

University of Idaho
University Faculty Meeting Minutes
2018-19 Meeting #1, September 5, 2018

Call to Order: President Staben, called the meeting to order at 3:04 pm.

In Memoriam. The president read the names of university faculty members who passed on since the last university faculty meeting:

Gene Carpenter

Research and Extension Professor Emeritus of Entomology
-July 2018-

Peter Siems

Professor Emeritus of Geology
-August 2018-

Betty Turner

Extension Professor Emerita of Home Economics
-August 2018-

Russell Withers

Professor Emeritus of Agricultural Economics
-August 2018-

He requested a moment of silence in honor of these former colleagues.

Quorum Count: 67 faculty members were present (Moscow 47, Coeur d'Alene 0, Boise 5, Twin Falls 5, Idaho Falls 10)

Minutes: In the absence of a quorum, the minutes of the University Faculty Meeting on April 25, 2018 are approved pursuant to *Faculty-Staff Handbook* 1520.Article III.3.A.

The president made two announcements:

1. [The Judith M. Runstad Lecture](#) will be held on Monday, September 10, at 7:00 p.m. in the International Ballroom at the Pitman Center. Tara Westover, the author of *Educated*, this year's [common read](#), will give the lecture.
2. The president will give the State of the University address on September 25, 2018 at 3:00 p.m. in the International Ballroom.

Introduction of New Faculty Members. The list of new faculty welcomed to the University of Idaho can be found here: <https://www.uidaho.edu/provost/faculty/new-faculty-orientation>

Recognition of 2017 Promoted/Tenured Faculty:

Hirotschi Abo promoted to Professor, Department of Mathematics.

Belle Baggs promoted to Clinical Associate Professor, Department of Movement Sciences.

Dennis Becker promoted to Professor, Department of Natural Resources and Society.

Denise Bennett promoted to Associate Professor, School of Journalism and Mass Media.

Marta Boris Tarre promoted to Associate Professor with tenure, Department of Modern Languages and Cultures.

Luigi Boschetti promoted to Professor, Department of Natural Resources and Society.

Christopher Caudill promoted to Associate Professor with tenure, Department of Fish and Wildlife Sciences.

Erin Chapman promoted to Clinical Associate Professor in the School of Family and Consumer Sciences.

Erik Coats promoted to Professor in the Department of Civil and Environmental Engineering.

Rajal Cohen promoted to Associate Professor with tenure, Department of Psychology and Communication Studies.

Aliza Cover, Associate Professor in the College of Law, granted tenure.

Louise-Marie Dandurand promoted to Research Associate Professor, Department of Entomology, Plant Pathology and Nematology.

Janine Darragh promoted to Associate Professor with tenure, Department of Curriculum & Instruction.

Helane Davis, Associate Professor in the College of Law, granted tenure.

Berna Devezer promoted to Associate Professor with tenure, Department of Business.

Stacey Doumit, promoted to Senior Instructor, Department of Animal and Veterinary Science.

Jesse Dreikosen promoted to Associate Professor with tenure, Department of Theatre Arts.

Jan Eitel promoted to Research Associate Professor, Department of Natural Resources and Society.

Timothy Ewers promoted to Extension Research Professor, Extension Specialist in the 4-H programs.

Sydney Freeman, Associate Professor, Department of Leadership and Counseling granted tenure.

Virginia Gillerman promoted to Research Professor, Idaho Geological Survey.

Jonathon Hogge promoted to Extension Associate Professor with tenure, Extension Educator in the Eastern District.

Leontina Hormel promoted to Professor, Department of Sociology and Anthropology.

Robert Keefe promoted to Associate Professor with tenure, Department of Forest, Rangeland and Fire Sciences.

Delphine Keim promoted to Professor, Department of Art and Design.

Brian Kennedy promoted to Professor, Department of Fish and Wildlife Sciences.

Kristine Levan promoted to Associate Professor with tenure, Department of Sociology and Anthropology.

Reed Lewis promoted to Research Professor, Idaho Geological Survey.

Tara MacDonald promoted to Associate Professor with tenure, Department of English.

Spencer Martin promoted to Clinical Associate Professor, Lionel Hampton School of Music.

Stephen Miller promoted to Professor, College of Law.

Gwen Mitchell promoted to Clinical Associate Professor, Department of Curriculum and Instruction.

Steven Peterson promoted to Clinical Associate Professor, Department of Business.

William Phillips promoted to Research Associate Professor, Idaho Geological Survey.

