I. President Green called the meeting to order at 2:36pm (PT).

II. President Green read the names of faculty members who died since the last General Faculty Meeting:

Walter Kochan  
Professor Emeritus of Plant Physiology/Horticulture  
October 2019

Jack Vincent  
Borah Professor Emeritus of International Relations  
September 2019

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

III. Meeting Logistics:

Secretary Sammarruca reminded the audience that meeting participants must be eligible members of the faculty in order to vote. She cited policy FSH 1520 II-1 concerning voting eligibility. She listed the 4 approved voting venues and their locations and read the names of the 4 approved counters for each location: Penny Tenuto (Boise); Jim Ekins (CDA); Michael McKellar (Idaho Falls); Benton Glaze (Twin Falls). Assistant to the Senate Celi Rivera and other volunteers will be the counters for Moscow. Off-campus participants should ask questions via ZOOM chat, while Moscow participants should come forward to one of the microphones for questions or comments.

IV. A quorum was present. 107 voting members of the faculty were required for a quorum, 109 members were present (Moscow - 95, Boise - 2, Idaho Falls - 5, Twin Falls - 2, CDA – 5).

V. A motion (Kirchmeier/Grieb) to approve the minutes of the 2019-2020 University Faculty Meeting #1 (September 18, 2019) as distributed was approved unanimously.
VI. President Green announced that the Fall 2019 Commencement will take place on December 14, starting at 12:30pm, and encouraged everyone to attend this important event.

VII. Special Orders:

- Faculty Senate Chair Grieb reviewed the proposed policy changes/additions to the Faculty-Staff Handbook, UP-20-001. New section 3500 addresses the Promotion and Tenure procedures and replaces former sections 3520, 3560, and 3570. New section 3510 contains the updated Third Year Review process, while revised section 3530 addresses Non-Tenure Track Faculty Positions. Chair Grieb thanked the Faculty Affairs Committee and Committee Chair Alexandra Teague for their extensive efforts and Vice Provost Lawrence for his leadership throughout the project. Chair Grieb also recognized the contribution of new University Policy Coordinator, Diane Whitney, who is responsible for policy review.

The floor was opened to discussion. Jennifer Johnson Leung (Mathematics) inquired about the location in FSH 3500 of “compassionate extensions” of the promotion and tenure timeline. In response, FSH 3500 C-4, which addresses extensions for childbirth or adoption (C-4a) and other circumstances (C-4b), was displayed.

Kenton Bird (JAMM) asked why the (former) presumption in favor of promotion (in the case where a candidate’s application reaches the university-level promotion committee with unanimously positive votes) was removed. Vice Provost Lawrence explained that, with the former presumption in favor, the university-level committee did not review cases coming to them with unanimously positive votes. This took away an opportunity for review at the top level, which may not be in the candidate’s best interest since the President is not bound to follow the earlier recommendations. Furthermore, in the new policy the university-level committee makes recommendations for both promotion and tenure. By removing the formerly stated presumption, everyone is fully reviewed at the university-level, irrespective of previous votes.

Hearing no more questions, Senate Chair Grieb called for a vote on the seconded motion from Faculty Senate to approve the above changes and additions to the Faculty-Staff Handbook. The motion carried with 92 votes in favor and 0 votes against.

- The next item from Faculty Senate was the proposed changes to the University of Idaho Catalog, UCC-20-011, Fall 2020 and Spring 2021 Final Exam Schedules. The proposed changes passed unanimously.

- The last item presented by Faculty Senate was a change to the Administrative Procedure Manual, UP-20-003: APM 20.25: Non-Capital Inventories Control Policy. There were no questions or comments on this informational item.

VIII. President’s Remarks:

The President thanked the Senate for their work through a busy semester.

He noted that this Fall U of I will graduate 612 students and asked everyone to join him in celebrating their accomplishments.
President Green moved to the budget challenge. He displayed the reductions, regrouped by executive level, to the fiscal year 2021 General Education base budget. Advancement brought in $51.8 million last year and was not charged with any reductions. Budgets were also left intact for University Communications and Marketing so that they may continue working on student recruiting together with Strategic Enrollment Management.

Vice presidents, deans, and unit heads are developing plans, due January 1, to address the projected $22 million shortfall. The work is being done in a collaborative and systematic way. President Green has been holding “town halls” in colleges and units to communicate and listen (as allowed by his frequent travel to Boise). Every college will have the opportunity to share their thoughts in a town hall.

Voluntary furlough was one of the suggested strategies. So far, 700 hours of voluntary furlough have been taken. The President expressed appreciation to those employees for their willingness to help the university.

The President gave a brief update on the Voluntary Separation Incentive Program (VSIP) and the Optional Retirement Incentive Program (ORIP). The application deadline is Friday, December 13. A total of 131 people have applied to ORIP or VISIP as of December 6. ORIP and VSIP applications represent about 6 million and 3 million in salary, respectively.

