservation Social Sciences to Natural Resource Cons.
- FS-16-015 (UCC-16-018): CLASS - Martin School Reorganization
- FS-16-019 (UCC-16-022a): CLASS - General Studies – distance
- FS-16-021 (UCC-16-022c): CLASS - History – distance
- FS-16-022 (UCC-16-022d): CLASS - Organizational Sciences – distance
- FS-16-023 (UCC-16-022e): CLASS - Psychology – distance
- FS-16-029 (UCC-16-002): Prior Learning Assessment
- FS-16-030 (UCC-16-026a): CNR - Fire Ecology, Management, and Technology
- FS-16-031 (UCC-16-026b): CNR - Remote Sensing
- FS-16-032 (UCC-16-026c): CNR - Forest Resources to Forestry

President Staben was invited back to conduct the rest of the meeting.

President’s Comments: President Staben made some introductory comments regarding the new Strategic Plan for the University. He asked those in attendance to recall the vision document discussed in the fall meeting. That document asked the University community to consider three important concepts.

- Ideas that Matter—We should strive to develop ideas that matter to us, to our students, and to society. We have sought to stimulate more interdisciplinary projects and the flow of ideas on campus.
- Transformative Education—Idaho has a real challenge in not having enough college educated people. How can we provide a quality education that transforms lives and society?
- Building Our Team—We are a great team, but want to be a better team. A key to doing that is by enhancing compensation.
These are concepts that should guide us as we develop our Strategic Plan. Provost Wiencek has been leading the development of the strategic planning process, and was invited to the podium to provide an update.

Provost Wiencek expressed his gratitude to all those who have been part of the strategic planning process. The Provost emphasized the importance of understanding that our strategic plan is a process and needs to be about aligning the organization with strategic thinking. To guide our thinking about this process, a video was shown which outlined the basic elements of developing a strategic plan.

The Provost expressed approval that around 80% of those at the meeting had downloaded a copy of the strategic plan. He reviewed some of the basic elements as follows:
- Our mission is stated by SBOE
- The President has articulated the vision and the charge to the committee
- The goals reflect our accreditation themes
- The Committee has tried to put the goals into specific action oriented words
- The key goals are: Innovate-Engage-Transform-Cultivate
- We need to develop the key measures for our goals
- We will need to be tactical, if we are going to be successful
- Units will develop their own cascading plans showing what they plan to focus on
- Planning will be broken up into three segments (Waypoints) of three years

Provost Wiencek noted that the process is roughly on schedule and will be presented to the Board of Regents in April. The committee is taking feedback through town hall meetings, Yellow-Dig, polling emails and surveys. The Provost briefly commented that our stated aim in Goal I (Innovate) was to obtain Carnegie Research Very High. He stated that the University of Idaho (UI) is within striking distance of reaching this goal. We hope to make progress towards this by helping programs that offer terminal degrees.

The Provost stressed that the strategic planning process was part of and connected to other processes like fundraising, enrollment, budget, prioritization, and accreditation. We need to integrate and coordinate all these processes. There will be an implementation committee, which will begin to create the framework for the cascading plans.

A faculty member asked, if in seeking to provide a transformative education, were there particular measures departments should be focused on? Provost Wiencek commented that units should focus on measures that are important to their student body. A college can put forward multiple cascading plans. He suggested that for the University as a whole, the first measure should be whether we are increasing enrollment and whether we are offering a quality education to all students.

President Staben noted that he felt that the strategic planning process had been an inclusive process and it was important for this to be our plan. Moving away from a focus on the Strategic Plan, the President then addressed some other points of interest.
- The UI’s research expenditures are up 2% this year. We now rank 150th in the nation in research expenditures, which is consistent with achieving the higher Carnegie Research status.
- We have taken statewide leadership on increasing enrollment. The Direct Admit Program is in its first year and has been adopted across the State. It has some rough spots—one of which is students who believe they have been automatically admitted, thus don’t apply.
- The President referred to a study from the McClure Center, which suggested that Idaho high school students don’t see the value of going on to college. Idaho has the lowest
percentage of high school students going to college. There are many studies that show the economic value of going to college and we need to get that message out.

