President Green called the meeting to order at 2:32pm (PT).

President Green read the names of those who died, from information received by the Provost Office since the last meeting. Faculty omitted will be recognized at the next University Faculty Meeting.

Francis “Sam” Froes  
Professor Emeritus  
Materials Science and Engineering  
May 2021

Joseph Kelly  
Professor Emeritus  
Education  
June 2021

Barbara Abo  
Extension Educator Emerita  
University of Idaho Extension—Ada County  
June 2021

Doyle Anderegg  
Professor Emeritus  
Biology  
Associate Dean Emeritus  
College of Letters, Arts, & Social Sciences  
August 2021

President Green requested a moment of silence in honor of the colleagues who passed away.

Meeting Logistics – Faculty Secretary Sammarruca
University Faculty meetings are open to anyone wishing to attend and the Zoom link has been broadly distributed. However, only eligible faculty can vote. Eligibility criteria are found in FSH 1520 II.1. We will be using the polling function in Zoom and a headcount in the room to conduct the votes. The first vote will be to determine a quorum. Quorum is determined by a one-question survey for people to identify themselves as eligible voters. Voting items, if any, will be on separate surveys. Zoom will tabulate the responses and, after the meeting, we will verify that the votes came from eligible voters. The chat function is on, but we ask that you wait for the Q&A period and then raise
your physical or virtual hand to ask a question. Priority will be given to raised hands over questions in the chat. This meeting is being recorded and will be available to watch on the Faculty Senate website.

- **Quorum count:** Faculty Secretary Sammarruca
  96 voting members of the faculty were required for a quorum. 80 eligible voters were counted and thus a quorum was not present. (When a quorum is not present, voting items are considered as having faculty approval and move on to the President.)

- **Approval of minutes – President Green**
  The minutes of the 2020-2021 University Faculty Meeting #4 (May 5, 2021) could not be approved due to the absence of a quorum.

- **Special Orders – Faculty Senate Chair Russ Meeuf**
  Senate Chair Meeuf announced each of the sections below and introduced the speaker designated to read the names on each list. (Slides with the complete lists are attached to these minutes.)
  - President Green introduced the new leadership.
  - Provost Lawrence announced internal leadership changes.
  - College Deans read the names of new faculty. They also recognized faculty who were awarded promotion and/or tenure and those who received the rank of University Distinguished Professor this year.
  - Senate Chair Russ Meeuf recognized faculty senators who completed their term in 2020-21.

- **President’s Announcements and Remarks**
  President Green started with recognizing the Distinguished Professors for their superior achievements and leadership in their fields. He then extended gratitude to all indigenous people who call Idaho home. The U of I recognizes its responsibility to build relationships with the indigenous people to ensure integrity of tribal voices.

After welcoming everyone, President Green proceeded to address the university’s financial health. Our financial audit is not yet finalized, but the preliminary figures are solid. We ended FY21 with the bottom line in excess of $20M – for the first time since 2016. We continue to build on the improvements made in FY20, when the bottom line was positive and just under $1M. Following three years of combined losses in excess of $45M, it is a stunning turnaround. President Green credited the faculty with this success – everyone went above and beyond the call of duty. Our ability to deliver in-person education together with the budget reductions planned for FY21 allowed us to avoid the massive revenue loss and budget deficits experienced by many other universities. Most of the revenue losses we suffered were offset by savings in operation expenses and federal emergency relief funds. Furthermore, our cash flow is positive for the first time in three years. The cash that had to be drawn from investments at the end of FY19 has been fully recovered and we are now in the position to invest back in the university. Although our net position grew by $20M, our unrestricted net position as calculated by SBOE grew by just under $8M, meaning that our unrestricted net position is still a negative number. We need to continue make progress to meet the SBOE target for cash reserve.

During the past 18 months there have been ups and downs, challenges, and sacrifices. Faculty have risen to the challenge and demonstrated their commitment to the students, coping with stress and exhaustion.
To date, 2,700 students have chosen to provide proof of vaccination. We continue to encourage and incentivize vaccination: $50 gift cards are given for just providing proof of vaccination; ten $1,000 scholarships and at least two $5,000 scholarships will be awarded by drawing. President Green encouraged everyone to monitor the ever-changing COVID situation and stay up to date.

