2022 – 2023 Faculty Senate – Pending Approval
Meeting # 10
Tuesday, October 25, 2022, 3:30 pm – 5:00 pm
Zoom only

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

Guests/Speakers: David Talbot, Kristy Caldo, Dana Poag

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

Approval of Minutes (vote):
Minutes of the 2022-23 Meeting #9 October 18, 2022 – Attach. #1
The minutes of the 2022-23 Meeting #9 October 18, 2022 were approved as distributed.

Chair’s Report:
• Our shared success stories: Senator Gauthier could not be here today. Chair Quinnett shared some of the highlights in her department: “Cabaret” opens on Friday, October 28, 2022 and closes November 6, 2022 – it has been a true collaboration with Theatre, Dance and Music – an example of creating an experience which brings together our community. The MFA distance program for professional students who wish to pursue a terminal degree in Theater is one of a kind, and a truly collaborative learning process. The Idaho Repertory Theater comes back next summer! Chair Quinnett also shared that she has been offered the opportunity to do a mini-series based on the novel Night of the Grizzlies.

• Circling back around to our first meeting with Dr. Freeman regarding Implicit Bias Training, Chair Quinnett encourages units to consider requiring the Unconscious Bias training for P&T committees. CLASS is requiring it for all P&T. This is a really important step towards improving our diversity, equity and inclusion efforts. Here is the link to the Unconscious Bias Training (that can be used for P &T Committees as well): https://www.uidaho.edu/governance/equal-employment-opportunity-affirmative-action/recruitment-and-hiring/training. Note, in particular, Part 2: Minimizing Unconscious Bias on Committees.

• Nominations for University P&T Committee are due by October 28. (Senators gather nominations and submit them to the Provost.)

• The second University Faculty Meeting (UFM) will be on Thursday, October 27 at 3:00 pm via Zoom. This early UFM will help us stay on target with the January 1, 2023 implementation date for FSH 3710. Please attend if you can! https://uidaho.zoom.us/j/85982967125

Approved at Meeting #12 11/01/2022
• The Black Lives Matter Speaker Series is ongoing. Visit https://z/upload.facebook.com/UI.International/posts/5705330506156831

Provost’s Report:
• The Leadership Weekend was a success. We launched the final phase of the Capital Campaign, with a $500 million goal. Currently, we are at $351 million. Several leadership groups visited campus from Thursday to Saturday, such as college advisory boards and alumni advisory boards.
• Enrollment: the October 15 census report, required by the State Board, is out. This is the largest first-year class in U of I history. We are at 9,960 students (not including dual credit). Undergraduate enrollment is up by 3.8%, first-year WUE is up by 35%, the number of international students is up by 65%, and graduate students are up by 0.6%. Overall, enrollment is up by 1.8.
  Discussion:
  A breakdown on the WUE students by state was requested and will be provided next time. 
https://www.uidaho.edu/about/stats-ranking

Senators inquired about the timeline for the FAQ about the abortion law that General Counsel is working on. The Provost will inquire.

Other Announcements and Communications:
• Ombuds Introduction – David Talbot
  The new University Ombuds visited Senate to introduce himself. He shared his professional background and vast experience in conflict resolution with large corporations and his understanding of the role of the ombuds. There was a brief conversation on his approach to conflict resolution in an academic environment. David Talbot is excited to be back at U of I, where he obtained his law degree, and to embrace the new experience of working with faculty. David Talbot splits his time between Boise and Moscow. He encouraged everyone to reach out, ombuds@uidaho.edu.

• Course Materials – Kristy Caldo, Dana Poag
  Dana Poag, Vice President of Texas Book Company, presented Inclusive Access (IA), a partnership between the VandalStore and publishers to provide digital course materials to students at the most-affordable prices. In the IA program, the costs of course materials are automatically charged to the student’s account. When an instructor choose IA, all their students are guaranteed access on the first day of classes. There are potential cost savings to students, who can obtain the correct material (appropriate edition, etc.) at up to 60% less than printed textbooks. The use of IA is growing on campuses.
  Kristy has considerable experience managing course material programs. She emphasized the importance of faculty providing course information to her office as soon as possible. The new textbook adoption system should be more user-friendly, although it may take some getting used to.
  Discussion:
  There was some discussion about the pros and cons of the program. Students are automatically enrolled in IA and must manually opt-out if they so wish. Why not give the option to enroll instead? Response: it’s a standard practice in the industry. With the opt-out system, publishers offer better prices.
Comment: IA materials can be more expensive than buying the item through Amazon. Response: IA is not always the cheapest option, but it is cheaper than buying a new book. Moreover, the book purchased through Amazon may not be the correct one, as selected by the instructor.