John Rumel promoted to Professor, College of Law.

Shaakirrah Sanders promoted to Professor, College of Law.

Jeff Seegmiller promoted to Professor, Department of Movement Sciences.

Gail Silkwood promoted to Extension Associate Professor with tenure, Extension Educator in the Northern District.

Steven Smith promoted to Clinical Associate Professor, School of Journalism and Mass Media.

Richard Stoddart, Associate Professor in the General Library, granted tenure.

Penny Tenuto promoted to Associate Professor with tenure, Department of Leadership and Counseling.

Grace Wittman promoted to Extension Professor, Extension Educator in the Southern District.

Frederick Ytreberg promoted to Professor, Department of Physics.

President's Remarks. The president welcomed faculty to what he anticipates will be another exciting year. He expressed his belief that we are ready to move forward united by vision and belief in our excellence. President Staben emphasized that he cares deeply about the university and is committed to positioning the university for a successful future. He stressed that the university is more than one person – the current leadership team is deep and broad.

President Staben first addressed issues regarding athletics. Pressing issues have arisen in this area that have recently received a lot of attention. The president recognized Pete Isakson who is serving as the Interim Director of Athletics. Staben stated that the appointment of a permanent director would be up to the next president. Staben also stated that he is working with the Athletics Department regarding budget planning. He explained that pursuant to State Board of Education (SBOE) policy, athletics is running a deficit of \$750,000. Staben anticipates that athletics will continue to experience significant budget challenges in the coming year. However, Isakson and Vice President for Finance and Administration, Brian Foisy, are developing a long-term plan to close the deficit and place athletics on a more stable financial footing. Staben emphasized that he is looking forward to a good football season with the return to the Big Sky Conference. He encouraged faculty to support all university athletic teams and student athletes. He added that athletics has reported a UI record high grade point average of 3.24 overall and increased academic progress and graduation rates for student athletes.

The president next emphasized the strength of UI's strategic plan. He believes the plan positions the university well to move forward. He first addressed the *Innovate* goal of the plan to foster scholarly and creative work that has impact. Last year research expenditures were at a new level -- \$109 million for FY2017. University researchers announced some impressive new research projects. These include the following:

- UI researchers will be engaged in rangeland research funded by the United States Department of Agriculture (\$1.2 million) aimed at understanding grazing patterns on large rangeland landscapes. Given that 64% of Idaho's land is large rangeland landscape, this is a project of great importance to our state.
- Three major grants from the National Institute of Health totaling \$5 million were awarded last year, including grants to fund research on antibiotic resistance, aspects of vaccine effectiveness and malaria. To better support these research efforts, the university implemented a market based compensation approach for the compensation of teaching assistants. This change will help the university recruit high quality graduate students.
- Undergraduate research also continues to produce high impact results as evidenced by successful undergraduate research symposiums.

The scope of UI's research illustrates the benefits to all students at the university to the state, country, and world.

Staben next emphasized the *Engage* goal of the strategic plan. UI continues its efforts to improve the state of Idaho's college going culture. Although the state has experienced minor improvement in college go-on

rates, it has a long way to go. The university continues its direct admissions and free application policies. Recently the UI instituted a durable admissions policy. Traditionally the college admission decision is good for one year. Under the new UI policy, the offer of admission will be good for four years. This means that after being accepted to UI, students can go on a gap year, mission or some other break from school and know they will be admitted. Student success also must continue to be a focus at UI. Last year the UI's first to second year student' retention rate was 82%. We are waiting for the new retention rate numbers this fall. To continue our success, the institution has invested in Vandal Star software. Staben stressed that it is important that the software be embraced by faculty and staff and be used as a tool to ensure that students have the help they need for their academic careers. Finally, Staben emphasized that UI faculty and staff need to continue to work together to improve recruitment. He indicated that the SBOE is implementing a policy that will incentivize positive student outcomes via an outcomes-based funding model. The program will reward degrees and certificates undergraduate as well as graduate programs. The board's technical committee is still working on developing the model. Staben believes that it is very important that the state allocate funds for this initiative and that the funds be allocated fairly.

