2022 – 2023 Faculty Senate – Pending Approval
Meeting # 3
Tuesday, September 6, 2022, 3:30 pm – 5:00 pm
Zoom only

Present: Ahmadzadeh, Chapman (Vice Chair), Fairley, Fuerst, Gauthier, Haltinner, Hickman, Hoffmann, Hunter, Justwan, Torrey Lawrence (w/o vote), Long, Mittelstaedt, Murphy, Pfeifer, Quinnett (Chair), Raney, Rinker, Roberson, Sammarruca (w/o vote), Schiele, Schwarzlaender, Silsby, Thorne, Wargo, Walsh
Absent: Kindall, Kolok (excused)

Guests: Brandi Terwilliger, Sydney Freeman, Jr., Mario Pile

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

Approval of Minutes (vote):
Minutes of the 2022-23 Meeting #2 May 3, 2022 – Attach. #1
The minutes of 2022-23 Meeting #2 were approved as distributed.
Minutes of the 2022-23 Meeting #1 April 26, 2022 – Attach. #2
The minutes of 2022-23 Meeting #1 were approved as distributed.
Minutes of the 2021-22 Meeting #28 April 26, 2022 – Attach. #3
The minutes of 2022-23 Meeting #28 were approved as distributed.

Consent Agenda:
• Sabbatical Leave Committee Recommendations – Attach #4
There were no requests for discussion. The Sabbatical Leave Committee Recommendations were approved by unanimous consent.

Chair’s Report:
• Senators were invited to add preferred names and pronouns, if desired, and the college they represent.
• A new practice during 2022-23 Senate meetings called “Our shared success stories.” Every Tuesday, one senator will take 1 minute to share and celebrate a success story about themselves or other members of their department/college. Senator Amin Ahmadzadeh was asked to share at the next meeting. Perhaps people can take this practice to their programs or classes.
• 2022-23 Senate priorities: Kristin Haltinner kindly shared a very good list from CLASS which was discussed and prioritized at the recent Senate Retreat. The top priorities are: non-tenure-track faculty and instructor compensation and support; faculty retention and recruiting; faculty contracts, with a special focus on spread pay. More information will be brought to senate concerning plans for tackling some of these important needs/issues.
• The first university faculty meeting will take place on 9/19 at 3pm – International Ballroom, Pitman Center, and via Zoom. A reception will follow at the Pitman Center.
• Updates on the Anti-Bullying Policy. This is still in its middle phase. Although it was noticed that the proposed policy is covered in FSH 3910,3920, 3940, there are gaps regarding a pathway for reporting. A vandal care report about an employee’s conduct could be a possible solution. More
to come on this from Vice Provost Kelly-Riley. Thanks to Kristin Haltinner for taking the lead on this important issue and its advocacy, and to Diane Kelly-Riley.

- **Annual Employee Training** – due November 18 – opened September 1. Graduate students need to complete the training as well.
- **Vice Chair Erin Chapman** was asked to provide updates on Paid Parental Leave (PPL), Student Feedback on Teaching Effectiveness (SFTE) – currently Student Evaluation of Teaching (SET) – and more.
  - PPL is moving along. A draft from Brandi Terwilliger should be ready soon.
  - SFTE: Phase 1 is wrapping up – the policy and related forms are ready to go. The proposal encountered a hurdle with the new committee in FSH 1640 to handle faculty appeals regarding SFTE. More to come. Phase 2 will address how SFTE is used in promotion and tenure.
- The Department of Family and Consumer Science (FCS) is celebrating its 120th Anniversary with events on September 16 and 17. [https://www.uidaho.edu/cals/family-and-consumer-sciences/news/120-year](https://www.uidaho.edu/cals/family-and-consumer-sciences/news/120-year)
- The Women Center is celebrating its 50th anniversary! It is one of the oldest in the country that’s in existence. [https://www.uidaho.edu/womens-center/events/50th-anniversary](https://www.uidaho.edu/womens-center/events/50th-anniversary)
- In recognition of Suicide Awareness Day: *Every Brilliant Thing* in collaboration with the UI Recreation and Well Being, Sept 10, 7:30 in the Forge Theatre. [uidaho.edu/theatretix](https://www.uidaho.edu/theatretix)
- A Hiroshima survivor, author and activist is the keynote of a four-day event to better understand the broad implications of atomic warfare, hosted by the University of Idaho. [Remembering Hiroshima](https://www.uidaho.edu/remembering-hiroshima) is Monday to Thursday, Sept. 12-15, on the Moscow campus and features a variety of speakers and events, all free and open to the public.