President Green moved to fall enrollment. Although final numbers will be known October 15, early data are encouraging. First-time freshmen: up by more than 16% over last year. Transfer students: up 12% over last year. Graduate students: up 14% over last year. Our challenge is with continuing students, where we have a 2% drop from last year. Overall, university enrollment is up by 2.6%. Numbers for the incoming class are up in every college. In fact, we are welcoming the largest freshmen class since 2017. Thus, there is significant progress on the enrollment side as well. Our high-school dual credit program is also on solid ground. Again, President Green credited these successes to the faculty’s hard work and dedication. Our students receive a holistic experience through the many opportunities that bring education to life. They can participate in original research and cooperative internships that prepare them to succeed in the competitive workforce. They live in a supportive community where they build relationships for a lifetime.

On October 8, the “Brave. Bold.” campaign will be launched – an unprecedented campaign to help our students succeed. The campaign has essentially three goals: 1. Raise support for scholarships to remove barriers which prevent deserving students from obtaining a U of I education; 2. Grow our experiential and out-of-class opportunities that expand and build on the academic experience and provide students with a tangible way to bring knowledge to life; 3. Ensure that we are preparing our graduates to succeed in lifelong careers. This year, the university held five industry summits. Industry leaders believe in our graduates and their ability to bring knowledge, competence, and experience to their workplace.

Before opening the floor to questions, the President reiterated that we are a university on the rise. There is more work to do but we are headed in the right direction, growing both fiscal health and overall enrollment. Our diligence is setting us up for continued success.

Discussion:
A faculty commended President Green for the mask mandate and the vaccine incentive program. The faculty is concerned about the absence of a systematic testing program, as we had last year. Our region reported 75 new cases over the weekend, 44 of those in Latah County. 14 of those 44 cases involved people between the ages of 14 and 29 (which includes the typical age of the undergraduate population). The faculty urged the President and his team to reinstate random selection and on-campus testing so we can identify cases and prevent community spread. This year’s Gritman testing program, set up downtown, is different than last year, and can be inconvenient with regard to timelines.

President Green explained the rationale for this year’s protocol. Last year, efficient testing was crucial to fight the early Coronavirus, because we could react to it in real time. The current situation is different, because the Delta variant is much more infectious. After consultation with Public Health, it became clear that vaccination is the best protection for everyone. That is why the university is focusing on vaccination clinics, a rich vaccination incentive program for students, and requiring mask wearing indoors for everyone. So far, not a single case has been traced back to our classrooms. We are doing everything that Public Health has recommended us to do. At this point, it
would not be helpful to ask Gritman medical personnel for their time to set up on-campus testing again. Once the results are back, no matter how fast, we are not going to be able to put down the hot spot. Instead, we focus on vaccine and mask wearing to keep everyone safe.

There was a question about enforcing mask wearing at sports events. Why are we not doing more about that?

President Green responded that people have been asked to leave the Dome if they were not wearing a mask, unless they were eating or drinking. He and his team will work harder to ensure better enforcement at sports events.

There were no more questions or comments. President Green emphasized that we should be proud of all that we have accomplished together during an incredible year.

- Adjournments
  The agenda being completed, President Green adjourned the meeting at 3:27pm.

Respectfully Submitted

Francesca Sammarruca
Secretary of the University Faculty
IN MEMORIAM
Please hold applause until all faculty have been recognized
ADMINISTRATION

Presented by
President Green
# NEW ADMINISTRATORS

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ADMINISTRATION (INTERNAL)

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Provost/EVP Torrey Lawrence
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 INTERNAL ADMINISTRATION CHANGES

AGRICULTURE AND LIFE SCIENCES

Presented by
# NEW FACULTY

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ART AND ARCHITECTURE

Presented by
Dean Shauna Corry
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BUSINESS AND ECONOMICS

Presented by
Dean Marc Chopin
## NEW FACULTY

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COUNSELING AND TESTING CENTER

Presented by
Vice Provost Blaine Eckles
NEW FACULTY

Dawn Bates | Clinical Assistant Professor

Dakota Mauzay | Clinical Assistant Professor
EDUCATION, HEALTH AND HUMAN SCIENCES

