University of Idaho  
Faculty Senate Meeting Minutes  
2018-2019 Meeting #25, Tuesday, April 9, 2019

Present: Benedum, Brandt (w/o vote), Bridges, Caplan, Chopin, DeAngelis, Dezzani, Ellison, Grieb (Vice Chair), Jeffery, Johnson (Chair), Keim, Kendall (for Laggis w/o vote), Kern, King, Kirchmeier, Lambeth, Lawrence (for Wiencek w/o vote), Lee, Lee-Painter, Luckhart, McKellar (Idaho Falls), Morgan, Raja, Tenuto (for Cannon w/o vote), Tibbals, Seamon, Vella. Absent: Cannon (Boise), Laggis, Schwarzlaender, Wiencek, Wiest. Guests: 9

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

Chair’s Report.

- Senators should remind faculty and staff in their areas that the dependent eligibility verification audit for UI’s health insurance benefits is underway. Human Recourses has prepared an FAQ regarding the audit.
- The Faculty Secretary search is underway. The chair encouraged senators to talk to colleagues about the position. Questions should be directed to Vice Chair Terry Grieb who is chairing the search committee and to senators Morgan, Seamon and Jeffrey, members of the committee.
- The University Faculty Meeting is scheduled for May 1 at 3:00 pm PDT. The chair emphasized that a quorum is required for two important matters on the meeting agenda and urged senators to encourage colleagues to attend the meeting.
- General Policy Report #68 is currently being circulated. Petitions are due to Aaron Johnson, aaronj@uidaho.edu, by April 19.
- The chair encouraged senators to take advantage of opportunities to learn more about the breadth of research being conducted at UI. Two specific events were offered:
  - Senator Chantal Vella is conducting research on the “Effects of Sitting on Vascular Function.” Those interested in participating should contact exphys@uidaho.edu or 208-885-2007 for more information.
  - The Biodiesel Lab is sponsoring a tour at 3:00 pm April 19 in JML Bay 72.

Provost Report. The provost was unable to attend due to conflicts with the State Board of Education (SBOE) Meeting. Vice Provost for Faculty Torrey Lawrence gave the report in his absence.

- The provost and deans met recently to discuss the faculty strategic hiring plan and consider the many requests to fill empty positions and/or create new positions. Given the current budget situation, hard decisions must be made. The provost’s decisions will be communicated to the deans next week.
- The plan for FY20 Change in Employee Compensation (CEC) is currently being formulated. The final plan will not be announced until after the SBOE has voted on tuition increases for the coming year. It appears that the university will have approximately $1.6 million for faculty salary increases. The emerging proposal is to allocate CEC as follows: 50% for market compensation and 50% to discretionary increases determined within the colleges for performance, and to address equity and compression. The goal is to address target salaries, but also to give the deans latitude to address the needs of the various colleges and departments. Lawrence stressed that the approach to faculty salaries is different in scope than the staff salary system.
Committee on Committees.

- **FS-19-076rev.**: FSH 1640.28 - Committee on Committees. Chair Johnson explained that the proposal in the senate packet contained an error. Section B of the proposal should read “B. STRUCTURE. Six faculty members, vice chair of the Faculty Senate (chair), Faculty Secretary (w/o vote) and the following or their designees: vice provost for faculty, a representative of staff council and ASUI president.” Vice Chair Grieb, Chair of the Committee on Committees, explained that the change is part of the revision of the Faculty Secretary’s responsibilities. The proposal passed unanimously.

- **FS-19-088**: FSH 1640.12 – Institutional Animal Care and Use Committee and **FS-19-089**: APM 45.01 – Animal Care and Use (FYI). Craig McGowan and Blair Ehlert presented the proposal. Ehlert explained that the revisions better align UI’s policies to external policies and reduces administrative burden.

A senator asked why some of the detail regarding the requirements for membership on the committee had been deleted. He pointed out that it would not be possible to know for certain whether an individual was eligible to serve based on the abbreviated information in the new policy. McGowan and Ehlert explained that UI is attempting to utilize one committee to meet several regulatory needs. The description of the committee is being simplified so that it is consistent with several different requirements. The faculty secretary explained that she normally would have asked that all the requirements for service be included in the committee structure. However, if the more detailed regulatory requirements are included, then UI policy must be revised anytime the regulations changed. Moreover, the committee is appointed by the research office which is responsible for regulatory compliance in this area. The revision is a compromise to meet the regularity needs, but minimize future changes and revisions.

A senator asked whether the regulations on which the committee structure is based should be cited in the UI policy. The faculty secretary explained that the policy for the Faculty-Staff Handbook is to avoid such references as they frequently become out of date. Audrey Harris, Director of Research Assurances, who was in attendance at the meeting, pointed out that Administrative Procedures Manual 45.01, provided for information along with the proposed change in committee structure, references the regulations.

The proposal passed unanimously.

Faculty Affairs.