**Provost’s Report:**

- **Enrollment update:** At the 10th day, numbers were up by 2.7% overall. This is great news.
- **Financial health of the institution:** See email from September 2 from President Green and Vice President Foisy.
- **The legislature met on September 1 for a one-day special session.** Nothing is certain at this point on how the extra funds will be allocated. Hundreds of million dollars will go towards education, with a large part to K-12. More information will come as it becomes available, but there won’t be much to report until the legislature meets again in January or February.
- **Following up on an initial conversation at the Senate retreat,** Provost Lawrence gathered some history on “spread pay.” More to come.
- **Ombuds search update:** possibly some news in a few weeks. In the meantime, a temporary Ombuds can still provide assistance. [https://www.uidaho.edu/governance/faculty-staff/ombuds](https://www.uidaho.edu/governance/faculty-staff/ombuds)

**Discussion:**

There was a brief follow-up discussion on the enrollment update. Provost Lawrence confirmed that the 2.7% increase is an overall increase compared to the same point in time last year. This number is likely to change quickly, especially when dual-credit data come in.

**Committee Reports:**

- **FSH 6440 Persons with Acquired Immune Deficiency Syndrome (AIDS) (vote)** – Brandi Terwilliger, Attach. #5
This proposal is part of a broader review of HR policies. External health consultant and our legal team have recommended to remove this policy. Like for any infectious disease, we will follow CDC guidelines. Our infectious disease response team is ready to act should this become a bigger issue. In summary, the recommendation is that the policy should be removed and handled more broadly.

**Discussion:**
In response to a question about procedures moving forward, Brandi reiterated that the university will follow the Health Department and CDC guidelines. Should there be an outbreak in this area, we will adopt the same processes as for any infectious disease.

Vote: 22/22 in favor; 0/22 against. Motion passes.

**Other Announcements and Communications:**
- Mario Pile, Director of the Black/African American Cultural Center, Office of Equity and Diversity.
  Mario gave a brief overview of his background and expertise. He then proceeded to talk about efforts and available resources directed at retention of Black and African American students, who drop at the alarming rate of 65% to 75%.
  **Discussion:**
  There was a question about the level of support provided by SEM. Mario noted that, at this time, he is the only one at the Center, thus collaboration is essential to his work. Mario reaches out to those students whose names he receives and tries to get them to visit the Center. When doing so, it is important to apply sensitivity.

In response to a question, Mario clarified that, at this time, only undergraduate students are included in the population the Center hopes to reach out to, but that can evolve to include graduate students as well.

Senators expressed appreciation for Mario’s work and look forward to collaborations to help create pathways for students to become acquainted with Mario’s role. Mario Pile can be contacted at mpile@uidaho.edu.

- Enabling Mid-Career Faculty to Thrive – Presentation by Sydney Freeman, Jr., Professor, College of Education, Health & Human Sciences, Attach #6
  After providing some information about himself and his professional background, Sidney proceeded to a presentation (slides attached to the Binder for this meeting) focused on mid-career faculty experience. He addressed the importance of equitable and just promotion policies and required bias training for promotion committees.
  **Discussion:**
  The follow-up discussion indicated support for Sydney’s ideas and the need to make some changes, including a mental shift, and required training for all evaluating committees. Provost Lawrence, although supportive of the idea, noted that it would be very hard to implement. Suggestion from the Secretary: perhaps these training sessions could be offered regularly so that faculty have some flexibility on when to take them. Certificates would be awarded to employees who have completed the training.

**New Business:**
• A senator heard that students were disenrolled in large enrollment courses by the Registrar for not attending, apparently without warning or notification. The Provost was not aware of this potential issue. Registrar Lindsey Brown noted that there is a policy that allows instructors to drop students for non-attendance within a specified time at the beginning of a semester. She is happy to address any problems which may arise.

• APM 30.16: On behalf of their constituents, a senator brought up the APM 30.16 Hardware Purchasing Policy recently communicated to all employees. Some faculty view it as a violation of the new SBOE policy on Academic Freedom. Another concern about the same policy is that the costs are not competitive. A senator reported that they could have purchased the same system for half the cost charged by IT. This is a significant budget hit.

