Present: Brandt (w/o vote), Benedum, Bridges, Cannon (Boise), Caplan, Chopin, DeAngelis, Dezzani, Grieb (Vice Chair), Jeffery, Johnson (Chair), Keim, Kern (Coeur d’Alene), Kirchmeier, Lawrence (for Wiencek w/o vote), Lee, Lee-Painter, Luckhart, Mckellar (Idaho Falls), Morgan, Schwarzlaender, Seamon, Tibbals, Vella, Wiest. Absent: Ellison, King, Lambeth, Laggis, Raja, Wienecek. Guests: 7

Call to Order and Minutes. The chair called the meeting to order at 3:31 pm. A motion to approve the minutes (Lee-Painter/Vella) passed unanimously.

Chair’s Report.

- Proposals for Honors Seminars for spring and fall of 2020 due by April 17.
- College of Graduate Studies (COGS) Innovation Showcase will be held on April 18 in the Commons. Presentations due immediately – decisions will be made on April 10. Faculty Judges are also needed. Contact cogs-innshowcase@uidaho.edu for more information.
- The library is reviewing and making renewal decisions for journal and database subscriptions. Faculty can provide feedback by going to the following link: www.lib.uidaho.edu/review for feedback.
- The Great Colleges to Work for Survey has been circulated. All employees are encouraged to respond.
- Senators are reminded that Senate Elections must be completed and reported to the faculty secretary (facsec@uidaho.edu) by April 15.

Provost Report. In the provost’s absence, the provost report was given by Vice Provost for Faculty Torrey Lawrence.

- Lawrence updated senators on the status of the Faculty Strategic Hiring Plan. The university is holding positions funded through general education funds so they can be filled more strategically. The deadline to submit hiring requests was March 31. The deans and provost will be discussing the requests and the provost will make a decision by May 1. Lawrence reminded senators that there is transitional funding in place for next year. He also indicated that the plan includes opportunities to request new positions when the funds are available to support such requests.
- The provost office is launching a portal in VandalWeb that will enable faculty to see how their target and actual salaries are calculated. Lawrence, Prof. Patrick Hrdlicka, the provost’s special assistant for faculty compensation, and Kim Salisbury, the budget officer in the provost’s office will present the portal at next week’s senate meeting. They are currently working with unit chairs. In addition, several open fora for faculty including Zoom access will be scheduled soon.
- The search for a new library dean is reaching conclusion. Feedback on the candidates is due by Thursday, April 4 at 5:00 p.m.
- The Confucius Institute is beginning a faculty fellows program. The institute has operated primarily within the College of Letters, Arts and Social Sciences (CLASS). Now the Institute will be reporting directly to the president and is working to broaden its focus. This change presents various opportunities for faculty across campus with interests relating to China. Lawrence expects that, in the future, financial support for faculty opportunities will be available through the Institute.
- The Confucius Institute’s China on the Palouse program is featuring Dr. Thomas Talheim: “The Rice Theory of Culture: Evidence that Wheat Farming Made the West and Northern China More Individualistic than the East,” April 4 at 3:30 PDT in TLC 047.
- The College of Education, Health and Human Services (CEHHS) is sponsoring Prof. Katerina Bodovski, “Burnout in Academia and Work/Life Balance,” April 12, 1:30 PDT, Renfrew 111.

A senator raised questions about recent changes in the use of purchasing cards (p-cards) for travel and other matters. The new rules for travel are very burdensome for faculty who travel often. New restrictions on the use of department p-cards are also problematic. Some colleges and units discourage or disallow faculty from having individual p-cards. Under the new system, these faculty must now pay for travel personally and seek reimbursement. Often reimbursement can be quite slow. One senator indicated that a recent reimbursement
claim took 16 weeks to resolve issues before the reimbursement funds were received. Lawrence indicated that he would look into the reasons for the changes in the use of p-cards. He asked senators how wide-spread the problem is. Senators from three colleges indicated that they were either not permitted to obtain, or were discouraged from obtaining personal p-cards. Other senators pointed out that the new processes involve a significant increase in paperwork. Several senators pointed out that the p-card travel restrictions present several different issues. Departments now do not have an efficient way of paying for travel by students. Covering travel for individuals visiting for departmental programs and interviews is now difficult. Last minute travel also is impacted.

