2020 – 2021 Faculty Senate – Approved at Meeting #25
Meeting # 24
Tuesday, March 30, 2021, 3:30 pm – 5:00 pm
Zoom only

Present: Ahmadzadeh, Attinger, Brantz, Bridges, Carter, Carney, 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, Wargo
Absent: Tibbals (excused)

Guest Presenters: Kim Salisbury, Dean Panttaja, Jerry McMurtry

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

Approval of Minutes (vote):
• Minutes of the 2020-21 Meeting #23 – Attach. #1
The minutes of the 2020-21 Meeting #23 were approved as distributed.

Chair’s Report:
• Work on the Faculty Statement of Values and the emergency change in admission standards for fall 2022 continues. When we have additional information about these projects, we will share it with you.
• Updates on visits to Faculty Senate: Next week Chris Nomura will be visiting with us with updates from the Office of Research and Economic Development. Please gather questions from your constituents and email them to me so I can pass them along to Chris.
• The names of new faculty senators should be submitted to the Faculty Secretary by Tuesday, 4/20. New senators will meet with this senate on Tuesday, 4/27. If you have questions, don’t hesitate to reach out.
• Speaking of replacing Senators whose terms are ending, we will be looking for a new member of the Benefits Advisory Group to take over for Mike, whose term comes to an end this year. If you are interested in the Benefits Advisory Group, please let me know.
• Reminders:
  o Sabbatical applications for the 2022-2023 year are due March 31, 2021.
  o Nominations for Honorary degrees for the December 2021 commencement are due April 15, 2021.
Please help us spread the word about upcoming deadlines by sharing with your colleagues.

Discussion:
A Senator inquired about the date of the next University Faculty Meeting. The date of May 5, 2021 was placed in the Zoom chat.

Provost’s Report:
• COVID testing: out of 3,970 tests, 0.35% were positive – this is great news. There are still a few untested students. If still not in compliance by Friday, they will lose access to selected university systems.
• In Moscow and Latah County, the vaccine is available for anyone older than 16. Note: this is different across the state. We are working with Gritman to make vaccines available to students before final exam week, if possible.

• Tomorrow (Wednesday) at 4p.m. there will be a COVID-19 Vaccine Town Hall hosted by Vandal Health Education with Public Health and Gritman. It is open to everyone. [link](https://uidaho.zoom.us/s/84538548106)

• The 2021 “University of Idaho Great Colleges to Work For Survey” will close Friday, April 2. We hope you all will participate.

• Email phishing is on the rise. Be aware and careful.

• Commencement: There will be six ceremonies, three on Saturday May 15 and three on Sunday May 16, at 9 am, 1 pm, and 5 pm on each day. The Registrar’s Office and the Events Team are working hard to plan the six events. Faculty are encouraged to participate. COVID-19 protocol will be observed (masks, distancing, no hand shaking). UI-branded masks will be offered to graduates and faculty. There will be no hooding for doctoral graduates, who will wear their hoods as they walk through. Visit the website below for more information on which group of graduates will be honored at which ceremony, and for various faculty links. [link](https://www.uidaho.edu/events/commencement/spring)

Discussion:
A Senator asked whether students who are double-majoring will receive twice the number of ceremony tickets so they can attend both ceremonies. Provost Lawrence was under the impression that the Registrar’s Office is planning on double-majoring students attending the ceremony for their primary major only. But they may be open to accommodate some special exceptions. The Registrar’s Office may best address this specific question.

There were no more questions or comments for the Provost.

Committee Reports:

• University Curriculum Committee – Dean Panttaja
  - UCC-21-036 Additions and Deletions to J-3-f Attach. #2
  - UCC-21-036 Additions to J-3-e Attach. #3
  - UCC-21-036 Additions to J-3-g Attach. #4

• Dean Panttaja explained that all four items are “housekeeping” changes to GenEd. They are deletions – elected by the appropriate departments – or additions – to offer students more options. Taken as a whole, this is a solidification of what departments can offer and the frequency at which they can offer those courses for student success. Dean Panttaja gave a brief summary of the changes.

