2020 – 2021 Faculty Senate – Approved at meeting #23
Meeting # 22
Tuesday, March 9, 2021, 3:30 pm – 5:00 pm
Zoom only

Present: Attinger, Bridges, Carney, Carter, Chapman, Dezzani, Fairley, Hickman, Keim, Kirchmeier (Chair), Torrey Lawrence (w/o vote), Lee-Painter, McIntosh, McKellar, Meeuf (Vice-Chair), Quinnett, Raja, Rashed, Rinker, Rose, Sannmarrucca (w/o vote), Schwarzlaender, R. Smith Tenuto, Wargo, Powell (proxy for Ahmadzadeh)
Absent: Tibbals (excused), A. Smith, Brantz, Paul
Guest Speakers/Presenters: Teresa Koeppel, Nancy Spink, Jodi Walker, Shaakirrah Sanders, Rochelle Smith
Call to Order: Chair Kirchmeier called the meeting to order at 3:30pm.

Approval of Minutes (vote):
- Minutes of the 2020-21 Meeting #21 – Attach. #1
  The minutes of the 2020-21 Meeting #21 were approved as distributed.

Chair’s Report:
- Next visit to Faculty Senate: after Spring Break we will welcome Brandi Terwilliger who will provide updates on HR matters to Senate. Please reach out to your constituents to gather questions and send them to Barb.
- Special thank-you to Kelly Quinnett who has volunteered to be the Senate member on the Vandal Star Implementation committee.
- It is time to think about replacing Senators whose terms are coming to an end. Please check with your college bylaws to start this process. If you have questions, don’t hesitate to reach out.
- Faculty Senate Leadership has been asked to consider extending the adjustments to the admissions standards for the 2022 admissions cycle, essentially extending by one year the emergency action approved by President Green last summer for the 2021 admissions cycle. Issues related to access to standardized tests (like SAT and ACT) still exist, and COVID has continued to interrupt regular grading systems in high schools, which, in turn, accounts for discrepancies to high-school GPAs. Any feedback for Senate Leadership?
- Please remember to share the General Policy Report with your constituents. https://www.uidaho.edu/-/media/UIdaho-Responsive/Files/governance/faculty-senate/general-policies-reports/gpr69-022621.pdf?la=en&hash=66BF76846EA2DAC2DAD48B798CA88799AD1BDF86. The items on this policy report were approved by Faculty Senate on February 23 and will be considered to have the necessary faculty approval unless a petition requesting further consideration of these items is signed by five faculty members and submitted to the chair of the Faculty Senate by the end of the day on March 12, 2021. If no petition is received by the deadline, this report will be submitted to the president for approval and, if required, transmittal to the Board of Regents.
- Reminders:
  o Deadline to request delay for promotion and/or tenure is March 14, 2021.
  o Nominations for Honorary degrees for the December 2021 commencement are due April 15, 2021.
Sabbatical applications for the 2022-2023 year are due March 31, 2021. Please help us spread the word about upcoming deadlines by sharing with your colleagues.

Discussion:
In response to an inquiry about the General Policy Report, Chair Kirchmeier clarified that a signed petition can be submitted by any five faculty – they don’t have to be Senators.

Concerning the extension by one year of the adjustments in the admissions standards, some Senators noted that the current language may not be applicable: should “fifth semester” in the previous request be replaced with “last semester when regular grading was used”? Chair Kirchmeier also clarified that “Fall 2022 admission cycle” also includes Spring 2023.

Some Senators said they would like to have a larger conversation on this matter, particularly the proposed 2.6 minimum GPA. Another Senator added that it is best to put the item on the agenda as soon as possible, because many students are deciding at this time whether to attend next fall.

Chair Kirchmeier said that FSL will prepare this item for the next agenda and send more communications about the matter soon.