Presented by
Sr. Associate Dean Allen Kitchel
## NEW FACULTY

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**PROMOTION AND / OR TENURE**
ENGINEERING

Presented by
Interim Dean John Crepeau
# PROMOTION AND / OR TENURE

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GENERAL LIBRARY

Presented by
Dean Ben Hunter
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PROMOTION AND / OR TENURE
COLLEGE OF LAW

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Dean Johanna Kalb
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PROMOTION AND / OR TENURE
LETTERS, ARTS AND SOCIAL SCIENCES

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Dean Sean Quinlan
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PROMOTION AND / OR TENURE
NATURAL RESOURCES

Presented by
Department Head Charles Goebel
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PROMOTION AND / OR TENURE
FACULTY SENATE

2020-2021 SENATORS

THANK YOU FOR YOUR SERVICE

Presented by Russ Meeuf
I. Call to Order – President Green

II. In Memoriam – President Green

III. Meeting Logistics – Faculty Secretary Francesca Sammarruca

IV. Quorum count – Faculty Secretary Francesca Sammarruca

V. Approval of Minutes (vote) – President Green
   - Minutes of the 2020-2021 University Faculty Meeting #4 (May 5, 2020) Attach. #1

VI. Special Orders – Faculty Senate Chair Russell Meeuf
   - Reading of new faculty and recognition of promotion and tenure by College Deans

VII. Announcements, remarks, and discussion – President Green

VIII. Adjournment – President Green

Attachments:
   - Attach. #1 Minutes of the 2019-2020 University Faculty Meeting #4 (May 5, 2020)
President Scott Green Presiding

- President Green called the meeting to order at 2:30pm (PT).
- President Green read the names of those who died, as from information received by the Provost Office from February 12, 2021 through May 1, 2021. Faculty omitted will be recognized at the next University Faculty Meeting.

S.M. Ghanzafar (Ghazi)
Professor Emeritus of Economics
March 2021

Russell G. Hillman
University of Idaho Extension Professor Emeritus
April 2021

George LaBar
Professor and Department Head Emeritus
Fish & Wildlife Sciences
April 2021

Lewis Smith
Professor Emeritus of Education
March 2021

- President Green requested a moment of silence in honor of the colleagues who passed away.
- Meeting Logistics – Faculty Secretary Sammarruca
  University Faculty meetings are open to anyone wishing to attend and the Zoom link has been distributed broadly. However, only eligible faculty can vote. We will be using the polling function in Zoom to conduct the votes. The first vote will be to determine a quorum. Eligibility criteria are found in FSH 1520 II.1. Quorum is determined by a one-question survey for people to identify themselves as eligible voters. Voting items will be on separate surveys. Zoom will tabulate the responses and, after the meeting, we will verify that the votes came from eligible voters. People will be able to ask questions by using the raise-hand function in Zoom and the monitor will call on them. The chat function is on, but we ask that you wait for the Q&A period and then raise your Zoom hand. Priority
will be given to raised hands over questions in the chat. This meeting is being recorded and will be available to watch on the Faculty Senate website.

- **Quorum count:** Faculty Secretary Sammarruca
  99 voting members of the faculty were required for a quorum. 71 eligible voters were counted and thus a quorum was not present. When a quorum is not present, voting items are considered as having faculty approval and move on to the President.

- **Approval of minutes – President Green**
  The minutes of the 2020-2021 University Faculty Meeting #3 (February 25, 2021) could not be approved due to absence of a quorum.