Discussion:
Vice Chair Meeuf asked about the courses added in American Diversity and International Courses, a category that’s currently being reviewed. Are these changes part of the new process? Will there be a new set of additions and deletions? Dean Panttaja responded that UCGE is currently working on clarifying the requirements for being in those categories, and reviewing syllabi to check that the courses meet the appropriate specifications. Confirmed that, yes, that is the case. A new cycle of additions/deletions may happen, but only if departments elect to add/remove courses.

Vote: The three items above were approved with 83% of the votes.
O UCC-21-034 COGS Language change – Jerry McMurtry, Attach. #5

The changes being proposed are updates to the language to be aligned with current practices – there are no substantive changes.

Vote: This item was approved unanimously.

Other Announcements and Communications:

- Budget Discussion (Torrey Lawrence and Kim Salisbury)
  The Provost introduced Kim Salisbury, Executive Director of Academic Planning and Budget. He referred to last week’s presentation on the new budget model and opened the Q&A.

A Senator, speaking on behalf of some of his constituents, noted that student credit hours (SCH) have a very large weight, which is biased against colleges that do not teach core courses. For instance, colleges such as Natural Resources or Art and Architecture would never have SCH comparable to CLASS, Engineering, or Science. Would the upper administration be willing to consider a workload assignment exercise? The Provost responded that all colleges are unique, which is the reason why developing a budget model that is simple and yet works for everyone is challenging. Indeed, CNR may never generate a large number of SCH. On the other hand, they have to compensate a smaller number of instructors. SCH is a simple way to acknowledge the teaching that is actually done. Some departments teach the largest part of the credits needed for the degree, whereas others rely more heavily on other departments/colleges. SCH reflects where the teaching is done. There are situations where, for instance, a faculty from one college teaches a class in another college, but those cases are a very small part of the many thousands of credit hours (CH) that we generate. One problem we had in the past, which SCH is able to address clearly, is how to account for GenEd or other service courses. Regarding the idea that large weight assigned to SCH could motivate colleges to start their own GenEd curriculum or offer courses that are already offered elsewhere. They would have to pay instructors to teach those CH – not the most efficient way to proceed. SCH must be taken together with other factors. Enrollment trends are a measure of students coming into our system; SCH reflect the work we do to educate them; degree conferrals measure students on their way out. Home departments receive credits for the initial and final phases, whereas the middle phase reflects where the credits are actually taught. In combination with other metrics, the SCH metric solves many past problems.

Kim Salisbury recalled that some of the initial concerns were that colleges would be “pitted against each other” if incentive funding were given on a proportional basis. To address these concerns, individual targets for every college were added for each metric. With this change to the model, incentive funds are given based on how colleges achieve their SCH target, not proportionally. They are also working on advancements of the model where CH would be credited to the instructor. Provost Lawrence added that they are also looking at the relative costs of the various programs, which may partially address the Senator’s concerns. Work is still in progress. The Senator had positive comments for the idea of SCH following the instructor. He is concerned that the new model may reinforce “silos,” by discouraging an instructor from teaching a class in another college/department. The Senator added that SCH is a good metric for tasks such as assigning TAs – he can see the advantages, but also understands the concerns from his constituents.
A Senator commented positively on having metrics, as they allow people to plan accordingly. However, he does not think that the information given so far is robust and sufficiently detailed: what counts more? What is the relative importance of a major, a minor, a certificate? At the unit level, small differences are magnified. He doesn’t think he has enough information to focus and plan for next year. The Provost agreed that small differences are magnified at the unit level. The budget will determine budgets at the college level — the deans will then make decisions as they see appropriate. Soon, they will meet with deans and determine targets and what targets may be for different colleges. Provost Lawrence is planning on a presentation specifically on how the model will impact units in Category 5. The Senator will email a list of questions to Provost Lawrence and Kim Salisbury.