Provost’s Report:
- COVID-19 update: Great improvement over the past week. Of about 750 tests done last week, 3.76% were positive. No Greek residence or campus housing hall are currently in quarantine. Eight students are in supported isolation and six in supported quarantine.
- Vaccine distribution: There is no news about the vaccine timeline for employees in higher education, but it may be discussed again on the 19th; however, the state vaccination schedule keeps moving up which is great news. Everyone should be able to receive a vaccine earlier than originally scheduled. One can register for the vaccine at [https://covidvaccine.idaho.gov](https://covidvaccine.idaho.gov). Registering may speed things up. Reports were received that some UI employees presented themselves as K-12 employees and/or were disrespectful to Gritman personnel when turned away. Being impatient and disrespectful only slows the process.
- Budget update: The state is moving forward with some budget decisions (not all is finalized yet). We are starting to see what our finances may look like. Implementation of the new budget model will start July 1, looking towards targets to be determined between now and July 1 for each metric. During the next year, we will work towards targets that will determine our FY23 budget. That is, the budget starting July 1, 2022, will be based on our performance with respect to the metrics during the upcoming year. An update will be provided to all faculty and staff after spring break.
- Legislative update: Funds were taken away from BSU for their “social justice activities,” and were allocated to LCSC. Those cuts have not been applied to us. The report on the University of Idaho published by a political organization contains a number of factual errors – we decided that there is no need to respond and draw more attention to the report at this time.

Discussion:
A Senator expressed concern on behalf of his constituents that COVID testing for students starts Monday, March 22, and therefore lists of ineligible-to-attend students will not be known until Friday of that week. Could there be another way to prevent a possible spread of infection? Provost Lawrence cited the circumstances of last January, when no spike in infection rate was seen after return from the winter break. Moreover, the infection rate has been low in Moscow and the university community, with
no cases of spreading in the classrooms. All cases of spreading were confined to specific living groups – none have been traced to classrooms. Our improved testing capabilities allow us to test everyone in three days – Monday, Tuesday, Wednesday – with results by Thursday. Going online for a week would have just delayed the process and make testing less effective.

There were no more questions or comments for the Provost.

**Committee Reports:**

- **APM 05.12 FYI – Nancy Spink, Attach. #2**
  
  This policy was originally adopted in 2013 and is being revised to meet best practices from national experts and provide clear program guidance and additional training. It contains requirements to help ensure that the university meets its legal and ethical obligations to protect minors who visit the university’s campuses to participate in university programs. Updates include references to the University of Idaho Protection of Minors Standards and the State of Idaho Child Protection Act.

  **Discussion:**
  
  Responding to a question, Nancy Spink clarified that this policy does not apply to students enrolled at UI. Generally, the policy applies to minors involved in UI youth programming. For more information, contact risk@uidaho.edu.

- **Black Faculty and Staff Association – Rochelle Smith and Shaakirrah Sanders**
  
  Rochelle Smith talked about the benefits of having an affinity group for Black faculty and staff, such as providing support to one another and to students in a safe space. The Black Student Union is active at U of I, but there has never been an association for faculty and staff at this university. One of the plans is to celebrate stories and bring them forward. The group will be inclusive.

  Shaakirrah Sanders is a professor in the College of Law, and the only Black faculty ever to have been promoted to full professor at U of I Law. She came to U of I in 2011 and soon noted the absence of a cohesive way to bring Black faculty and staff together or any form of support, internal or from the institution, although Yolanda Bisbee was of great help. Without support, some elements of safety are missing. One feels isolated, and those feelings can be exacerbated by gender and/or sexual orientation. This affinity group will benefit students as well, who need support from faculty and staff. It is important that Black faculty, staff, and students share their experience, to help others be better informed and prepared. They also wish to create history and document it, keep records of African American faculty, staff, and alumni, and bring those stories to the forefront.

  Rochelle Smith and Shaakirrah Sanders met with Yolanda Bisbee and President Green, and they will meet soon with Provost Lawrence. There is no policy in FSH on how to form a UI-recognized association. Barb Kirchmeier and Diane Whitney have kindly offered to help with drafting such a policy. Rochelle and Shaakirrah appreciate the support everyone has shown. They are in contact with the Black Faculty Association at WSU and look forward to having policies/procedures to guide the creation of affinity groups and highlight their benefits.

  Shaakirrah Sanders noted that at U of I we do not have a sense of the global experiences of Black faculty and staff. What is the retention rate? Connections based on affinity are important.
– people can share and understand each other’s experiences in a safe space. Since about a year, they have met every other week.