• International Travel: Insurance coverage for international travel is recommended but it has to come out of the traveler’s pocket. We should be allowed to use our budgets to cover this insurance.

Discussion on the above issues will continue.

Adjournment:
The agenda being completed, Chair Quinnett adjourned the meeting at 5:00pm.

Respectfully Submitted,

Francesca Sammarruca
Secretary of the University Faculty & Secretary to Faculty Senate
University of Idaho
2022 – 2023 Faculty Senate Agenda

Meeting # 3

Tuesday, September 6, 2022, at 3:30 pm
Zoom Only

I. Call to Order

II. Approval of Minutes (Vote)
   • Minutes of the 2022-2023 Faculty Senate Meeting #2 May 3, 2022, Attach #1
   • Minutes of the 2022-2023 Faculty Senate Meeting #1 April 26, 2022, Attach #2
   • Minutes of the 2021-2022 Faculty Senate Meeting #28 April 26, 2022, Attach #3

III. Consent Agenda (Vote)
   • Sabbatical Leave Committee Recommendations Attach #4

IV. Chair’s Report

V. Provost’s Report

VI. Committee Reports (Vote)
   • FSH 6440 Persons with Acquired Immune Deficiency Syndrome (AIDS) (vote); Brandi Terwilliger Attach #5

VII. Other Announcements and Communications
   • Black/African American Cultural Center – Presentation by Mario Pile, Director, Office of Equity and Diversity
   • Enabling Mid-Career Faculty to Thrive - Presentation by Sydney Freeman, Professor, College of Education, Health & Human Sciences Attach #6

VIII. Special Orders

IX. New Business

X. Adjournment

Attachments:
   • Attach #1: Mtg #2 Minutes
   • Attach #2: Mtg #1
   • Attach #3: Mtg #28 Minutes
   • Attach #4: Sabbatical Leave
   • Attach #5: FSH 6440
   • Attach #6: Enabling Mid-Career Faculty to Thrive
2022 – 2023 Faculty Senate – Pending Approval
Meeting # 2
Tuesday, May 3, 2022, 3:30 pm – 5:00 pm
Zoom only

Present: Ahmadzadeh, Chapman, Fairley, Feeney, Fuerst, Gauthier, Haltinner, Hickman, Hoffmann, Hunter, Justwan, Torrey Lawrence (w/o vote), Long, Mittelstaedt, Murphy, Quinnett, Raney, Rashed, Rinker, Roberson, Sammarruca (w/o vote), Schiele, Schwarzlaender, Silsby, Thorne, Wargo
Absent: Dahlquist, Hoffmann, Raney (excused).

Call to Order: Provost Lawrence called the meeting to order at 3:30 pm.

Per FSH 1580 IV, the purpose of this meeting is to elect the chair and the vice chair of the 2022-23 Faculty Senate. No other official business is conducted at this meeting.

Provost Lawrence asked if there were additional nominations for either office. There were none. The candidates who accepted the nomination last Tuesday, April 26, will run for office.

Each candidate gave a statement about themselves and their leadership philosophy and answered questions from the senators.

Elections were held by secret ballot and in accordance with the procedures described in FSH 1580 IV-2. Provost Lawrence announced the results:
- 2022-23 Senate Chair: Kelly Quinnett
- 2022-23 Senate Vice Chair: Erin Chapman

Adjournment:
Provost Lawrence adjourned the meeting at 4:26 pm.

Respectfully Submitted,

Francesca Sammarruca
Secretary of the University Faculty & Secretary to Faculty Senate
2022 – 2023 Faculty Senate – Pending Approval
Meeting # 1
Tuesday, April 26, 2022, 4:30 pm – 5:00 pm
Zoom only

Present: Ahmadzadeh, Chapman, Fairley, Feeney, Fuerst, Gauthier, Haltinner, Hickman, Hoffmann, Hunter, Justwan, Torrey Lawrence (w/o vote), Long, Murphy, Quinnett, Raney, Rashed, Rinker, Sammarruca (w/o vote), Schiele, Schwarzlaender, Silsby, Thorne
Absent: Dahlquist, Mittelstaedt, Roberson, Wargo

Call to Order: Provost Lawrence called the meeting to order at 4:31 pm.

Per FSH 1580 IV, the purpose of this meeting is to nominate candidates for the offices of chair and vice chair of the 2022-23 Faculty Senate. No other official business is conducted at this meeting.