Concerns were raised by a Senator about how graduate student (GS) production is weighted, especially considering that some departments offer only graduate programs. A cap of 20-25 students in graduate classes is challenging, and mentoring GS through their Ph.D. is labor-intensive. Kim Salisbury provided the following information: the combined weight for undergraduate (UG) programs is 40% (25% for degree completion and 15% for enrollment), whereas the corresponding figure for graduate programs is 15% (10% for completion and 5% for enrollment). This may not be the best mix moving forward, but that’s how they started, based on graduate and UG enrollments over the past few years — definitely something to look at as we plan for 2023. The Senator reiterated that GS are important and educating them is time consuming. Kim Salisbury noted that there will be an additional weight to account for the time it takes to complete a degree. This weight will be largest for the Ph.D. degree, followed by master’s and UG degrees. Provost Lawrence added that the budget model is about the whole university and not just R1, but there will be a finer level of detail in targets — some colleges may not be able to increase their graduate enrollment, while the opposite may be true for another college where UG capacity is already maximized.

Another Senator pointed out that some faculty, such as herself, only work with graduate or professional degrees. How does the incentive look like for them? The Provost responded that, likewise, there are departments on the other end of the spectrum. This will be considered in target setting.

Vice Chair Meeuf asked for clarification about the 2% of the budget allocated for structural investment. The Provost responded that those are funds set aside to put back into the system; that is, to give back to the colleges as appropriate. It is a strategic pool, flexible and subjective, to reward what we are doing. To provide more detailed information, Provost Lawrence and Kim Salisbury displayed a slide on “Category 5 – Academic Colleges,” which showed the allocation of the funding pool for academic colleges to be as follows: base funding from the previous year (90%); Academic Affairs strategic pools (2%); metric-driven incentive funding (8%). The second slide displayed the six metrics: contribution margin (considering net tuition plus F&A plus G&A); SCH delivered (averaged over three years); UG degrees awarded (averaged over three years); graduate degrees awarded (averaged over three years); UG enrollment trend; graduate enrollment trend. Targets, metrics, and weightings for FY22 will be finalized by July 1, 2021.
Metrics and weightings will be the same for all units in Category 5, and for each metric, unit targets will have a fixed incentive amount. FY23 budgets will reflect the relative percentages of targets achieved. They have engaged a vendor, specialized in academic work, to examine specific program costs. The vendor will work directly with the colleges, starting at the section level, to identify where the costs are and where revenue is generated.

A Senator said that some programs in her college have a specialized accreditation that impacts their enrollment, being limited to about 20 students per studio. That poses a challenge with respect to the new model. She referred to the contribution margin shown earlier for Category 5, and noted that the cost of educating students in some colleges, such as Art and Architecture, is higher, and often involves professional fees. She wonders if and how these considerations enter the metrics. Kim Salisbury responded that these are the issues to work on with the outside vendors, who will help with a proper analysis of the costs to deliver SCH or to graduate students in different colleges and departments. In an effort to avoid unfair comparisons, they will look at actual program costs. The Senator had a follow-up question: she believes that the thresholds for maximum enrollment in art studios are part of the documentation they must submit for the specialized accreditation. Will the outside consultants have access to that data? The Provost said that those factors will be taken into account. He reiterated that no two colleges are equal – an example is salaries, which may vary greatly across disciplines, and are the largest part of our budgets.

With regard to contribution margins, a Senator noted that some programs, such as WUE, are not under units’ control. Departments should not be held responsible for decisions made at a higher level. Kim Salisbury said the variance in tuition among colleges is approximately 10%. Provost Lawrence added that, although differences may not be huge, this issue should be considered carefully. Some colleges may have a stronger mix of in-state and out-state tuitions. Most likely, international students are the main driver of tuition differences. There are other differences such as in-grant funding and F&A.