Discussion:
A Senator expressed appreciation for this initiative. He was especially impressed by the goal to create and document history, and he hopes it will be shared with everyone. Rochelle and Shaakirrah confirmed that any programmatic initiative they may undertake will be open to anyone – this is the “external” part of their work, whereas the “internal” aspect will help deal with energy-draining challenges of culture and climate.

Chair Kirchmeier thanked the speakers and reiterated the Senate’s support of their initiative.

- Update from University Communication and Marketing (UCM) – Teresa Koeppel and Jodi Walker
  Teresa Koeppel thanked people for their support during the four months she has been here. It is an exciting time to be at U of I because, although we are still dealing with previous problems, we are starting to ask: how do we want to look like when emerging from a pandemic and a budget crisis? She started a presentation on: UCM key focus areas for 2021-22; coordinated external relations; legislative communications approach and updates; what faculty can do to help.
  The key focus areas emphasize integrated marketing and communication. They are:
  - Vision articulation and national branding strategy – what do we want to be known for? What are the areas of excellence or potential or the best opportunities for partnerships?
  - Enrollment marketing – attract Idaho’s and the region’s most promising students. Use targeted marketing to maximize impact and attract the people we actually want to talk to. Use a (real-time) data-driven approach to do more of what works.
  - Campaign communications – grow public and private support for U of I’s shared vision. UCM will launch a comprehensive campaign in October.
  - Internal communication – we want to be a destination for world-class faculty and staff, on our pathway to R1 status. Having happy and productive faculty and staff to tell our story is very important.

  Teresa then moved to describe best tactics, which she identified as:
  - Vision articulation – an example is the partnership with CEOs across the state to understand how they see the future of their companies 10 or 20 years from now, so that U of I can better accomplish its mission as a land-grant institution.
  - Audience-centered content marketing – communication and tools should be structured to best support the needs of our audience. An example is our website, which needs to be more audience centric.
  - Strategic media relation – we want to be in the news only for good reasons. Be strategic about the timing of the story.
  - Optimizing tools – for instance, it’s time to take our website to its new generation.

Finally, we need measures to evaluate the impact of our strategies:
  - Share of voice – how much coverage is about us or ours?
  - Tone of coverage – we want to see positive stories about us.
  - Brand perception – A survey every two to three years will help assess how we are doing in people’s mind.
  - Reach – this can be identified through different ways, depending on our goals. For example, if the focus is on student recruitment, how many people do we bring through the pipeline to the point where they fill a request for information?

Teresa Koeppel then moved to talk about coordinated external relation approach, and the goals for a new path forward for a university on the rise:
Fewer “silos,” more collaboration
- Better mechanism for input from colleges and units
- Streamlined communication
- Coordinated external communication with federal and state delegates
- Leveraging funding sources for larger transformational initiatives

Teresa Koeppel showed a chart that signifies a model for an integrated marketing and communication strategy, where “Integrated Brand Marketing” means connecting the university vision to our priorities and vice versa.

Jodi Walker joined the conversation to provide legislative communications updates, as we go through the budget cycle. President Green’s presentation in Boise was well received. But there were challenges, such as questions on our Black Lives Matter webpage, and a diversity positions within the College of Engineering. The report published by a political organization about our university (https://idahofreedom.org/wp-content/uploads/2021/03/UI-social-justice-report.pdf) contains factual errors. We as an institution fundamentally disagree but decided not to engage directly. Robocalls are being used to urge citizens to pressure legislators to defund higher education. Faculty and staff can help by knowing and sharing the facts and reporting robocalls to FCC.

Due to the late hour, Chair Kirchmeier suggested the Senators to send questions for Teresa Koeppel and Jodi Walker via email.

**Adjournment:**
The agenda was not completed, thus the Chair called for a motion to adjourn. So moved and seconded (Fairley/Wargo). The meeting was adjourned at 5:03pm.