For each office, nominations were collected by secret ballot and the nominees declared whether they accepted or declined the nomination. One of the nominees for the position of chair was absent. They will be asked whether they accept the nomination.

Elections will be held by secret ballot at the second meeting of the 2022-23 Senate, Tuesday May 3, 3:30 pm. Before voting begins, additional nominations may be made for each office.

Adjournment:
Provost Lawrence adjourned the meeting at 4:50 pm.

Respectfully Submitted,

Francesca Sammarruca
Secretary of the University Faculty & Secretary to Faculty Senate
Call to Order: Chair Meeuf called the meeting to order at 3:30 pm.

Approval of Minutes (vote):
Minutes of the 2021-22 Meeting #27 – Attach. #1
The minutes of 2021-22 Meeting #27 were approved as distributed.

Chair’s Report:
• Reminder that today’s meeting will end by 4:30 so that the 2022-23 Senate can meet to collect leadership nominations.
• Because we are concluding our business items at today’s meeting, there will be no meeting of the 2021-22 Faculty Senate next Thursday, May 3. However, the 2022-23 Senate will meet at 3:30 to vote on next year’s leadership.
• Please remember to attend the May 4 University Faculty Meeting at 2:30 on Zoom.
• As this will be our final meeting of the 2021-22 Senate, I wanted to conclude by thanking you all for your tremendous service to the institution and to your colleagues. We’ve had great discussions on topics that matter to faculty, and we have been productive in advancing new policies and initiatives to improve the University of Idaho. In addition to our role in vetting and approving new curricular changes and providing advice to the administration, this year we tackled some serious business, much of which will head to the UFM next week.
• We continued the hard work of former chair Barb Kirchmeier and Senator Rochelle Smith in approving the new Affinity Group policy that supports university employees.
• We endorsed the new State Board of Education policy on academic rights and responsibilities and then moved to adopt this new policy as our own at the University of Idaho, establishing a far clearer and comprehensive set of standards around academic freedom in these challenging times.
• In coordination with the Provost’s office and our Faculty Affairs Committee, we substantially updated and improved our promotion and tenure processes and procedures.
• Our Senate Subcommittee on Paid Parental Leave has helped move our institution to the brink of a new and more robust policy supporting employees. While this work is not yet done, the advocacy of the subcommittee and of Senate with our partners in Staff Council has been vital to this process.
• We passed new policy protecting faculty safety in the classroom, which will head to the UFM next week.
Our Senate Subcommittee on Student Evaluation of Teaching has developed a much-improved format for how we collect meaningful and fair data around teaching. This work is not yet completed, but we are well on our way to a January 1 implementation of this new system, which will be finalized by next year’s Senate.

Perhaps most importantly, we have been the voice for faculty on campus on important matters facing our institution.

Thank you so much for all your hard work this year. Thanks to those who, like me, are finishing our Senate terms and passing the baton to others. And thanks to those who are continuing to serve next year and will continue our important work.

Provost’s Report:

- The Advancement Gala on the 14th in Boise was a great success. Our main donors are enthusiastic and supportive of what we are doing.
- A two-day meeting with SBOE on our campus – Wednesday and Thursday of last week – went very well. We provided information and gave tours. There was good vibe and they are very supportive of the current direction of UI.
- The UIdaho Bound event was also a success, with 400 students and thousands of visitors.
- Our numbers for the Fall are good, for both applications and admissions. Applications are up by 34% as compared to the same time last year.
- The Undergraduate Research Symposium was inspiring. Congratulations to those who were involved.
- Yesterday’s Awards Ceremony was a success. This is the first time we recognized faculty and staff together to celebrate employees. Congratulations to the award recipients!
- The Athena Awards event is tonight at 5 pm at the IUCC Arena. It’s open to all.
- Wednesday, April 26 is Administrative Professionals’ Day. Let’s take the opportunity to thank the people in these roles.
- The Engineering Expo is this Friday. Thousands of students are expected to be on campus.
- Graduation: there will be two commencement ceremonies on the Moscow campus on May 14. Coeur d’Alene is joining us in Moscow. Graduation ceremonies for Boise and Idaho Falls will be on May 17 and May 18, respectively. Everyone is strongly encouraged to attend! https://www.uidaho.edu/events/commencement/spring
- University Ombuds Laura Smythe is leaving the university. We are grateful for her contribution. News about a search will be communicated.
- Gwen Gorzelsky has been named Vice Provost for Academic Initiatives. She will begin July 1.
- Searches for deans of COE and EHHS, and Director of the CDA Center, are ongoing: more information to come.
- Thanks to Russ and Alistair for an impressive year of shared governance! Special thanks to Russ for his great leadership!