With regard to the graduate degree completion metric, averaged over three years, a Senator asked how the initial assessment will be done, given that graduate degrees can take considerable time to complete. Kim Salisbury explained that they will look at the last three years of completions in each area. For instance, master’s degrees get a weighting factor of 2 while the factor is 6 for Ph.D. degrees for every completion in the last three years. The Senator observed that it is good to be flexible about moving weights around. Departments that award no UG degrees will be impacted more strongly. Provost Lawrence mentioned, as an example, the Law School. Their goal for UG enrollment is zero. In such cases, the targets will be placed in the graduate area and the college is not penalized for not having a UG program. That is precisely why we went into a target system, which adds a whole new dimension. Furthermore, the number of graduate degrees awarded can oscillate – with no degrees one year and, say, three the next year. Averaging over three years ensures a smoother result.

Vice Chair Meeuf asked about the timeline. Will colleges know soon what their budgets are, so they can make strategic plans and potentially advocate for a different fraction of the 2%?
Provost Lawrence responded that colleges will indeed be allowed to plan in advance – Kim Salisbury added that the total numbers for the fall can be put in effect in early spring. Certainly, colleges will know their budgets earlier than in the past.

A Senator asked how many students would they need to add next year to cover the 2% that goes into the strategic pool. A quick calculation gave a result of about 61, based on a total increase by 1500-2000 students. The Provost reiterated that absolutely no money is lost to Academic Affairs – it is redistributed, but stays within the colleges. The Senator followed up and commented that, while we are not losing the 2% outside of Academic Affairs, a college might lose the 2% completely unless we get the enrollment increase at the university. If enrollment is stagnant, colleges may meet all of their metrics and still lose 2%, so we must increase the enrollment to earn back funds from the 2%.

A Senator was confused about other units in the university not being at risk to lose funds. Why are they not accountable? The Provost responded that other areas also have metrics, such as efficiency. Non-academic units such as Students Affairs will need more (less) resources if enrollment goes up (down). Thus, enrollment will influence their future budgets.

The concern was raised again that some units may be unfairly penalized. For instance, if a college did very well last year and the enrollment is now reaching a plateau, within the new model they would not receive any reward. This is another point – Provost Lawrence said – to discuss with the deans as targets are set for each year.

It was brought up that last year enrollment trend was not good. Where is the accountability for SEM? It seems that academic programs are being penalized for lack of central progress. What are the goals that we can realistically achieve? The Provost responded that there will be accountability for SEM but they do not carry the entire responsibility for the enrollment. The alternative – to continue the way we did in the past – will only dig a deeper hole.

Senators were encouraged to send unanswered or additional questions to the Provost or Senate Leadership, or post them on the Working Groups website.

Adjournment:
The agenda being completed, the Chair meeting was adjourned the meeting at 5:04pm.

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 #23 March 23, 2021 Attach. #1

III. Chair’s Report

IV. Provost’s Report

V. Committee Reports
   - UCC Items
     - UCC-21-036 Additions and Deletions to J-3-f Attach. #2
     - UCC-21-036 Additions to J-3-e Attach. #3
     - UCC-21-036 Additions to J-3-g Attach. #4
     - UCC-21-034 COGS Language change Attach. #5

VI. Other Announcements and Communications:
   - Budget Discussion (Torrey Lawrence and Kim Salisbury)

VII. Special Orders

VIII. New Business

IX. Adjournment

Attachments:
- Attach. #1 Minutes of the 2020-2021 Faculty Senate Meeting #23 March 23, 2021
- Attach. #2 UCC-21-036 J-3-f
- Attach. #3 UCC-21-036 J-3-e
- Attach. #4 UCC-21-036 J-3-g
- Attach. #5 UCC-21-034 COGS
2020 – 2021 Faculty Senate – Pending Approval
Meeting # 23
Tuesday, March 23, 2021, 3:30 pm – 5:00 pm
Zoom only

Present: Attinger, Brantz, Bridges, 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, Sammarruca (w/o vote), Schwarzlaender, A. Smith, R. Smith, Tibbals, Tenuto, Wargo
Absent: Carney (excused), Ahmadzadeh (excused), Rose

Guest Presenters: John Crepeau, Katrina Eichner, Brandi Terwilliger

Call to Order: Chair Kirchmeier called the meeting to order at 3:31pm.