Respectfully Submitted,

Francesca Sammarruca
Secretary of the University Faculty & Secretary to Faculty Senate
I. Call to Order

II. Approval of Minutes (Vote)
   • Minutes of the 2020-2021 Faculty Senate Meeting #21 March 2, 2021 Attach. #1

III. Chair’s Report

IV. Provost’s Report

V. Committee Reports

VI. Other Announcements and Communications:
   • APM 05.12 FYI. (Nancy Spink) Attach. #2
   • Black Faculty and Staff Association. (Rochelle Smith and Shaakirrah Sanders)
   • UCM Update. (Teresa Koeppel)
   • Continuing discussion on Faculty Statement of Values. (Francesca Sammarruca) Attach. #3

VII. Special Orders

VIII. New Business

IX. Adjournment

Attachments:

• Attach. #1 Minutes of the 2020-2021 Faculty Senate Meeting #21 March 2, 2021
• Attach. #2 APM 05.12 FYI
• Attach. #3 Faculty Statement of Values
ATTACHMENT 1

2020 – 2021 Faculty Senate – Pending Approval
Meeting # 21
Tuesday, March 2, 2021, 3:30 pm – 5:00 pm
Zoom only

Present: Attinger, Brantz, Bridges, Carney, Carter, Chapman, Dezzani, Fairley, Hickman, Keim, Kirchmeier (Chair), Torrey Lawrence (w/o vote), Lee-Painter, McIntosh, McKellar, Meeuf (Vice-Chair), Paul, Quinnett, Raja, Rashed, Rinker, Rose, Sammarruca (w/o vote), Schwarzlaender, A. Smith, R. Smith Tenuto, Tibbals, Wargo, Powell (proxy for Ahmadzadeh)

Absent:

Guest Speakers/Presenters: Amber Feldman, Trina Mahoney, Lodi Price, Diane Whitney

Call to Order: Chair Kirchmeier called the meeting to order at 3:30pm.

Approval of Minutes (vote):

- Minutes of the 2020-21 Meeting #20 – Attach. #1
  The minutes of the 2020-21 Meeting #20 were approved as distributed.

Chair’s Report:

- Welcome to Patti Heath! Patti is currently supporting Faculty Senate and we thank her in advance for all her help, including managing our Zoom meetings. Let’s take a moment to greet Patti!
- Welcome to our visitors! If you have questions for any of our guests today, on any of our topics, please send your questions directly to your Senators. Senators, please update your names to include which college you are representing and keep a close eye on your emails in case questions come in for folks visiting us today. Like in any Senate meeting, we will only take questions and comments from Senators.
- Updates on visits to Faculty Senate: next week we will welcome Teresa Koeppel, the Chief Marketing Officer and Executive Director for University Communications and Marketing. Please reach out to your constituents to gather any questions they have for Teresa and send them my way.
- We are still looking for a Faculty Senate member to participate on the Vandal Star Implementation Committee. They meet every other Wednesday from 1:30-2:30pm. Please email me if you are interested. (A Senator indicated in the Zoom chat that they may be willing to volunteer.)
- Please remember to share the General Policy Report with your constituents. https://www.uidaho.edu/-/media/Uidaho-Responsive/Files/governance/faculty-senate/general-policies-reports/gpr69-022621.pdf?la=en&hash=66BF76846EA2DAC2DAD48B798CA88799AD1BDF86. The items on this policy report were approved by Faculty Senate on February 23 and will be considered to have the necessary faculty approvals unless a petition requesting further consideration of these items is signed by five faculty members and submitted to the chair of the Faculty Senate by the end of the day on March 12, 2021. If no petition is received by the deadline, this report will be submitted to the president for approval and, if required, transmittal to the Board of Regents.
- Reminders:
  - Deadline to request delay for promotion and/or tenure is March 14, 2021.
Nominations for Honorary degrees for the December 2021 commencement are due April 15, 2021.
Sabbatical applications for the 2022-2023 year are due March 31, 2021.
Please help us spread the word about upcoming deadlines by sharing with your colleagues.

There were no questions or comments about the Chair’s report.