- **Special Orders – Faculty Senate Chair Barbara Kirchmeier**
  - Consent Agenda – 2021-22 University Committee Appointments.
    There were no requests to move items out of the Consent Agenda for discussion. The Consent Agenda was adopted.
  - Proposed Changes/Additions to Faculty-Staff Handbook
    - **UP-21-13: FSH 1640.90** – University Assessment and Accreditation Committee. Instead of various *ad hoc* committees dealing with assessment and accreditation, it is recommended to have a single committee advising on assessment and accreditation issues.
    - **UP-21-16: FSH 3500** – After one year of implementation of the P&T policy which resulted in FSH 3500, FAC proposes some (generally minor) changes. The most important revisions are: (1) in **A-2** “Faculty Promotions,” to express the purpose of academic rank and the criteria for promotion; (2) **D-2.e.4**, to address materials for external reviewers (this is mostly a clarification, to ensure all reviewers are getting the same information); and (3) **F-1**, to require the dean to consider representational balance in selecting nominees for appointment to the college-level promotion and tenure committee. In the previous version of the policy, each unit would send a representative. With these revisions, the dean selects one of two nominees provided by the unit. Rationale: the dean may be able to take a more holistic approach, having overview of the whole committee.
    - **UP-21-14: FSH 1640.25** – Removal of the Classified Position Appeal Board (CPAB). With the implementation of the market-based system, employee classification and compensation are not connected. With this separation, the committee is no longer needed. The classification appeal committee reviewed classification decisions that impact employee pay, but this is no longer the mechanism that determines compensation.
    - **UP-21-15 FSH 1640.08** – Admissions Committee. These revisions add new non-voting members to the Admissions Committee to assist the committee in its process of reviewing petitions: a representative from the Office of Multicultural Affairs, and up to two representatives from student support programs. These new representatives will serve in an advisory role.

  - Proposed Changes to the University of Idaho Catalog
UCC-21-036: J-3-f
UCC-21-036: J-3-e
UCC-21-036: J-3-g

All three items above are “housekeeping” changes to General Education. 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 students’ success.

UCC-21-034: COGS Language change – The changes being proposed are updates to the language to be aligned with current practices. There are no substantive changes.

UCC-21-037: Groundwater M.S. in Groundwater Hydrology – Idaho depends on groundwater, which is a limited resource. It is therefore important to have professionals trained to deal with groundwater, and the department wishes to offer this program through which students can become professional groundwater hydrologists. The program is highly focused and disciplinary, and does not conflict with any existing programs in water resources or environmental science.

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

Administrative Procedures Manual (Informational Items)
- APM 05-12 – Protecting Minors – This policy was originally adopted in 2013 and is being revised to meet best practices from national experts and provide clear program guidance and additional training. It contains requirements to help ensure that the university meets its legal and ethical obligations to protect minors who visit the university’s campuses to participate in university programs. Updates include references to the University of Idaho Protection of Minors Standards and the State of Idaho Child Protection Act.
- APM 20.14 – General (Non-Grant) Cost Transfers – These updates are needed for better alignment with what is actually done.
- APM 70.23 – University International Travel – These revisions are the result of a full review of major changes by the US State Department’s system for international travel advisory levels. Revisions to the international travel policy reflect updates, remove language around procedure, and clarify travel approval.

Other Informational Items – After much reflection, Faculty Senate decided to adopt a Statement of Faculty Values (attached to this agenda).

This concluded the Special Orders part of the meeting. Chair Kirchmeier thanked the FSL team for their support. She recognized outgoing Staff Council chair Chad Nielsen, outgoing ASUI president Lauren Carlsen, and outgoing president of the Graduate and Professional Student Association, Seth Rose. Finally, she thanked all faculty for their dedication to the shared governance process.
• President’s Announcements and Remarks

Announcements:
President Green recognized and congratulated the Senate 2021-22 Leadership: the new chair is Russ Meeuf (JAMM) and the new vice chair is Alistair Smith (CNR). He also thanked Barb Kirchmeier for her great work and leadership during a challenging year.

The following announcement originates from Vice President for Research (VPR) Chris Nomura. In FY19 and FY20, there were 262 contracts with 41 state agencies in the state of Idaho, valued at $32M. BSU had $22M of those contracts. With the passage of House Bill 141 of the Idaho legislature, all contracts over $10K will have to go through a competitive process. This represents a real opportunity for the U of I to compete for those awards. VPR Namura and ORED are reaching out to faculty who work in the aforementioned areas. We will initiate meetings with agency leaders to discuss how U of I can contribute to the state of Idaho’s various missions. President Green encouraged everyone to be proactive and look for these opportunities.

The next announcement was about VIP applications, due May 15th. Both the President and the Provost are excited about this program, proposed by Russ Meeuf. The purpose is to stimulate new strategic ideas with the potential to generate new revenue, for instance through student recruiting and retention. $50K in P3 money has been made available for this program.