Approval of Minutes (vote):
• Minutes of the 2020-21 Meeting #22 – Attach. #1
  The minutes of the 2020-21 Meeting #22 were approved as distributed.

Chair’s Report:
• Updates on visits to Faculty Senate: next week, Torrey and Kim Salisbury will answer questions related to the new budget. Please attend the webinar this Thursday and if your questions remain unanswered, bring them to Senate next week.
• 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.
• Reminders:
  o Sabbatical applications for the 2022-2023 year are due March 31, 2021.
  o Nominations for Honorary degrees for the December 2021 commencement are due April 15, 2021.
Please help us spread the word about upcoming deadlines by sharing with your colleagues.

Provost’s Report:
• Welcome back from the break!
• The budget presentation on Thursday will address the new model. It is open to all employees.
• We continue to see low rates of positive results in the last three weeks. Mandatory testing is underway this week so results are incomplete. Thus far, the level remains very low. We have no students or living units in university supported quarantine or isolation.
• Great news about the vaccine: the North-Central Idaho Health District has allowed everyone above the age of 35 to receive the vaccine. If you have registered with the state website and haven’t been contacted yet, you don’t need to wait for a call. There are still times available Thursday and Friday at the Gritman site on the UI campus. You can just sign up and go.
• The 2021 “University of Idaho Great Colleges to Work For Survey” opened last Monday and will stay open for about three weeks. We hope you will all participate and will encourage your peers and colleagues to participate. It takes about 10 minutes and provides important information on how people feel about their workplace. Last year it was not done because of COVID, but we do have data from previous years to compare results.
Finances: The Idaho legislative session adjourned for two weeks due to a COVID outbreak. There are no updates at this time.

Discussion:
A Senator noted that the Great Colleges to Work For Survey is very general and wondered how it is going to be used – for instance, participants are not regrouped by college or department. Provost Lawrence responded that, from his recollection of previous years, the questions are regrouped by themes from which trends can be seen and the differences among faculty, staff, and administrators can be compared. Dean Panttaja joined the conversation. He added that the survey does not pre-populate any confidential data, but it is still possible to have information down to the college or unit level.

There were no more questions or comments for the Provost.

Committee Reports:

- Proposed Changes to Admissions – Barbara Kirchmeier, Attach. #2
  Chair Kirchmeier gave an update on the matter. To address some concerns, she clarified the timing – the proposed changes apply to Fall 2022. The current draft of the emergency policy can be found in Attachment #2. We have asked SEM for data on the success of students admitted in the previous cycle with a GPA of between 2.6 and 3.0. We are also in communication with the Admission Committee to obtain feedback on how much their workload would increase with a minimum GPA of 3.0. There have been suggestions to consult UCC, which we will do. However, for the time being, we are gathering information so that Senate can make a more informed decision.
  There were no questions or comments.

- Master of Arts. Major in Anthropology – Katrina Eichner, Attach. #3
  Katrina Eichner described the components of this new degree. Some classes were eliminated (due to retirements) while others were added, as shown in the attachment. The degree is offered with both thesis and non-thesis options.
  There were no questions for the presenter.
  Vote: the motion passed with a 96% majority.

- Master of Science. Major in Cybersecurity – John Crepeau, Attach. #4
  Chair Kirchmeier explained that this proposal was approved by UCC on Monday, March 22, and thus could not be included in the agenda no later than 24 hours prior to the meeting, as prescribed in FSH Article V Section 8. This requirement for prior notice may be suspended only in emergencies and with approval by a two-thirds vote of the senate members in attendance at a meeting, a quorum being present. In order to fast track this program to OSBE and SBOE, if approved by Senate today it will proceed through the General Policy Report process.