FS-19-063rev2: FSH 3320 C– Administrator Evaluation (substitute FS-19-001). Professor Marty Ytreberg Chair of the Faculty Affairs Committee (FAC) presented the proposed revision. The chair reminded senators that the body voted to postpone consideration of this matter at meeting #23 March 26, 2019. At that meeting, before the postponement, the body had passed an amendment to add language to the proposal permitting staff to sign a petition seeking review of an administrator (the “Tibbals Amendment”). At the time of the amendment, there was a seconded motion on the floor to require 50% of the faculty or 40% of the faculty and staff to sign a petition seeking review of an administrator (the “Grieb Amendment”). The issue leading to the postponement was how to define staff for purposes of signing a petition seeking review of an administrator. The faculty secretary reported back with suggested language which was included in the meeting materials. The chair stated that the first order of business was to resolve the pending motion to amend the policy.

Addressing the Grieb Amendment, Ytreberg explained that FAC did not support the amendment because under some circumstances it would reduce the number of faculty needed to petition for review. He gave the example of a department with 10 faculty and 2 staff. In such a department a review could be triggered by a petition signed by 3 faculty and 2 staff. After discussion the amendment was withdrawn by the mover and seconder (Grieb/Lee-Painter).

It was moved (Tibbals/Lee-Painter) that section C-4 of the proposal be amended as follows (text in italics reflects the earlier Tibbals Amendment):

C-4. Review Initiated by Faculty and Staff. An administrator review may be initiated through a petition signed by at least 50% of the faculty members or 50% of the faculty and staff members in the unit and delivered to the provost. The names and percentages of faculty and staff signing the petition shall be maintained in confidence by the provost.

1. For purposes of this policy only, the voting faculty members in the unit may sign a petition seeking administrator review. Full-time, board-appointed classified and exempt staff who report directly to the administrator under review, or whose supervisor reports directly to the administrator under review may sign a petition seeking administrator review.

The faculty secretary stated that while she believed the proposed language was workable, she did not support the amendment. She stated that staff can seek review of an administrator through other UI policies such as the staff grievance policies in FSH 3880 and 3890. The review under C-4 of the pending policy is a peer review by faculty and faculty-administrators, focused on academic issues and leadership, and should be triggered by faculty. She pointed out that staff input in the review must be considered and that other sections of the proposed policy provide for extensive and confidential staff and faculty participation in the feedback process for annual review of an administrator.

A senator asked whether the Tibbals amendment could be reconsidered if the pending amendment fails. The faculty secretary indicated that it could be reconsidered.
Ytreberg clarified that the addition of the words “and staff” added to subpart C-6 of the pending proposal, were not part of the present motion and had been previously accepted by him on behalf of FAC as a friendly amendment.

A senator pointed out the policy does not specifically provide that the C-4 review is limited to academic matters; other matters of interest to staff could be the subject of a C-4 review. A senator commented that faculty administrators make a sacrifice by taking on administrative roles. He questioned the appropriateness of the C-4 review and stated that taking the step of including staff in the petition process makes the problem worse. It could turn the review into a no-confidence process that will inevitably undermine faculty governance.

A senator raised questions about how the provision for “50% of faculty or 50% of faculty and staff” will work. He asked what would happen in a department with 4 faculty and 2 staff. Could a review be triggered if only 1 faculty member signed the petition? He suggested that this provision has the same problems as the withdrawn Grieb Amendment and that it would weaken faculty participation in the process. Another senator pointed out that the provision only applies to administrators with faculty appointments.

At the request of a senator, the chair read the pending motion. It was defeated 5-15.

It was moved (Seamon/Vella) that the Tibbals amendment be reconsidered. The motion to reconsider passed 17-3. On reconsideration of the Tibbals Amendment, a senator asked for information about whether groups of staff could pursue a grievance under the staff grievance policies. The faculty secretary responded that groups of staff could pursue a grievance. The Tibbals Amendment was defeated on reconsideration, 4-16.

The original motion including the friendly amendment to section C-4(5) passed 18-0.

**FS-19-080:** FSH 3420 – Faculty Salaries. Ytreberg presented the proposal on behalf of FAC. He explained that the existing policy is hopelessly out of date. FAC proposes that it should be replaced by two primary provisions. Part A requires that faculty compensation be determined through a market compensation system. Part B provides guidelines for making determinations of performance compensation. Ytreberg explained that the provost office asked FAC to look at the process for determining performance compensation. Last year, in the absence of a uniform approach, college deans went in many different directions. Ytreberg noted that the deans have reviewed the proposed revisions and are supportive of them, in principle.