- **FS-19-087**: FSH 4700 – General Responsibilities of Instructors. Vice Provost Lawrence presented the change. The proposal adds a requirement that faculty have a syllabus for their classes, provide the syllabus to their unit office at the beginning of the term, and ensure that the syllabus includes learning outcomes for the class. Lawrence explained that this provision was formerly part of the position description form. When the position description policy (FSH 3050) was revised, the requirement was eliminated because the whole approach to position descriptions was changed and the assessment language was deleted from UI policy. Lawrence noted that the policy is needed to comply with accreditation expectations. The proposal adds the required language to the general policy on the responsibilities of instructors (faculty included). The proposal passed unanimously.
President Athletics Advisory Council. Professor Richard Seamon, the faculty senate representative on the President’s Athletics Advisory Council and Prof. Brian Wolf, chair of the council and faculty athletics advisor, gave a report to senate. Wolf explained that NCAA rules required faculty participation in athletics policy. He serves as a liaison between the athletics department and the university’s academic programs. He fulfills three major responsibilities: reviewing policy to ensure that academic matters are dealt with appropriately, working to insure the academic integrity of athletics programs and looking out for the well-being of the student athletes. He commented that athletics can seem siloed within the larger university. He works to bridge the gap between athletics and academics. The role of the council is to advise the president on matters related to athletics. The group meets 3-4 times a year. In the past, it has been more of a “listening group” and less of an “advisory group.” However, last year the group became more engaged given the major issues arising at the time. Wolf believes that now is an ideal time for the council to evaluate its role as the UI goes through a transition in leadership.

A senator asked how the council transitioned from listening to advising. Wolf responded that the engagement of the council was a natural response to the emergence of issues regarding athletics. He reminded senators that these issues included placing the athletic director on leave and subsequently terminating his contract, as well as the announcement of plans to cut some sports such as women’s swim and dive, women’s soccer and women and men’s tennis. Members of the council were concerned that they had not been informed of and consulted on these issues in advance. Seamon added that another issue was the impact of the changes in sports on student sports scholarships. Wolf indicated that the administration listened to advice and comments from the council.

A senator asked what the major challenge will be for this group in the future. Wolf responded that the UI still faces challenges in athletic administration. We have an Interim Athletic Director and we are currently spending more than the SBOE cap on athletic expenditures. The move from Sunbelt Conference to the Big Sky Conference resulted in a loss of revenue. In his view, the biggest challenge is how to “right size” athletics for UI’s interests.

A senator asked what kind of incentives are used to encourage high academic performance by student athletes. Wolf responded that commitment by the department and individual coaches is crucial. He noted that the football coach came into a program that was on NCAA probation because of its academic performance. The coach made a commitment to turn the situation around. With the move to the Big Sky Conference, fewer football scholarships are available. Football has had to look into whether recruits can qualify for academic scholarships in order to supplement sports scholarships. Wolf pointed out that at UI the overall graduation rate for student athletes is higher than the student body as a whole. He noted that UI coaches use the quality of UI’s educational experience as a recruitment tool for athletes.

A senator thanked Wolf and Seamon for their service. He stated that he had previously served on the advisory council. He believes that faculty involvement is crucial particularly during difficult times.

A senator asked if Wolf knew the status of plans to search for a permanent athletics director. Wolf responded that this would be a priority for the new president. The senator commented that he hoped there would be faculty representation on the search committee for the new athletics director.
Benefits Advisory Group (BAG) Professor Mike McKellar, the senate representative on BAG, gave the report. BAG has been working on how to better communicate with faculty and staff both about annual enrollment and about the scope of UI benefits. HR is working to ensure that all employees participate in annual enrollment. They are also trying to make sure employees understand the full range of UI benefits. McKellar noted that he was interested in the fact that UI has a higher than average occurrence of cancer in our population of covered employees which has slightly increased the cost of our plan. He also indicated that the increased costs of the various health insurance options differ, but are spread evenly over all the plans so that employees have a choice of coverage options. Finally, he indicated that the employee payroll deduction for health care will be increasing. UI has been able to cover increases in the cost of our plans through the appropriation received from the state for health insurance. The cost of our plan is catching up and the buffer must be rebuilt. McKellar also indicated that BAG has discussed the dependent eligibility verification process. He pointed out that ineligible participants not only increase the cost of UI’s plan, but also jeopardize the tax status of the plan.

Extension Conference. McKellar also reported on the annual UI Extension Conference. He agreed to attend the conference on behalf of Faculty Senate as part of our efforts to reach out to faculty beyond the Moscow Campus. McKellar reported that he had many great interactions with Extension faculty at the conference. He emphasized the commitment of extension to building foundations for partnerships across the institution and throughout Idaho.

Campus Planning & Advisory Committee. Professors David Lee-Painter and Penny Morgan, the senate representatives on the committee gave the report. Both reported that service on the committee is very fascinating. The committee met twice each semester. In addition to participating in strategic discussions about future campus planning initiatives, committee members were able to tour new facilities such as the president’s house and the new WWAMI facilities on Sweet Ave. and at Gritman Hospital.

Term-Tenure Track Task Force Update. Secretary Brandt gave the report for the committee. Also attending the meeting was Prof. Dan Eveleth, Chair of the taskforce and member of FAC, and VP Lawrence who has actively participated in taskforce discussions and also is an ex officio member of FAC. Brandt reported that FAC is continuing to gather and consider input from across campus on the draft proposal that was circulated to senate at Meeting #24 on April 2, 2019. Once a new draft is developed considering campus input, it will be circulated over the summer for input from deans, unit administrators and other administrative staff. The goal is to present a final proposal to senate during the fall semester of 2019.

The agenda having been completed, a motion (Morgan/McKellar) to adjourn passed unanimously. The meeting was adjourned at 4:29 p.m.

Respectfully Submitted,

Liz Brandt,
Faculty Secretary & Secretary to the Faculty Senate