  It was moved and seconded (A. Smith/Tibbals) to suspend the prior notice rule.
  Vote: The motion passed with a 96% majority.

  John Crepeau presented the rationale for the proposal. Last year, a B.S. with major in Cybersecurity was approved, and students are already in the B.S. pipeline. They are now
proposing a Master with major in Cybersecurity. There is large demand for this area, so they expect the new degree option to increase enrollment.

Discussion:
In response to a question, unit representatives listed the courses beyond the B.S. which are required for the Master degree, see attachment.

Vote: The motion passed unanimously.

Other Announcements and Communications:

- Continuing discussion on Faculty Statement of Values – F. Sammarruca, Attach. #5
  On March 2, Senate decided to table this issue and have a more informed discussion, especially with regard to the date of the end of the legislative session, which is now around the end of April (rescheduled to start on April 6, due to COVID). Some faculty feel that it is important to put something in the records, as members of our profession (scholarship and education). Given that this was never meant to be an emotional reaction to the Jan. 6th events and the values being promoted are timeless, Secretary Sammarruca proposed to wait and make it an end-of-the-semester release. She proposed to consider changing the introductory sentence into a broader one – recent disturbing events go beyond the attack on the Capital, and include, for instance, racially motivated violence against numerous minority groups.

Discussion:
A Senator asked about the difference between the statement being discussed and the one from the university. Chair Kirchmeier gave a brief review of the different paths that led to the development of these two statements. The Secretary added that they are different in nature and spirit, the university’s statement being much more general, whereas the one being discussed stems from what we believe our responsibilities are as scholars and educators.

There was some additional discussion during which Senators agreed to wait until we approach the end of the semester and to make the statement more inclusive. A Senator noted that such a statement is important for families in minority groups, who need to know that the U of I is a safe place for their children.

This item will remain active. FSL will continue to work on the draft based on today’s discussion and evaluate timing issues.

- HR Issues – Brandi Terwilliger
Brandi Terwilliger’s presentation articulated four main points: (1) Flex work requests; (2) COVID-related leave; (3) COVID-related policy changes; and (4) possible benefit changes. Concerning flex work: new requests will continue to proceed through the centralized process. To request an extension of current discretionary flex work arrangements, there will be a simple form to fill. Discretionary flex work requests must be approved by Dean/VP and are reviewed every semester. Email communication about requests for summer 2021 will go out in April – it is too early for fall 2021 requests. COVID-related ADA requests are processed within HR with input from the supervisor/Dean/VP as appropriate. For summer 2021, such requests may be extended without updated medical
documentation. HR is sending out emails with a link to a simple form for employees with COVID-related ADA accommodations who wish to extend those accommodations through the summer. On the other hand, ADA COVID requests for Fall 2021 will require updated medical documentation. HR will be sending out a communication about the required documentation and the process for extending to fall 2021. Potential risk factors were identified by General Counsel associated with out-of-state arrangements, thus all out-of-state employees will require approval at the VP level.

A Senator inquired about flex work and how long it is expected to continue. Brandi replied that one cannot give a precise answer at this time. It is impossible to predict when we will go back to “normal,” or even define what “normal” is.

Moving to COVID-related leave: employees may qualify for FMLA – contact Benefits at benefits@uidaho.edu or visit the webpage for more information – or use accumulated leave. Employees who are able and wish to work remotely can arrange with their supervisor a short-term work from home, where short-term is less than two weeks. Again, out-of-state requests must go through the risk assessment review at the VP level. The presentation moved to COVID-related policy changes. The Families First Coronavirus Response Act (FFCRA) expired December 31, 2020. The FFCRA did not extend programs that allowed for leave due to COVID and childcare or school closure needs. The COVID Relief Bill allows (but does not require) plan changes that were previously prohibited by IRS rules – they allow unused Flexible Spending and Dependent Care Spending funds to roll over to the following year. The American Rescue Plan Act of 2021 allows for temporary increase of the limits in annual dependent care plan contribution. The IRS will provide further clarification on the American Rescue Plan Act of 2021 and its potential tax consequences. Participants are advised to work with a tax advisor. There continues to be proposed changes at the Federal level. As for potential changes in benefits, Brandi Terwilliger highlighted the current status of and recommended changes to the COVID Relief Bill (Flexible Spending and Dependent Care). She also mentioned the Surprise Billing – effective January 1, 2022 – intended to protect patients from “surprise” billing that may arise under emergency services and other circumstances. The Transparency Rule – effective January 1, 2023 – is a real-time tool to search for cost-sharing information that is accurate at the time of the search.