- A study by EMSI demonstrated that the UI has a 1.1 million dollar annual economic impact to Idaho. Such information helps demonstrate that a great research university is a necessity, not a luxury.
- Dean Lynn Baird is leading an Open Stacks Initiative. Most students do not purchase books for their introductory courses. The Open Stacks Initiative will help students obtain the materials necessary for succeeding in a course. We should try to facilitate student participation in this initiative.
- The President has given presentations to various legislative committees. He has stressed the statewide role of the UI, and that education is an investment, not an expense.
- Governor Otter has proposed a 3% CEC in this year’s budget. Another proposal was for a tuition lock program. This program would lock in an entering freshman’s tuition for their full four years. He also advocated increasing state funds for scholarships.
- The UI has asked for funds for a “Complete Idaho Program.” This will aid our retention efforts, and help move students towards graduation. We have also requested a five-seat increase in the WWAMI program, occupancy funds, Agricultural Research Experimental Station funding, Forest Utilization Research, and the Idaho Geological Survey.
- President Staben noted that if we receive a 3% CEC from the State, the funds will only cover about half of a 3% increase for all University employees. Thus, the University will have to find the funds to finance the rest. We will be proposing a tuition increase to help offset this need. He hopes we can make some progress towards the goal of getting faculty up to market.

President Staben was asked if there were any funds available for “catch-up” raises for faculty. The President noted that we didn’t have any special funds for this purpose, but he was aware of the need to address this problem. In response to a related question, President Staben commented that the only way we can make progress towards bringing up faculty salaries to our peer institutions, will be through our own resources. Our main resources are tuition and fees. The only choices we have are to increase tuition and/or increase enrollment. He stated that his strong preference is to increase enrollment growth at similar net tuition revenue.

A faculty member asked about our distance education strategy, and how we can develop the faculty resources to ensure that our distant degrees are as good as on-campus degrees? The President noted a recent Babson Report suggested that distance courses were less of a concern with regard to learning outcomes, than on-campus courses. He agreed that we want to be sure of the value of these courses, and we needed to recruit heavily to fill those courses.

A question was asked based on a recent survey of UI freshman. This survey suggested that students were frequently bored in their classes. Students also showed a fairly poor understanding of academic success skills such as reading before one goes to class or rewriting papers before submitting. How might we go about improving these skills and habits of mind in our students? The President suggested that departments might include such issues in the cascading plans. Ultimately, it is up to the faculty to determine how they might go about achieving such improvement in their students.

A faculty member asked how we might go about achieving the goal of obtaining the higher Carnegie Research status? He suggested that there were certain barriers like; maintaining core facilities, keeping faculty from leaving, and higher stipends for graduate students. How might we achieve this goal? The President acknowledged that faculty turnover was an issue. We need to improve salaries, as well as increase the number of endowed chairs. We will approach this problem on multiple fronts. He also voiced support for streamlining the curriculum to free up time for research.
A new member of the faculty wondered if we had sufficient access to data in making decisions? The President suggested that there was a lot of data available that wasn’t sufficiently accessed. He stated that they were happy to make meaningful data available. The Provost added that Dale Pietrzak was our institutional research director. Through reallocations they would be expanding the staff of this unit. He realized that with units seeking to develop their cascading plans, there was a need for data access to help inform decision-making.

A faculty member involved with recruitment asked about the Western Undergraduate Exchange (WUE) program. The President responded that we were constantly evaluating our out-of-state scholarship programs. He also suggested that in the past, the WUE program had been too generous. It is possible that we have now become too restrictive, but it is a careful dance. We are trying to optimize college access and affordability, with investment in the organization.

The last question of the day asked about the Strategic Plan and expressed concern that by emphasizing individual college plans, we might not be paying enough attention to the common good. The President and Provost both suggested that there was no intent to “silo” the University and there would be conversations to ensure that the Strategic Plan was comprehensive and holistic.

Adjournment: Inadvertently, no doubt, the video screen displayed an interesting pyramid of cascading frames, which seemed to provide an appropriate opportunity for the meeting to come to a close at 4:25.

Respectfully submitted,
Don Crowley, Faculty Secretary