A senator asked what the comparison institutions are for determining market. Patrick Hrdlicka, the provost’s special assistant for faculty compensation, who was a guest at the meeting, responded that they were all R-1, R-2 and R-3 doctoral-granting institutions. A senator clarified that the comparison would also be based on CIP codes. Hrdlicka affirmed this.

A senator expressed concern that reference to promotion in the original policy was being deleted. She believes that the university’s practice of providing compensation increases upon promotion (promotion increments) should be in policy. The faculty secretary responded that the market compensation system developed over the past two years takes into account promotion in rank. The senator responded that, in her view, the market compensation system will not adequately compensate faculty. She stated that some faculty had negotiated their compensation at the time of appointment in reliance on the promotion increment. She believes that the UI must continue to recognize a promotion bump that is standard across the board for existing faculty who have relied on the system. Hrdlicka stated that he is working with VP Lawrence and a sub-group of the Faculty Compensation Taskforce to develop an FAQ document regarding compensation. That document provides that promotion increments will continue. He does not believe our current administration is interested in removing promotion-based raises. The senator asked why FAC deleted the promotion language. Ytreberg pointed out that although the original policy referred to promotions, the language did not refer to or guarantee promotion increments.
Lawrence suggested that senate pass the policy proposal presented at the meeting and ask FAC to consider whether policy should be created regarding promotion increments. Ytreberg agreed with this approach. The faculty secretary reminded senators that if the policy is not passed at this meeting, there would not be enough time this academic year for further consideration. This will result in UI having no up-to-date compensation policy. The proposal passed unanimously.

**FS-19-081**: FSH 1565 – Faculty Ranks & Responsibilities. Professor Dan Eveleth introduced the proposal. Eveleth explained that the Term/Tenure-Track Task Force (QTT) was formed last spring to examine inconsistencies, overlaps and inequities in UI’s faculty ranks. The proposal being introduced is currently being considered by the Faculty Affairs Committee. It is being introduced at senate so that senators can circulate the draft proposal among colleagues and provide feedback to FAC. Eveleth briefly summarized five major changes in the proposal. First, QTT recommends that FSH 1565 be revised to remove all provisions that do not directly relate to faculty ranks and responsibilities. Most of the removed provisions have been transferred to new or more appropriate sections of the FSH. For example, QTT recommends moving language in FSH 1565 relating to tenure to FSH 3520 regarding Tenure. ATT recommends that sections of FSH 1565 relating to extension, officer education, emeriti, university distinguished professors and graduate students be moved to new sections of FSH. Second, QTT recommends that specialized ranks for research professors, extension faculty, librarians, psychologists and clinical faculty be folded into three ranks: professor (assistant, associate and full). Instructor (instructor and senior instructor), and adjunct faculty (part-time faculty). Third, QTT recommends changing the definition of “adjunct faculty” to those faculty holding less than 50% appointments. Fourth, QTT recommends creating to new honorary designations as part of a new section of FSH for visiting faculty and distinguished scholars. Finally, QTT recommends that written guidelines developed by extension and the provost’s office become a permanent part of policy in a new section of FSH. The faculty secretary noted a sixth important change recommending a clear definition for distinguishing between positions that must be tenurable and positions that can be term faculty.

**FS-19-025** (UCC-19-054): Family & Consumer Science Discontinue Food Option, Coeur d’Alene. Professor Hydee Becker presented the change. The proposal is a cleanup provision that aligns the curriculum with the area of dietetics with accreditation expectations. The proposal passed unanimously.

**FS-19-079** (UCC-19-055&55a): New Criminology Major B.S. Professor Brian Wolf presented the proposal. The new major is being added to respond to student demand and to fill the gap created by the unfortunate elimination of the Justice Studies program. It constitutes an expansion of an existing emphasis program. The change will make the growing program easier to market and will assist students in finding employment or pursuing graduate education in the field. A senator pointed out that the following language should be added to the proposal:

> At the top of page 1 of the proposal add: “Required course work includes the university requirements (see Regulation J-3), the general requirements of the B.S. degree and the following course.” At the bottom of page 1 of the proposal add “Courses to total 120 credits for this degree.” Wolf accepted the proposal as a friendly amendment. The amended proposal passed unanimously.

Considering the lateness of the hour the chair indicated that Vice President Brian Foisy would return to discuss financing for the new arena at a future meeting. The time for the meeting having expired, a motion (Lee-Painter/Dezzani) to adjourn passed unanimously. The meeting was adjourned at 4:54 p.m.

Respectfully Submitted,

Liz Brandt,
Faculty Secretary & Secretary to the Faculty Senate