Some Senators and parents of U of I students were confused by the information they received because it came without instructions and was not clear if and how one could opt-out. Response: an “Inclusive Access Course” email should have gone out five days prior to the beginning of classes. Every student entering an IA course receives an email with the course material and the choice to opt-out. It should be self-explanatory. Kristy is working on streamlining the process. Faculty interested in IA should let her know and will receive information about the costs. There are pros and cons, but overall students appreciated the program. Last semester, 4,300 participated and 95 opted-out.

VandalStore also has the ability to help instructors who use Open Educational Resources (OER). A Senator noted that IA and OER are two completely different models. A library cannot buy a copy of the IA digital version and place it on reserve, for instance.

If students opt-out, they have to find the course materials on their own.

If students need a hard copy (for instance, because of a disability), can they get a discounted hard copy through IA? Response: They can get a print upgrade over the digital version for an additional cost. Or, if they opt-out, they get their money back and can find the book elsewhere. Most people prefer cheaper options and digital formats.

On the other hand, some Senators observed that students like to have a copy available at the reserve desk at the library – especially if they cannot afford to purchase the book.

Do students own the material for a limited time? Response: the vendor they use provides an app called “Bookshelf.” As long as they have the app, students maintain access to the book.

Kristy and Dana left their contact information and are happy to answer additional questions. https://vandalstore.com/InclusiveAccess textbooks@uidaho.edu

New Business:
There was none.

Adjournment:
The agenda being completed, Chair Quinnett adjourned the meeting at 4:23pm.

Respectfully Submitted,

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

Meeting # 10

Tuesday, October 25, 2022 at 3:30 pm
Zoom Only

I. Call to Order

II. Approval of Minutes (Vote)
   • Minutes of the 2022-2023 Faculty Senate Meeting #9 (October 18, 2022) Attach. #1

III. Chair’s Report

IV. Provost’s Report

V. Other Announcements and Communications
   • Ombuds Introduction – David Talbot
   • Course Materials - Kristy Caldo (Course Materials Manager, Vandal Store) and Darren Croom (President of Texas Book Company) Attach. #2

VI. New Business

VII. Adjournment

Attachments:

• Attach. #1 Minutes of the 2022-2023 Faculty Senate Meeting #9 (October 18, 2022)
• Attach. #2 Course Materials
2022 – 2023 Faculty Senate – Pending Approval
Meeting #9
Tuesday, October 18, 2022, 3:30 pm – 5:00 pm
Zoom only

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

Guests/Speakers: Brian Foisy, Lodi Price, Kenwyn Richards, Kim Salisbury, Brandi Terwilliger, Katie Hettinga, Martha Smith, Yimin Chen, John Shovic

Call to Order: Chair Quinnett called the meeting to order at 3:32 pm.

Approval of Minutes (vote):
Minutes of the 2022-23 Meeting #8 October 11, 2022 – Attach. #1
The minutes of the 2022-23 Meeting #8 October 11, 2022 were approved as distributed.

Chair’s Report:
- Our shared success stories: Senator Hickman, College of Business and Economics, will share student success stories.
  To enhance experiential learning opportunities, some students recently entered a crypto currency trading national competition and won first place. Another program in the department, called “Vandals Solution,” enables students to work with local companies on marketing solutions. A marketing major, who heads the social media team, is also a talented artist. She won the Women’s Center competition in celebration of Women of Color with a painting of her grandmother coming to America. They are also setting up co-op opportunities where students leave for a semester and work full-time with an employer. One of the students in the program interned with Micron and was subsequently offered a permanent position, which she will take on after graduation.
- Senator Gauthier will be the next to share a success story.
- Nominations for University P&T Committee are still needed! Please remind faculty in your colleges to nominate themselves or a colleague by October 28. More information in attachment #4 of the binder for Senate meeting #8, October 11, 2022.
- The second University Faculty Meeting (UFM) will be on Thursday, October 27 at 3:00pm. This early UFM will help stay on target with the January 1, 2023 implementation date for FSH 3710.
- The Spread Pay Ad Hoc Committee will hold their first meeting on November 4.