Provost’s Report:

- COVID-19 update: Last week, of approximately 800 administered COVID tests 7.61% were positive. This increase appears to be confined to specific groups – two Greek living groups and one campus housing group are currently in isolation. The overall positive rate for the semester is 2.16%. We are monitoring the situation and we will keep everyone updated.
- The next “Talks with Torrey” event is tomorrow at 11:30am.

Discussion:
A Senator thanked the Provost for the recent memo about class formats for the fall. He needed clarification about the offering of a virtual section along with an in-person one. While classes with low enrollment are discouraged, with this arrangement, there could be sections with as few as one or two students. The Provost responded that these “dual-listed” sections – a Classroom Meeting and a Virtual Meeting – are in fact the same class and the enrollment in the two sections would be considered together. This may solve problems – for instance, it will be easier to make rooming adjustments, such as going back to 50% room capacity, or to address restrictions on virtual classes that international graduate students are allowed to take. Although it may create some complications for departments, at this time it is the best way to ensure flexibility. The Senator had a follow-up question to confirm that joint-listed or cross-listed classes will be counted as one class with respect to the enrollment.

In response to another inquiry, Provost Lawrence clarified that, if two sections are not meeting together, they will be considered separately when counting enrollment. The issue being addressed at this time is when the same class has an in-person section and a virtual one.

There were no more questions or comments for the Provost.

Committee Reports:

- University Staff Compensation Committee – Amber Feldman, Attach. #2
  To provide context, Amber Feldman first gave a brief history of staff compensation systems at the university. The mission of the committee is to increase all staff compensation to 100% of target salary. Per FSH 1640.81, the Staff Compensation Committee (SCC) is charged with being involved in the annual Change in Employee Compensation (CEC) process and to advise and provide reports to the administration, Staff Council, and Faculty Senate. Today, they are seeking the Senate endorsement of the SCC recommendations for the FY22 CEC. Based on the Governor’s proposed budget and discussions, the University of Idaho anticipates receiving a 2% CEC allocation to our General Education (GenEd) base budget for FY22. In addition, the university received a 2% CEC GenEd allocation for FY21 that was not utilized due to directions provided by the state. However, because approximately half of our GenEd personnel cost is supported through tuition funding versus state allocated funds and the university has not increased tuition, what appears to be a 4% pool of funds is more realistically described as
slightly more than a 2% pool of available funds. Three key points are itemized in the SCC memo based on current Budget Office distribution estimates.

1. **It is proposed that a portion of the CEC funds be allocated to GenEd-funded graduate student appointments. SCC endorses using a proportional amount of CEC funds to advance graduate student competitiveness.**

2. **When faculty successfully achieve tenure and/or advance in rank (P&T) they receive an increase in salary aside from any other university equity or merit adjustments. These increases have not been funded by the state in recent years and, out of budget necessity, administration has looked to CEC funds as the source for P&T increases. Staff recognize and support the use of CEC funds this year to celebrate these important achievements.**

3. **They request support for a proportional amount of funding for staff salary equity. Although significant progress was made from FY18 to FY20 to bring staff salaries up to their calculated target in our market-based compensation system, a lot more progress is needed. There are currently 67 staff below 80% of their calculated target and 189 below 85%. Using FY21 rates, in January staff averaged 94.02% of their calculated target salaries and faculty averaged 97.799%. When FY22 data is available next month, target percentages are expected to drop for both faculty and staff. At the start of FY20, a portion of the allocated CEC funding was used to bring staff up to 85% of their calculated target salaries. While market rates and target salaries continue to increase, salaries have not, and therefore both staff and faculty are losing ground – on average, staff are lagging farther behind target than faculty. Although we will not return to the university-wide progress of 85% of target that was achieved in FY20, the recommended allocation provides funding to bring staff farthest behind up to 83.5% of target.**