Other possible strategies include program prioritization (academic programs will go through the process first), public-private partnerships (P3), and centralizing services. President Green emphasized that P3 is different than outsourcing. P3 is “financial engineering” that generates money while outsourcing is an operational restructuring that saves money. P3 is a source of additional revenue, as it sets up funds which last through lease terms. Centralization of services, which is often misunderstood, is meant here as “distributed centralization”. It is about stronger communication lines with the colleges to be able to move resources around more effectively.

Other ideas being considered include: contract non-renewals (a painful step to take); not filling vacant positions (these decisions must be made carefully and with the university’s best interest in mind); organizational restructuring (in the sense of reformulating/combining areas for the purpose of efficiency, possibly also at the state level, by sharing resources with our sisters institutions); and (if unavoidable), university-wide salary reductions and mandatory furlough. The last option is one that the President hopes we never need to enact.

The Sustainable Financial Model Working Group proceeds with their tasks and will meet again in February. Their mandate is to focus on how we fund colleges and support services, not on where to cut. This group has broad representation across campus. Although the next few months will be difficult, this process will help us invest in strategic areas that support student success, research, and enable us to “tell our story”.

Other working groups have been formed or are in operation. A Student Success Working Group has been convened to present ideas from the student perspective. This group will include representatives from ASUI, Greek Life, Multicultural Affairs, LGBTQA Office, Graduate and Student Professional Association, and Student Bar Association.

Shortly, we will launch a working group charged with planning our path to R-1. Brad Ritts, associate vice president for research, will chair that group. It will have diverse
representation, including members from the College of Graduate Studies, College of Science, CALS, College of Engineering, CLASS, Education, and CNR. There will also be student and external representatives. Communication about this initiative will be coming out soon.

We are making progress with our enrollment initiatives. There is a 1.9% increase in our freshman undergraduate enrollment. Graduate student enrollment is also up. We need to work on student retention, which is down slightly to 77.3%. This is a priority area. Reaching out to struggling students to provide advising can make a difference. It is good news that increasing numbers of high school students are attending our recruitment events. Preliminary figures for next spring are encouraging. More than 1 million emails were sent out since August to prospective students. Faculty are an important part of our recruitment effort. They are encouraged to visit the high schools to talk about their discipline, their research, and available opportunities. This work complements the efforts by recruitment staff. To be sure that all efforts are coordinated, faculty should email SEM@uidaho.edu when planning to visit schools. A faculty “tool kit” will be available to them.

We are meeting our fundraising goals. We raised $51.8 million in the last fiscal year. Our Priority is the Vandal Promise Scholarship, critical to getting students to college by closing the $5,000 funding gap. Twenty-two students have benefited this semester and more will be added next year.

We received a $1 million donation from J.R. Simplot Company which put us over the top on CAFÉ and helped us unlock $10 million appropriated by the state of Idaho. Building the nation’s largest research dairy facility will enable completely new research on dairy operations. As the 3rd-largest dairy producer in the country, Idaho will provide insight into the industry’s impact on land, water and the environment, as well as opportunities in energy.

Large projects such as CAFE, ICCU Arena and other capital projects are primarily funded by outside donors, such as the state and other sources. Funds are restricted – cannot be used for university operations. Thus, we would still have the same operating deficit if we didn’t have these projects. So, we can go ahead and benefit from these projects in the future or lose the funds and still have the same operating deficit.

We are working collaboratively with our partners. We helped cut the ribbon on two new buildings at INL in October. The Collaborative Computing Center (C3) building and the new Cybercore Integration Center builds on a 65 year-long partnership with INL. This is an opportunity for us to again be leaders in cyberspace. Furthermore, U of I helped open the new DeArmon College and University Center at NIC in Coeur d’Alene last September.

There is hard work to be done when we return in January. It will be important to stay united and focus on our future. We can provide great value and the highest quality and we can be proud of our university. The President concluded his remarks with best wishes for the holiday season.

The President opened the Q&A session.

Kenton Bird (JAMM) thanked President Green for his positive attitude, accessibility, and transparency. He asked whether, less than 4 weeks away from the opening of the Idaho legislative session, there is hope to have any relief from the legislature, particularly from the 2% holdback requested by the Governor for the following fiscal year. He also asked what the top three priorities are for the 2020 Idaho legislature, in terms of what the president would
like to see accomplished. Further, Bird asked what we, as private “citizens”, can do to help with the university agenda moving forward.

President Green replied that he does not expect much support from the legislature at this point. He did emphasize that no tuition increase is a priority. Although we need tuition money, we must find a balance in order to be competitive with neighboring institutions. He has been in Boise often in the recent past and made our case with the Governor and the House Leadership. The President noted that these communications are in progress and not much more could be reported at the present time.

Holly Wickman (identifying herself as someone who works for the University of Idaho as a whole) expressed concerns that the business model might promote isolation rather than cooperation. She asked how the university plans to reward cooperative efforts among colleges.

In response, President Green agreed on the importance of cooperative efforts. He hopes that the new financial model will incorporate those values. He also noted that the Research Working Group may be of help with suggestions to address those concerns.

IX. A motion to adjourn the meeting (Grieb/Kirchmeier) passed unanimously. The President adjourned the meeting at 3:30pm (PDT).

Respectfully Submitted

Francesca Sammarruca
Secretary of the University Faculty