Provost’s Report:
- Provost Lawrence reiterated the importance of nominations for the University P&T Committee. Two have been submitted from CLASS and four from CALS (two of them from the extension side). None of the other colleges that need to submit nominations have done so yet. The Provost would really appreciate faculty input.
- December commencement: we are planning two ceremonies (9:30am and 2:00pm) at the ICCU arena, dividing colleges as done in the spring. Graduate students will join their colleges, not COGS.
• A reminder of the Capital Campaign events this Thursday at 5:00 pm. Everyone is welcome!

Discussion:
Some clarification was requested and provided about the University P&T Committee nomination process. In response to a question about the augmented university P&T committee, Provost Lawrence and Vice Provost Kelly-Riley said that over 84 packets must be reviewed this year – two committees handling about 42 packets each seems reasonable. Self-nominations are welcome to their senators.

Committee Reports:
• UCC 470 – Graduate Robotic Engineering Certificate Attach. #3 – John Shovic
Industrial robotics and automation are key in training an engineering workforce for the challenges of an international competitive arena in manufacturing. The goal is to produce a robotics program that can help manufacturing companies better compete by increasing productivity and safety through robotics. As all the classes for the robotics certificate are already being taught by faculty, there is no substantial financial impact of this program. This certificate is very marketable and will add students to the university. The department intends to promote and extend the program, and to develop an undergraduate certificate as well.

Discussion:
There was a question about the significance of a certificate. Response: it gives recognition and credentials, and it is an option for people who do not wish to pursue the full MS degree. Provost Lawrence added that certificates are becoming increasingly popular among people who wish to acquire specific skills and are not interested in traditional degree programs. We should move away from just thinking of majors and minors and create a program of study that leads to a certificate.
How will this certificate serve the needs of the state and compete with nationally well-established programs? Response: this program is built on industrial robotics, such as automated manufacturing, agriculture, etc.), which uses a high level of animation. They did a survey of 60 other robotics programs in the western U.S. and found that all of them are based on traditional robotics that stems from mechanical engineering. What differentiates this program from others is the software, which is now a much more vital component than it used to be. The program they propose has unique features because it focuses on software together with the mechanical engineering aspect. The software will make robots work together with AI and machine learning techniques. Other senators expressed support and confirmed the large demand for animation engineers.
Vote: 22 Yes; 0 No.

• UCC 439 – Nutritional Sciences Attach. #2 – Yimin Chen
The Margaret Ritchie School of Family and Consumer Sciences (FCS) currently offers a Master of Science degree in Family and Consumer Sciences that includes a focus in nutrition. Many graduates from this program are looking to continue their education and training in a doctoral degree to pursue future careers in research, academia, industry, governmental agencies, etc. M.S. students from FCS are often engaged in inter-disciplinary research as the graduate faculty collaborate across colleges. As such, graduate faculty across colleges within the U of I have recognized the need for a Ph.D. program in Nutritional Sciences that can serve as a common thread that bridges together the many otherwise very different fields of study. Thus, this proposed Ph.D. degree in Nutritional Sciences comes with support not only from the Margaret Ritchie School of Family and Consumer Sciences but also from nutrition faculty in the Departments of Animal, Veterinary, and Food Sciences, Biological Sciences, Fish and Wildlife
Sciences, and Movement Sciences. It is important to note that this degree is not replacing any existing programs; rather, it will fill a gap identified by all programs.

Discussion:
In response to a question, Yimin Chen reported that the number of graduate faculty is sufficient to offer the degree. Furthermore, there is regular communication with graduate faculty from other departments.