Discussion:
In response to a question, Provost Lawrence provided information on how the CEC funds, about $5.5M, are being broken down (the numbers need to be confirmed). First priority items are: faculty promotion; bringing staff wages to a minimum of $15 per hour; meeting federal minimum compensation for some exempt positions (a relatively small amount compared to the first two); TA stipends. The amount of funds invested in each of the first two categories is approximately the same. Of the remaining funds, some will be divided about between an automatic 2% raise for employees who have met expectations (there are also some requirements on the hiring date), and salary raises for employees who are below 80% of their market rate. About $1M will be used for
merit raises. This is done according to FSH 3420 Faculty Salaries, last amended in 2019. The same policy is being used for staff as well.

Committee Reports:

- **FSH 1420 University Administration – Chantal Vella, Attach. #2**
  This proposal from Faculty Affairs is part of a reorganization of FSH 1420, 1460, 1520, 1540, and 4120, the goal of which is to consolidate all university faculty meeting procedures into FSH 1540 Standing Rules of the University Faculty, all catalog change procedures into FSH 4120 Catalog Change Procedures, and all university-wide policy change procedures into FSH 1460 University-wide Policy Process.
  
  **Discussion:**
  In response to a question concerning practices in the College of Law, Provost Lawrence noted the reference to college bylaws on the proposed FSH 1420 A-1.a, p.4 of the attached redline.

  **Vote:** 18/19 in favor; 1/19 against. Motion passes.

- **FSH 1567 University Deletion Appointment of Administrators with Academic Rank – Chantal Vella, Attach. #3**
  The content of this policy will be moved to FSH 1420 to resolve a partial redundancy. There were no questions.

  **Vote:** 20/20 in favor. Motion passes.

- **FSH 4120 Catalog Change Procedure – Russ Meeuf, Attach. #4**
  This is part of a reorganization of FSH 1420, 1460, 1520, 1540, and 4120, the goal of which is to consolidate all university faculty meeting procedures into FSH 1540 Standing Rules of the University Faculty, all catalog change procedures into FSH 4120 Catalog Change Procedures, and all university-wide policy change procedures into FSH 1460 University-wide Policy Process. This revision moves catalog change procedures from FSH 1540 into this policy and streamlines and simplifies the curricular approval processes while maintaining appropriate levels of transparency and shared governance. These changes will reduce administrative workload and allow for more flexibility in approving curricular change and additions. Changes are minor for items in Group A, which are part of routine changes. Presently, after going through unit, college, and UCC approval pipeline, they go in a General Curriculum Report to be looked over, and potentially challenged, by the faculty. Historically, this channel has hardly ever been utilized. With the proposed changes, transparency is moved to the front of the pipeline by sending regular communications to all faculty at least 48 hours prior to the meeting about what’s happening at the next UCC meeting. A petition process is still in place: if, within 7 days after UCC approval, 5 faculty sign a petition to challenge the approval, the catalog item will go before Faculty Senate. Otherwise, it moves directly to the Registrar’s Office. Changes are more substantive for items in Groups B and C. The first part of the process is the same as for Group A items (including the up-front communications), up to UCC approval. These items go next to Senate and, if approved by Senate, move forward to implementation without having to wait for the next UFM unless within 7 days from Senate approval, 10 faculty sign a petition to discuss the item at the next UFM. Finally, there are “Other Catalog Changes,” namely items not of curricular nature, such as admission standards. For those, the procedures remain essentially unchanged. Note the “Interim Catalog Changes,” modeled on the previously approved “Interim
Policy Changes.” Those come into play if we need to implement a catalog change quickly. This change is temporary and will go through the regular channels.

Discussion:
There were no questions from the floor. The Provost commented on the benefits of the new, streamlined and time-saving, procedures. Chair Meeuf shared two questions he received from former senator Charles Tibbles. One was a clarification on the communication timeline – is it 48 hours or two business days? Chair Meeuf confirmed that it is 48 hours, which allows more flexibility. The other question concerned whether those communications should go to just faculty or also to staff who operate in an academic capacity. Chair Meeuf noted that the policy is about what must be done and does not preclude the operational practice to inform other interested individuals as appropriate.