President Green said he hopes to see many faculty at the upcoming commencement. There will be eight ceremonies – six in Moscow and Coeur d’Alene, one in Boise, and one in Idaho Falls.

Remarks:
President Green expressed appreciation for everyone’s help through this difficult year. We are proud of how we navigated through the pandemic. We remained open and did not harm the community – zero cases were traced back to our classrooms. We should be proud of how our community responded to what may have been the greatest challenge in our lifetime. Gratitude goes to faculty who continued teaching and mentoring – they are a testament to the dedication of our Vandal family. We did all of this while addressing and overcoming financial obstacles to keep the university on a sustainable track. We entered the year with fewer employees, cuts in spending, and losses in revenue due to COVID, and we end FY20 financially stronger than when we started. We project to finish FY21 again financially stronger than we entered it.

Legislative update: It’s been a difficult legislative session. The Governor’s budget for the U of I was cut by $500K. Effectively, this one-time cut funds us at the same level as last year. We will be able to absorb this cut centrally, without requiring any further budget cuts. This result is actually a considerable win – special interest groups were asking for $20M in cuts to higher education. We need to prepare for the next legislative session so that our supporters in the legislation can help us tell our story.

The P3 deal is in our FY22 budget, with $6M invested in key areas, including the VIP project. By investing in revenue-generating areas, we will be able to strategically rebuild efforts to help the university. Together with the new hybrid budget model, we will improve recruiting and retention.

Strategic Enrollment Management (SEM) is working hard to increase enrollment for the fall. Being a destination campus is one the reasons students choose to come here. It is more important than ever that we broadly share our stories about the amazing work we do. Some groups are
investing time and money to tell their incorrect version of our story, and we must change that narrative.

The State of the University Address is a prerecorded message that will go out this Thursday to the university community and Friday to our external audience. Everyone should have received a link in the email – it will also be posted on Facebook. On Monday, May 10, at 3 p.m., there will be a live Q&A to follow the State of the University Address.

Before opening the floor to questions, the President reiterated that we can be proud of what we have accomplished over the past year.

Discussion:
A faculty thanked President Green for his decisive words in response to the IFF statements. Given the current legislative climate, he worries about the possible impact on the content of curricula, at U of I and other schools: should faculty be prepared to re-examine what they teach to avoid problems at the next legislative session? The faculty would appreciate hearing from the President that we can continue to teach important topics that our students need to succeed in diverse and international communities. Any advice for faculty as they prepare their classes for the fall? President Green responded that the spirit of the House Bill 377 is much more concerning to him than the actual document. There is much confusion and misunderstanding about this law, which states that students cannot be compelled to affirm, adopt, or adhere to a specified list of tenets. At the U of I we do not compel students to adhere to those tenets. We welcome and respect all people, support exchange of ideas, look at issues from different prospective, and encourage critical thinking. We should not abandon these values. There should not be any major changes in how and what we teach, as long as we continue to provide all sides of an issue. However, we should be prepared for more disruption in the classroom. Vice Provost Diane Kelly-Riley is setting up optional training for faculty on how to deal with disruptions in the classroom. It’s likely that more students will record lectures. We will do our best to prepare and support you.

As a follow-up, the faculty member asked President Green to let faculty know how they can help as he raises these issues with state leaders. President Green added that we received great support from industry partners, the business community, and alumni.

Referring to Lt. Governor’s Task Force about “indoctrination” in Idaho education, a faculty asked whether there are plans to combat this level of misinformation by reaching out more broadly to the people in the state to ensure a continuous message that we are not indoctrinating students. The faculty also inquired about the level of support, legal or otherwise, that we can expect from the university if we are “attacked.” Addressing the first question, President Green responded that the best strategy is to be visible and get our message out – for instance, through UCM, or town halls across the state. Addressing the second question, General Counsel Jim Craig explained that, in case of legal action, and as long as the employee acted within the course and scope of their employment, the university is obligated to provide legal defense resources. The faculty brought up cases where faculty had presented materials that some students did not like, such as teaching the “Manifesto,” and were subjected to media attacks and complaints from parents demanding the dismissal of those faculty. Will faculty be protected in similar cases? Jim Craig reiterated that, if the employee acted within the course and scope of their employment and broke no laws, the university must provide legal defense.
Provost Torrey noted that similar situations have happened before, although they may be more frequent at this time. We have policies and procedures to address such complaints – from the student side (through the Dean of Students) and the faculty side (through the Provost Office and college/unit leaders working with the faculty). It will be helpful to review the existing guidelines during the summer to be better prepared. Jim Craig suggested to include some of that material in the training that the Vice Provost is preparing. President Green added that the truth is on our side and he is optimistic that we will be able to correct the narrative.