Vote: 22 yes; 0 No

Other Announcements and Communications:
- FY23 CEC Summary – Brian Foisy, Lodi Price, Kenwyn Richards, Kim Salisbury, Brandi Terwilliger
This is a proactive effort to ensure that all employees are aware of the CEC process, which is becoming increasingly complex and multi-step. They will show the type of data that feeds the process, and the application of the various steps to faculty, staff, and the institution. If people are interested in this level of detailed information, the team would be happy to make this a regular visit for an annual report. Attachment #4 displays the CEC summary for FY23.
When moving into a CEC, the first step is to look at the target salary for faculty and staff and the pre-CEC salary, which is the employee’s actual salary. The displayed slide shows $151 million in total target salary across the institution – calculated for all employees with the exception of postdoctoral fellows and sport coaches – of which 55% is for staff and 45% for faculty. In the most recent CEC cycle, the first step was to ensure that everyone is at 80% of their target salary. 277 staff and 64 faculty were brought up to the minimum target salary. Not every staff could be brought up to 80% of target. Hopefully this problem will be fixed with future legislative appropriations. Merit increases were addressed by the units.
An important takeaway is that the main differences among employees are established at the level of target salary. For faculty who are not eligible for tenure, the target salary is 90% of the market rate. Once employee data enters the process, CEC does not provide an unfair advantage or disadvantage to any particular group and treats everyone uniformly. The obvious exception is P&T, for which only faculty are eligible. Other than that, all employees are treated equally by the CEC calculations (initial differences are input to the calculation), and the merit side is up to supervisors.

Discussion:
Senators thought the presentation was useful to shed light on a complicated system.
A question was raised about the CIP code and how they are assigned. There can be substantial differences in target salary depending on the assigned CIP. Provost Lawrence explained that CIP codes are related to the degrees offered in the unit, and thus the role of the faculty, not the individual qualifications of the employee.

ASUI Resolution – Katie Hettinga, Martha Smith
Katie and Martha are the authors of the Resolution, which was approved by a unanimous vote by ASUI last week. Reasons why they decided to craft a Resolution: a lot of misinformation was circulating around General Counsel’s interpretation and reasons for writing the memo. ASUI leadership felt that, no matter where one stands on abortion, freedom of speech must be protected. From social media, they noticed a general misunderstanding about the GC memo, its origin, and the sections of the code cited in the memo. They wanted to give UG students the opportunity to express their opinions and use their voice as ASUI to show support for faculty, staff, and student employees. In the future, they plan to help inform students on how to reach out to legislators and advocate for a change in the law. The university was in a difficult position
due the ambiguities in the “No Public Funds for Abortion Law.” At the same time, improved communication would be helpful moving forward.

Chair Quinnett expressed deep appreciation and support for the ASUI initiative.

New Business:
Senate is deeply concerned about graduate students being allowed only four weeks of unpaid parenting leave. This conversation will continue.

Adjournment:
The agenda being completed, Chair Quinnett adjourned the meeting at 5:01pm.

Respectfully Submitted,

Francesca Sammarruca
Secretary of the University Faculty & Secretary to Faculty Senate
INCLUSIVE ACCESS

WHAT IS INCLUSIVE ACCESS?

Inclusive Access (IA) is a program where the cost of course materials (usually digitally) are automatically charged to a student’s account. Students, however, may opt out.

The two main reasons instructors choose inclusive access material for their courses are:

• Guaranteed day one access for all their students.
• Potential cost savings to their students may reduce or eliminate cost barriers to obtaining class materials.

Though most IA materials are exclusively digital content, a variety of options include low cost print options, loose-leaf or alternative formats.

PROS

• As faculty already know and surveys have proven, student outcomes are better with day one access.
• Reduced pricing.
• No guesswork in textbook purchasing such as editions and instructor’s versions, etc.

CONS

• Print texts are available but at an additional cost.
• Student must take an extra step to opt-out.

BENEFITS TO STUDENTS

• Access on day one
• Knowing they have the correct materials
• No need to shop or hunt down materials
• Materials charged directly to student account
• Up to 60% less than cost of printed textbooks

BENEFITS TO INSTRUCTORS

• Faculty choose the content
• Begin online assignments on the first day of class
• Increased student interaction with course content

UPCOMING DATES

Oct. 25, 2022
Spring 2023 Textbook Adoption Deadline

Dec. 20, 2022
Fall final grades are due at noon.