Provost Lawrence inquired about sick leave and vaccines: can employees use sick leave to go and get vaccinated, or if they feel unwell after receiving the vaccine? Brandi Terwilliger responded in the affirmative.

A Senator asked whether the information, particularly about FSA, will be communicated to everyone. Brandi said that everyone directly impacted will receive direct communication about FSA, roll over, etc. Those employees will be asked whether they wish to make adjustments to the balance. The Benefits News Letter will also contain useful information.

Brandi Terwilliger concluded with some remarks on telehealth, and COVID impact on expenses, which are anticipated to be higher. HR has begun to work on benefits for 2022.
There was a question from Secretary Sammarruca about “Designated Providers,” mentioned in an announcement posted in the Daily Register of Monday, March 22. Brandi responded that, while employees can see any doctor they chose for a work-related injury, follow-up care should be obtained from designated providers. Nancy Spink will be able to provide more details.

The Chair asked whether anyone wished to raise new business. There were no requests.

**Adjournment:**
The agenda being completed, the Chair adjourned the meeting at 4:42pm.

Respectfully Submitted,

Francesca Sammarruca
Secretary of the University Faculty & Secretary to Faculty Senate
Miscellaneous Change Request

In Workflow
1. Registrar's Office
2. UCC
3. Post-UCC Registrar
4. Faculty Senate Chair
5. UFM
6. President's Office
7. State Approval
8. NWCCU

Approval Path
1. 02/25/21 1:29 pm
   Amy Kingston (amykingston): Approved for Registrar's Office
2. 03/01/21 4:22 pm
   Rebecca Frost (rfrost): Approved for UCC
3. 03/17/21 1:52 pm
   Amy Kingston (amykingston): Approved for Post-UCC Registrar

New Proposal

Date Submitted: 02/17/21 10:03 am

Viewing: Additions and Deletions to J-3-f

Last edit: 02/17/21 10:03 am
Changes proposed by: Rebecca Frost

Faculty Contact

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<tbody>
<tr>
<td>Dean Panttaja</td>
<td><a href="mailto:panttaja@uidaho.edu">panttaja@uidaho.edu</a></td>
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Request Type
Add/Drop/Change an academic regulation

Effective Catalog Year
2021-2022

Title
Additions and Deletions to J-3-f

Request Details
Add the following courses to the list of American Diversity Courses:
JAMM 441
MUSH 104
MUSH 106

Delete the following courses from the list of American Diversity Courses:
HIST 315
LAS 306
SPAN 306

Add the following courses to the list of International Courses:
FTV 200
MUSH 111
RSTM 380

Delete the following courses from the list of International Courses:
HIST 414
SPAN 411
SPAN 413

Attach State Form
Supporting Documents

J-3-f.pdf
Reviewer Comments
Miscellaneous Change Request

In Workflow
1. Registrar's Office
2. UCC
3. Post-UCC Registrar
4. Faculty Senate Chair
5. UFM
6. President's Office
7. State Approval
8. NWCCU

Approval Path
1. 02/25/21 1:29 pm
   Amy Kingston (amykingston): Approved for Registrar's Office
2. 03/01/21 4:21 pm
   Rebecca Frost (rfrost): Approved for UCC
3. 03/17/21 1:52 pm
   Amy Kingston (amykingston): Approved for Post-UCC Registrar