Building on previous questions, a faculty noted that the Lt. Governor’s Task Force is broader than House Bill 377, and specifically targets faculty who teach Race Theory and/or Marxism. Those are core theories for some classes and faculty could not do their job properly if they didn’t teach them. Jim Craig confirmed that faculty have the academic freedom to teach what is relevant for their classes.

A faculty asked whether there are plans for venues where students can talk about these issues. President Green responded that panels, seminar series, presentations, discussions facilitated by ASUI, are effective venues. Ultimately, we will continue to be a place where all ideas are discussed.

A faculty noted that programs supporting diversity and inclusion have been targeted by some members of the legislation. Are those at risk? Will they have to reframe the services they offer to avoid the scrutiny on “social justice” that, in some people’s view, singles out students for special treatment? President Green responded that SBOE will be required to examine student fees – particularly, which fees should be optional – based on criteria that are not yet clear. Programs funded by federal grants should not be in danger, while those funded by student fees will be looked at.

The discussion continued on these topics, with some faculty wondering whether the legality of the Lt. Governor’s Task Force can be challenged, to which General Counsel replied that it cannot. Some faculty feel at risk of actions from which they may not have legal protections, such as threats. President Green confirmed that the university will do everything they can to support faculty. The best defense is make sure Idahoans go to the voting polls armed with truthful information.

Although he wishes the legislative session had brought better news, President Green said he is optimistic about the future and encouraged everyone to stay focused on our mission – to change people’s lives through higher education.

There was a question about what is permissible to faculty who wish to take action. Jim Craig addressed the question. Employees can have their opinions and lobby, but cannot do so using university resources, including university email, telephones, and letterhead. Employees should consult APM 30.12 for information on acceptable use of technology.

The faculty had a second question concerning help from local business to support programs that could otherwise not be funded. President Green agreed that this is a great area to look for business support of at-risk programs. For instance, the diversity position in COE to help recruit women in STEM was funded by Micron Technology. Hopefully, there will be more of that. Over 100 CEOs came out with a big ad in the Idaho Press Tribune in support of higher education, calling into question what was happening in the legislation. Twenty of the largest employers in the state expressed their support for higher education.
A faculty expressed concerns that we may see challenges in recruiting students from out of state, given the current climate. For the same reason, companies may encounter challenges in recruiting employees from outside Idaho. Have leaders of businesses and organizations in the state been vocal about it? President Green replied that they have. Those leaders have been clear about the importance of a diverse workforce in the highly competitive global market. However, our out-of-state enrollment is high, whereas in-state enrollment is down, due, in part, to COVID. At this time, out-of-state enrollment is not the problem. On the other hand – the faculty noted – if Idaho parents become convinced that we are “indoctrinating students in socialism,” it will eventually be detrimental to in-state enrollment.

A faculty asked what message he, as a Black person, should convey when recruiting students of color to make them feel safe and protected. And how do we ensure that Black faculty and staff feel safe and protected? President Green responded that we live in a great community. Our track record shows that we support faculty, staff, and students of color. When recruiting, we must be honest and let people know how we operate and respond as a community. Provost Lawrence suggested to focus on the positive and what we have to offer. These fringe elements do not represent who we are.

Following up on previous questions about the teaching of various theories, he added that we should teach our students about Adam Smith and *The wealth of nations*. When describing the three roles of the government, Adam Smith insisted that it was the government’s responsibility to provide unprofitable services to better the population, such as libraries, infrastructure, and public education. In other words, the “father of capitalism” advocated for public education.

There were no more questions or comments. President Green emphasized again that we should be proud of all that we have accomplished together. We should not let these fringe elements derail us.

- Adjournments
  The agenda being completed, President Green adjourned the meeting at 3:38pm.

Respectfully Submitted
Francesca Sammarruca
Secretary of the University Faculty