After the three investments mentioned above, an estimated $2,160,931 in CEC funding remains. SSC recommends allocating the remaining funds proportionally based on a percentage of total GenEd salaries by employee type – 51% to Faculty and 49% to Staff. The committee does not advise on faculty compensation practices – they support an allocation model based on Faculty Senate and Provost’s Office recommendations. For staff, they recommend across the board salary increases based on a percentage of their target salary – 2020 was an extremely difficult year and staff have gone to extraordinary lengths to maintain operations and support our students. The committee would like everyone to receive a portion of the CEC funding. They support an “across the board” (ATB) approach and, to ensure equity within the staff compensation system, they recommend that the allocation be based on target salaries versus current salaries. If ATB allocations are made based on salary, the farther behind target an employee is, the farther disadvantaged they will be when their increase is calculated on their already lower-than-target salary. Although an investment in merit-based increases for staff was discussed, institution-wide equity remains the major concern. Because everyone will receive an increase through an ATB distribution, they prioritized allocating funds to raising salaries for those farthest behind their target salaries over merit increases to regain some of the ground lost during the last two years. University of Idaho staff continue to be supportive of our market-based compensation system and use of target salaries as a way of establishing and maintaining equity. The committee urges Faculty Senate to support the long-term goals to raise all employees’ salaries to their calculated target as a matter of institution-wide equity. At the same
time, they work to identify funding and an allocation system for merit-based increases on top of equity.

Discussion:
A Senator asked for clarification on the allocations to faculty and staff salaries (p.10 in the binder). Amber Feldman responded that CEC funds are distributed through the state. The Budget Office makes computations based on base salaries, and 51% and 49% in the attached memo reflect the proportions of base salaries for faculty and staff, respectively.

Provost Lawrence asked for clarification on how “across the board” is used in the present context. Lodi Price clarified that they refer to an increase based on the employee’s target salary, not their current salary. This definition better supports their equity goals, helping people who are farther away from target.

Vice Chair Meeuf thanked the SCC for the hard work they put in their recommendations. His question, perhaps best addressed to the Provost, is whether we have guidelines for handling CEC money. Provost Lawrence cited a policy in FSH (Diane Whitney provided the policy number, FSH 3420), and said that we may need to look at the whole process and figure out a consistent system that works for both faculty and staff, while recognizing the differences between the two groups. Trina Mahoney joined the conversation and added that, while they focus on a market-based compensation system, what is actually done from year to year may look different because the state may have specific instructions on how to allocate the CEC funds.

A motion to endorse the SCC recommendation was made and seconded (R. Smith/Lee-Painter). The motion passed with 22 votes, or 85% of the votes.

Other Announcements and Communications:

- FYI – FSH 3360 Probation, Promotion, Demotion, & Transfer of Classified Employees – Diane Whitney, Attach. #3
This policy was last updated in 2009. Ever since, our internal procedures have changed, responsibilities have shifted, and the law has changed as well. This is basically a “clean-up” to align these sections with the Idaho Administrative Procedure Act.

Discussion:
In response to an inquiry, Diane Whitney confirmed that the document had been sent to Staff Council for their approval and is being presented to the Senate as an FYI.

Another Senator wondered whether some of those sections should be moved to the APM while keeping in FSH only the parts addressing internal procedures. Diane Whitney responded that, if the policy is not too long, it is generally better to keep it in FSH, so that people need only to look in one place. A question concerning probationary period will be forwarded to Brandi Terwilliger.

- Faculty Statement of Values – Francesca Sammarruca, Attach. #4
After January 6, Faculty Affairs wondered whether we should write something as a committee in response to the insurrection.
Following some discussion, the motion was made and approved to ask Senate to take that initiative, as the statement would be stronger coming from Faculty Senate rather than a committee. FSL drafted the statement of values in Attach. #4. If approved, this would be a statement from Faculty Senate to be posted on our website and become part of our official records. It focuses on our responsibilities as scholars and educators. We emphasize non-partisan values, such as seeking the truth from evidence, critical thinking, and respectful dialogue.

**Discussion:**
A Senator reported that his constituents expressed concerns about the timing – it seems late for a response to the January 6 events. He noted that WSU released a statement on the same day. His constituents were also concerned about coherence with the administration and possible challenges with external organizations. The Secretary and the Vice Chair disagreed with the timing issue for a variety of reasons: the values expressed in the statement are timeless; the magnitude of the events is such that it’s not too late to talk about them; on January 6, the semester had not even started and Senate didn’t meet until the end of January, after which due process had to be followed.