Chair Meeuf called for a motion to approve FSH 4120 Catalog Change Procedure. So moved and seconded (Lee-Painter/A. Smith).
Vote: 20/20 in favor. Motion passes.

Other Announcements and Communications:
- APM 60.02 Purchasing Criteria – Attach. #5

New Business:
The Secretary is confident that the new senate/leadership will pick up the unfinished items, where people have invested so much time, effort, and passion.

Adjournment:
The agenda being completed, Provost Lawrence adjourned the meeting at 4:15pm.

Respectfully Submitted,

Francesca Sammarruca
Secretary of the University Faculty & Secretary to Faculty Senate
MEMORANDUM

TO: Kelly Quinnett, Chair, Faculty Senate
    Erin Chapman, Vice Chair, Faculty Senate

FROM: Torrey Lawrence, Provost and Executive Vice President
      Diane Kelly-Riley, Vice Provost for Faculty

DATE: May 4, 2022

SUBJECT: Items for Faculty Senate

Please see the below table with the faculty members who were approved for a sabbatical in the 2023-2024 Academic Year.

<table>
<thead>
<tr>
<th>NAME</th>
<th>COLLEGE</th>
<th>DEPARTMENT</th>
<th>SABBATICAL TERM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jeffrey Hicke</td>
<td>College of Science</td>
<td>Geography and Geological Sciences</td>
<td>2023-24 AY</td>
</tr>
<tr>
<td>Michael Kroth</td>
<td>College of Education, Health and Human Services</td>
<td>Leadership and Counseling</td>
<td>Fall 2023</td>
</tr>
</tbody>
</table>
POLICY COVER SHEET
(See Faculty Staff Handbook 1460 for instructions at UI policy website: www.webs.uidaho.edu/ui/policy)
[3/09]

Faculty/Staff Handbook [FSH]  □ Addition □ Revision*  □ Deletion* □ Emergency
Minor Amendment □
Chapter & Title:  FSH 6440 Persons with Acquired Immune Deficiency Syndrome (AIDS)

Minor Amendment □
Chapter & Title: __________________________

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): (Please see FSH 1460 C)

Telephone & Email: __________________________

Policy Sponsor: (If different than originator.)

Telephone & Email: __________________________

Reviewed by General Counsel: X Yes ___ No Name & Date: Kim Rytter on 4/11/2022

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.
Delete – no longer necessary

II. Fiscal Impact: What fiscal impact, if any, will this addition, revision, or deletion have?
None

III. Related Policies/Procedures: Describe other policies or procedures existing that are related or similar to this proposed change.
None

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:

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

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

Track #: __________________
Date Rec.: __________________
Posted: t-sheet __________________
F/e __________________
web __________________
Register: __________________
(Office Use Only)
AIDS (acquired immune deficiency syndrome) is a serious public health problem. Although information about AIDS is incomplete, authoritative medical opinion holds that it is not readily communicable through casual contact and that it does not constitute an unmanageable health risk in a normal academic or employment setting. Conducting effective AIDS education programs is thought to be the best way for colleges and universities to provide a safe and healthful environment.

Recognized health organizations have urged institutions not to adopt rigid policies concerning persons with AIDS or AIDS-related conditions. Instead, they have suggested adopting guidelines for responding to each case as appropriate.

Accordingly, the following objectives, policies, and procedures—consistent with UI's mission—have regents' approval as guidelines for responding to genuine health concerns.

The objectives of this policy are to:

- Recognize that AIDS is a serious public health problem that requires UI's attention and the commitment of expertise and resources.
- Provide a consistent approach that is appropriate to UI's mission and in line with authoritative medical opinion.
- Provide a positive context for educating all segments of the UI community about AIDS.
- Guarantee that the treatment of persons exposed to AIDS is medically sound, fair, and, most important, humane.
C-1. Because AIDS does not pose an unmanageable health risk in a normal academic or employment setting, members of the UI community infected with the virus, including faculty and staff members, students, and visitors, have free and normal access to UI activities, programs, and services unless medical authorities deem otherwise to protect either the affected person(s) or the public (see D-3).

C-2. Each case is handled objectively, but with sensitivity, and decisions are based on the most up-to-date medical and health information available.