New Proposal

Date Submitted: 02/17/21 9:56 am

Viewing: Additions to J-3-e

Last edit: 02/17/21 9:56 am
Changes proposed by: Rebecca Frost

Faculty Contact

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<tr>
<td>Dean Panttaja</td>
<td><a href="mailto:panttaja@uidaho.edu">panttaja@uidaho.edu</a></td>
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Request Type
Add/Drop/Change an academic regulation
Effective Catalog Year
2021-2022
Title
Additions to J-3-e
Request Details
Add to Humanistic and Artistic Ways of Knowing:
AGED 263
FTV 100
MUSH 104
MUSH 106
Add to Social an Behavioral Ways of Knowing:
JAMM 100
MKTG 321
RSTM 104
Attach State Form
Supporting Documents
J-3-e.pdf
Reviewer Comments
Miscellaneous Change Request

In Workflow
1. Registrar's Office
2. UCC
3. Post-UCC Registrar
4. Faculty Senate Chair
5. UFM
6. President's Office
7. State Approval
8. NWCCU

Approval Path
1. 02/25/21 1:29 pm
   Amy Kingston (amykingston): Approved for Registrar's Office
2. 03/01/21 4:23 pm
   Rebecca Frost (rfrost): Approved for UCC
3. 03/17/21 1:53 pm
   Amy Kingston (amykingston): Approved for Post-UCC Registrar

New Proposal

Date Submitted: 02/17/21 10:06 am

Viewing: Additions to J-3-g

Last edit: 02/17/21 10:06 am
Changes proposed by: Rebecca Frost

Faculty Contact

<table>
<thead>
<tr>
<th>Faculty Name</th>
<th>Faculty Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dean Panttaja</td>
<td><a href="mailto:panttaja@uidaho.edu">panttaja@uidaho.edu</a></td>
</tr>
</tbody>
</table>

Request Type
Add/Drop/Change an academic regulation
Effective Catalog Year
2021-2022
Title
Additions to J-3-g
Request Details
Add the following as Senior Experience Courses:
ANTH 455
DAN 490
INTR 440
INTR 454
MATH 437
STAT 436
Attach State Form
Supporting Documents
J-3-g.pdf
Reviewer Comments
Miscellaneous Change Request

In Workflow

1. Graduate Council Chair
2. Registrar's Office
3. UCC
4. Post-UCC Registrar
5. Faculty Senate Chair
6. UFM
7. President's Office
8. State Approval
9. NWCCU

Approval Path

1. 01/29/21 4:58 pm
   Lauren Perkinson (perkinson): Approved for Graduate Council Chair
2. 02/03/21 12:27 pm
   Amy Kingston (amykingston): Approved for Registrar's Office
3. 02/08/21 3:52 pm
   Rebecca Frost (rfrost): Approved for UCC
4. 03/17/21 1:51 pm
   Amy Kingston (amykingston): Approved for Post-UCC Registrar

New Proposal

Date Submitted: 01/26/21 4:05 pm

Viewing: Change COGS Language in Catalog

Last edit: 01/26/21 4:21 pm
Changes proposed by: Amy Kingston

Faculty Contact

<table>
<thead>
<tr>
<th>Faculty Name</th>
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</tr>
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<tbody>
<tr>
<td>Jerry McMurtry</td>
<td><a href="mailto:mcmurtry@uidaho.edu">mcmurtry@uidaho.edu</a></td>
</tr>
</tbody>
</table>

Request Type
Other
Effective Catalog Year
2021-2022
Title
Change COGS Language in Catalog
Request Details
Change the catalog language found at the following link, which is under the "Assistantships and Research Fellowships" tab on the College of Graduate Studies' page. The attached document shows the new, proposed text (both with and without mark-up).
https://catalog.uidaho.edu/colleges-related-units/graduate-studies/#assistantshipsandresearchfellowshipstext
Attach State Form
Supporting Documents
COGS Catalog Language - With Mark-Up.docx
COGS Catalog Language - Original vs Proposed - No Mark-Up.docx
Reviewer Comments