The Vice Chair and a number of Senators proposed to include in the language that we took the time to reflect on many current issues and then we had to go through the appropriate channels – hence the delay.

Another Senator asked for the upper administration perspective and for more information about the Idaho Freedom Foundation activities. Provost Lawrence addressed the question. The administration discussed on January 6 and 7 if and how to respond to the insurrection, and decided to wait and see how things unfold. Generally, it is never easy to decide how to respond to a particular event or take a stand in a public manner, unless there is an immediate danger or direct impact to U of I. The university was in contact with law enforcement to monitor possible safety issues. As for the IFF, (the link was provided in the chat: [https://idahofreedom.org](https://idahofreedom.org)), they are active in the political landscape and try to be heard among legislators.

A Senator commented (in the Zoom chat) that IFF has been lobbying the legislators to decrease funding to institutions involved in what they deem to be “social justice activities.”

A Senator said that, although he expects negative reactions from IFF, as a university, we have an obligation to stand up for what is right, regardless the consequences. The Vice Chair suggested that our decisions should not be guided by concerns about IFF, which will continue to provide misinformation about us in any case.

A motion (Lee-Painter/Fairley) was made to approve the statement with the first line changed to: “The Faculty Senate of the University of Idaho continues to reflect on the January 6.... and condemns...”

**Further discussion:**
Would a delay be helpful with respect to legislative decisions? Did other institutions in Idaho release a similar statement? The Secretary noted that the proposed statement is in a similar
spirit as the one released by the faculty of the College of Law, in that it calls on our responsibilities as educators. The Senator representing the College of Law added that their letter was requested by the students, and written in such a way as to draw a connection to their obligations as lawyers when they take the Oath of Office.

Provost Lawrence will look into a possible timeline for approving this statement. Other Senators strongly supported the idea to give people time for a more informed discussion. The previous motion was withdrawn. The discussion will continue.

- Principles Statement – Torrey Lawrence, Attach. #5
  Somewhat related to, but different from, the previous item, the list of principles in Attach. #5 could be a tool for use or reference in communications. It is not meant to be a response to a particular event. These are high-level points describing how we engage with one another. Discussion:
  Feedback was offered, such as: using “Guiding Principles” in the headline; replacing “civility” with “non-violence” or include both; replacing “all Vandals” with “all people”; including “acting with integrity” and “think critically.”

  The Provost expressed gratitude for the feedback.

Adjournment:
The agenda being completed, the Chair adjourned the meeting at 4:59pm.

Respectfully Submitted,

Francesca Sammarruca
Secretary of the University Faculty & Secretary to Faculty Senate
POLICY COVER SHEET
(See Faculty Staff Handbook 1460 for instructions at UI policy website: www.webs.uidaho.edu/uipolicy)

[3/09]

Faculty/Staff Handbook [FSH] □ Addition □ Revision* □ Deletion* □ Emergency
Minor Amendment □
Chapter & Title: ________________________________________________________________

Minor Amendment □
Chapter & Title: APM 05.12 – Protecting Minors

All policies must be reviewed, approved and returned by a policy sponsor, with a cover sheet attached to apm@uidaho.edu or fsh@uidaho.edu respectively.

*Note: If revision/deletion request original document from apm@uidaho.edu or fsh@uidaho.edu, all changes must be made using “track changes.”

Originator(s): Nancy Spink  2/19/21
(Please see FSH 1460 C)
Telephone & Email: 885-6177  nspink@uidaho.edu

Policy Sponsor: (If different than originator.)
Name Date
Telephone & Email: ________________________________________________________________

Reviewed by General Counsel  X Yes ___No  Name & Date: Jim Craig 2/26/21

I. Policy/Procedure Statement: Briefly explain the purpose/reason of proposed addition, revision, and/or deletion to the Faculty/Staff Handbook or the Administrative Procedures Manual.

Revision of policy to meet best practices from national experts, provide clear program guidance and training.

II. Fiscal Impact: What fiscal impact, if any, will this addition, revision, or deletion have?

Fiscal impact would be limited to time spent training personnel. UI Risk has arranged for training at no cost to the units or individuals.