C-3. UI personnel take great care to comply with laws protecting the identities of persons infected with this disease.

C-4. The university promotes an awareness of how AIDS is transmitted so that members of the academic community can learn to curb its spread.

D. PROCEDURES.

D-1. In accordance with its functions—teaching, research, and service—UI personnel and resources are made readily available to minimize the spread of this disease. The educational program includes the most current and accurate information about AIDS.

D-2. University officials will not routinely ask students to respond to personal questions about the existence of HIV infection. However, students with HIV infection, like students with any other immune system disorder, are encouraged and expected to so inform the director of student health in order to enable the institution to provide them with proper medical care, support, counseling, and education. Like any other medical information, this will be handled in a strictly confidential manner.

D-3. Although not under obligation to disclose the existence of HIV infection to institutional officials, persons with HIV virus are expected to understand the mechanisms whereby the virus may be transmitted and to avoid activities which may infect others. Idaho Code 39-608 provides penalties for knowingly engaging in activities which have a high probability of transmitting infection.

D-4. All federal, state, and UI requirements relating to individual privacy and the confidentiality of records are strictly adhered to in the case of a student or employee infected by the AIDS virus. Violations of the foregoing may be cause for disciplinary action. In addition, as recommended by the American College Health Association, student health care providers carefully weigh whether they should include information about the existence of AIDS, ARC [aids-related complex], or a positive HTLV-III antibody test in a medical record except as necessary to evaluate an illness or by the prior consent of the patient.

Version History:

Amended June 2009. Editorial changes.
Amended February 2007. Revised section D to reflect current policy.
Amended July 2006. Substantial revisions to reflect updated health policies and understanding of HIV/AIDS.
Adopted July 1996.
ENABLING MID-CAREER FACULTY TO THRIVE

SYDNEY FREEMAN, JR., PH.D., CFD, COI PROFESSOR
COLLEGE OF EDUCATION, HEALTH, & HUMAN SCIENCES
INTRODUCTION & PERSONAL BACKGROUND

- 8th year at UI.
- 1st African American (Descendant of Slaves) male to earn the rank of Full Professor at UI.
- Certified Faculty Developer (CFD) & Certified Online Instructor (COI).
- Previously Served as Director of a Teaching and Learning Center at Tuskegee University.
- Written over extensively on faculty issues (20+ peer-reviewed articles).
- Served on UI campus-wide Faculty Affairs committee.
- Chaired EHHS Faculty Affairs committee.
WHY AM I HERE?

PROBLEM: LACK OF MID-CAREER FACULTY SUPPORT

Mid-career Faculty Experience:

1. Malaise after earning promotion and tenure.
2. Increase service and administrative assignments.
3. Faculty of Color & Women are often unspokenly expected to provide invisible labor (i.e., engaging in more service responsibilities).
4. Lack of clarity regarding expectations for promotion Full Professor.

Freeman, Jr. S. & Perna, V. (July 8, 2022). Enabling Midcareer Faculty of Color to Thrive. Inside Higher Education.
#1
Commit and act to ensure that promotion policies are not only fair, but equitable and just—centering the needs of the marginalized and underrepresented.

#2
Address the culture of the institution and academic departments to minimize bias across all levels of the promotion process.

#3
Require bias training for all who engage in promotion and advancement review processes.

3 THINGS THE UI FACULTY SENATE CAN DO TO SUPPORT MID-CAREER FACULTY
#1 EQUITABLE & JUST PROMOTION POLICIES

1 Mental shift: The institution should provide as much support as possible to facilitate mid-career faculty advancement.

1 Mental shift: Expectations for promotion should be clear at all levels and there should be limited guess work.

1 Mental Shift: Expand notions of what perceived as quality and excellence (i.e., types of publications).

#2 ADDRESS BIAS IN PROMOTION PROCESS

1. Make clear that inclusive promotion practices does not lead to lowering academic standards.

2. Identify, where applicable, clear criteria for promotion, including the number of publications, types of journals, what constitutes service and so forth.

3. Account for and give weight to public scholarship and the invisible labor that underrepresented and female faculty often engage in.

4. Wisely select who participates on promotion committees.

5. Create the expectation that all tenure track faculty can become a full professor.

#3 REQUIRE BIAS TRAINING

Ensure such training focuses directly on the issue of bias in evaluations and other career-advancement practices, including the language used during related closed-door discussions.

RESOURCES