The president discussed the *Transform* goal of the strategic plan. The university must continue to offer life changing education. He indicated that, while we do not have the final numbers, UI's enrollment is likely to be down. A drop in enrollment will impact our finances and mission. He expects to discuss enrollment in more detail at the State of the University address. VP Foisy will be leading a discussion throughout the year on the fiscal impacts of the enrollment situation throughout the year. UI will sponsor a new version of the Vandal Innovation Projects (VIP) program focused on the transform goal. This VIP program will be led by Vice Provost for Academic Initiatives, Cher Hendricks, and Dean of the College of Science, Ginger Carney. Staben encouraged participation to the program will help the institution leverage our own excellence. He commented that UI has approximately 12,000 bright people at this university. There are many great ideas in that pool of people; he hopes to see ideas come forward to improve the institution.

The president next focused on the *Cultivate* goal of the plan aimed at fostering a valued and diverse community. He stated that moving toward market-based compensation has helped improve university climate. He also emphasized efforts at transparency such as the University Budget and Finance Committee process. During the past year the university has a new agreement regarding the Confucius Institute and has appointed a new director. Enrollment in the American Language and Culture Program and the Navitas program supporting international student admissions have both increased, in contrast to national enrollment trends. The Office of Diversity and Equity has recently concluded a long-standing project to develop a diversity plan. However, Staben stressed that generating a climate of inclusion and respect is not the sole responsibility of the diversity office. Rather, every member of the UI community must work on these issues. Staben will be asking each college to identify portions of the plan to which the college can devote efforts. Staben gave examples of efforts across the university. The College of Engineering, recognizing the need to increase women engineers (nationally, only 18% of engineers are women), kicked off a symposium about how to increase the number of women engineers. The Dean of Students Office is moving forward with a Safety Taskforce, led by Dean of Students Blaine Eckles and Celeste Keller (a parent) to improve safety on campus. UI is ranked highly on campus safety; but must do better.

In conclusion, the president reminded faculty that the institution must always focus on why – why are the things we do important? Higher education transforms lives and societies. We have responsibility to generate knowledge and disseminate knowledge to our students and communities. This is fundamentally a noble quest. He concluded in the words of Simon Sinek that education is an infinite game and not a finite

one. An infinite game is one in which the work to achieve success is never over -- constant improvement is needed. He asked faculty to focus on this infinite game and our mission which is a just cause.

After thanking the audience for its attention President Staben opened the floor for questions.

A faculty member thanked Staben for his leadership and commented that last year was especially challenging. The faculty member stated that he appreciated the president's consultation on matters of shared governance. Faculty know that involvement in recruiting students is important and pointed to a document recently developed by Vice Provost Dean Kahler regarding the role of faculty in recruitment. The faculty member noted that many faculty go the extra mile to meet prospective students and come in on weekends to participate in events such as UIdaho Bound. He asked how faculty efforts can be recognized in the faculty reward structure. Staben pointed out that this is part of the service component in faculty position descriptions. He emphasized that the faculty role in recruitment was in being great teachers and researchers. Students come to UI because they want a great education. That is provided by our faculty. Faculty add prestige to the institution. Staben commented that students don't always understand what a research university is, but they care about the university's reputation. He disagreed that faculty efforts toward student recruitment are not rewarded.

A faculty member asked a two-part question regarding the UI's arena project and regarding racial and ethnic diversity on campus. He asked the president to update the faculty on the arena project and on efforts to enhance recruitment of racial and ethnic minorities on the faculty. President Staben responded that when he arrived at the UI he saw the need for the arena as we did not have a facility for basketball and for other events such as concerts. He has been surprised at how much the project has engaged the UI community and taken on a life of its own. The facility will be a unique engineered wood structure that has resulted from a collaboration with Idaho's wood products industry. Thirty-eight million of the amount needed has been raised including student fees and the largest gift from Idaho Central Credit Union. The project is in the final design stage and the final cost will be approximately \$50 million. There are still naming opportunities! Regarding racial and ethnic diversity, the president commented that there has been a continuing discussion of such recruitment efforts in the president's cabinet and throughout the university. The diversity plan also contains suggestions for additional steps. He is in the process of meeting with deans and expects colleges to address this issue in their cascaded plans.

A faculty member asked what the source of funding was to cover the former athletic director's salary through 2020. President Staben responded that the funds will come from the athletics budget. The need to cover this responsibility is one of the factors driving the budget shortfall discussed earlier in the meeting. President Staben deferred to Vice President Foisy who explained that because Pete Isakson's position as associate athletic director has not been filled, there are some cost savings in athletics. The cost of covering the contract is the difference between Isakson's contract and the former athletic director contract. That amount is in the category of tens of thousands per year, not a full doubled up salary.

There being no further questions the meeting adjourned at 3:58 pm.

Respectfully Submitted,
Liz Brandt, Faculty Secretary