III. Related Policies/Procedures: Describe other policies or procedures existing that are related or similar to this proposed change.

IV. Effective Date: This policy shall be effective on July 1, or January 1, whichever arrives first after final approval (see FSH 1460 D) unless otherwise specified in the policy.

If not a minor amendment forward to: ____________________________________________
Track # ____________
Date Rec.: ____________
Posted: t-sheet ____________
   h/c ____________
   web ____________
Register: ____________
   (Office Use Only)

Policy Coordinator
Appr. & Date: [Office Use Only]

FSH
Appr. ____________
FC ____________
GFM ____________
Pres./Prov. ____________
[Office Use Only]

APM
F&A Appr.: ________
[Office Use Only]

[Office Use Only]
05.12 - Protecting Minors

Created/updated: TBD

Preamble: This policy adopts requirements to help ensure that the university meets its legal and ethical obligations to protect minors participating in university programs and visiting the university’s campuses.

A. Definitions
B. Policy
C. References – Idaho Child Protective Act

A. Definitions.

Definitions are included in the Protection of Minors Standards, on file at UI Risk.

A-1. Adult: A person aged 18 years or older.

A-2. Minor: A person under the age of 18 years.

A-3. Protection of Minors Standards: The document containing procedures, guidelines, and forms for implementation of this policy, on file at UI Risk. See C-1 herein.

A-4. Youth-Serving Program: Any program, activity, lab or research sponsored, controlled or funded by the University of Idaho that includes minors, except for official University courses not intended specifically for minors.

B. Policy.

B-1. All University of Idaho ("UI") programs involving minors shall operate their programs in a safe and secure manner. UI has zero tolerance for abuse. UI Youth-Serving Programs must implement the requirements of comply with the Protection of Minors Standards on file at UI Risk, which address in detail the following requirements:

a. Reporting of abuse, abandonment or neglect as mandated by the State of Idaho Child Protective Act. Failure to report is a misdemeanor.

b. Registration of all Youth-Serving Programs.

c. Selection and screening of all adults involved in Youth-Serving Programs.

d. Required training for all adults involved in Youth-Serving Programs.

B-2. Adherence to the Required code of behavior standards for adults working in Youth-Serving Programs.

B-3. Contractors, Facility Use Agreements and Non-UI Events: Adherence to protection of minors provisions in facilities use agreements.

Commented [WD(1)]: With a shortened policy, many of the previous definitions can be deleted, but terms used in this APM should be defined in it. The Standards, of course, can continue to define terms used in that document.

Commented [WD(2)]: This change made because Standards apply this requirement only to Authorized and Supervised adults.

Commented [WD(3)]: This change made because Standards apply this requirement only to Authorized and Supervised adults.
B-2. UI employees and students working in public or private schools shall follow the operational guidelines of the school.

Failure to report abuse to legal authorities is a misdemeanor.

B-3. Any exemption from compliance with this policy must be submitted requested in writing to, and approved by, the UI Risk Manager.

C. References. The State of Idaho Child Protective Act mandates reporting. For information, see

C-1. University of Idaho Protection of Minors Standards, on file at UI Risk.


Failure to report is a misdemeanor. This is a personal responsibility imposed on any person who fails to report.
Statement of Faculty Values

The Faculty Senate of the University of Idaho continues to reflect on the January 6, 2021 insurrection at the Capitol and condemns in the strongest terms and any form of violence and terrorism.

As scholars and researchers, we have dedicated our careers to discovery and reasoning. We believe in science and in seeking knowledge by weighing appropriate evidence and rejecting intentional misinformation.

As citizens and educators who serve the university’s land-grant mission, we prepare students to be thoughtful, civic-minded participants in our local, state, and national communities. We are committed to democracy and due process, and to civil discourse and respectful communication.

To support these goals, we encourage all faculty, when appropriate, to directly address the issues and challenges facing our world, including misinformation, radicalism, racism, bigotry, and violence. We call for a collective commitment to shine light on the root causes of polarization and extremism. Whether by analyzing our histories and culture, or cultivating information literacy, or teaching responsible communication skills, faculty must continue to provide a transformative and ethical education for the next generation of leaders.