

University of Idaho
FACULTY COUNCIL MINUTES

2003-2004 Meeting #14, Tuesday, February 17, 2004

Present: Wagner (Chair), Bailey (Vice-chair), Baillargeon, Burnett, Chandler, Cloud, Dockrey, Exon, Guenther, Gunter, Lillard, McGuire, Pikowsky, Pitcher (w/o vote), Rinker, Rosholt, Voxman (w/o vote), Woolston, Young (Allyson), Young (Jeffrey), Zemetra

Absent: Reese

Observers: 5

Call to Order. A quorum being present, Faculty Council Chair Wagner, called the meeting to order at 3:33 p.m. in the Brink Hall Faculty Lounge.

Minutes. The council accepted the minutes of meeting #13 of the 2003-2004 Faculty Council, held on February 10, 2004 as distributed.

Chair's Report. Chair Wagner introduced the new ASUI representative to the Council, Andrea Rosholt, who replaces Peter Stegner. He read the letter received from President Michael acknowledging receipt of the resolution approved at the February 10 Council meeting asking the President to rescind his decision to restructure the management of athletic and recreational facilities. Chair Wagner also announced that Sharon Stoll will be a member of the steering committee dealing with the restructuring. He noted that the new UI President would be introduced on Wednesday and said that he will invite him to talk with the Council as soon as possible. Wagner said that news from the state legislature was not particularly encouraging. General fund increases will not cover the 2% proposed salary increase and this will mean internal reallocations to make up for the difference (about \$2,000,000).

Provost's Report. Provost Pitcher reminded Councilors of the various opportunities to meet with the new President.

Committee Reports.

UCC Actions:

- **FC-04-026** Graduate Admission Requirements. The Council approved unanimously minor changes to the graduate admission requirements having the approval of the Graduate Council and UCC.

New Business.

- **FC-04-029** Salary Competitiveness.

The Council considered a Salary Competitiveness document generated by discussions among the Academic Deans, the Vice President for Research, and the Provost. Councilor Burnett introduced the document intended to explore ways for identifying resources that can be used for faculty and staff compensation. He recognized the pro's and con's of the various possible approaches but stressed that we should not let the "perfect be an enemy of the good."

The four approaches suggested by the document are:

1. Make an annual commitment to dedicate a portion of institutional funding growth to salaries
2. Continue and encourage temporary salary adjustments through the current *Additional Compensation and Salary Enhancement* policy
3. Allow faculty to use external grants and contracts and outreach activities to leverage higher salaries
4. Give more one-time raises and bonuses

Dean Zeller stated that care needs to be taken so that salary equity precedes salary enhancement. Councilor Gunter pointed out that faculty consulting fees might be taxed to generate more UI income, though others stated that this would only serve to reduce salary enhancements of those doing consulting work and thus was counter to the purpose of achieving salary competitiveness. Councilor Young applauded the listing of the pro's and con's for each

of the approaches. He expressed concern however, that using external funding for salary increases might result in less income from the state, and so in the long run could be counterproductive. Following up on Young's remarks Secretary Voxman wondered if success in using external funding to augment salaries might eventually result in a change in the funding formulas for the state's universities thereby possibly having a significant negative effect on the UI. He also was concerned that ISU and BSU might want to try the same approaches to salary enhancement by becoming more research oriented, which could result in a loss of distinction between the UI and the other institutions. In addition, he said that consideration should be given to the effects of increased numbers of faculty spending substantially more time pursuing grant possibilities (which could have positive consequences) at the expense of time spent in the classroom (which could have negative consequences). Councilor McGuire emphasized the necessity of keeping highly productive faculty who generate significant incomes for the university. He said we will lose those people if ways cannot be found to increase their salaries and provide release time for them to pursue their research interests. Councilor Lillard expressed concern about the creation of two tiers of people in a department, those with major grant potential and those who would need to cover some of the teaching and committee duties of the former. Provost Pitcher pointed out that grant money could be used for replacement costs and perhaps fund salary increases for others in a department.

Councilor Burnett noted that different RCM centers would respond differently to the various proposed approaches. It was pointed out that some colleges and departments currently use soft money for salaries and that in the future some salaries might be based on contracts whereby a faculty member would be responsible for generating a portion of the agreed upon salary level. Chair Wagner called for some "straw votes" to determine the Councils' general sense with regard to the four approaches. Approach 1, generated the most support. About half of the members present favored approaches 2 and 3, with a majority of the remaining members abstaining from voting. Approach 4, though favored by most of those voting, appeared to be the least popular approach. Councilor Gunter expressed concern that perhaps too much emphasis was being placed on salaries possibly to the detriment of other university priorities. Councilor McGuire again stressed the overriding importance of establishing competitive salaries for both faculty and staff and the problems that would result from losing the intellectual property resources of the university if ways were not found to enhance faculty compensation. Councilor Cloud strongly supported his colleague.

FC-04-028 Reporting Incidents of Violent or Threatening Behavior. Pat Sturko, Assistant Vice-President for Human Resources presented a revised document addressing violent or threatening behavior in the workplace. The document provides procedures for reporting these kinds of incidents as well as information for supervisors to help them take the appropriate steps in the event such behaviors occur. Sturko emphasized the need for providing a safe workplace for UI faculty, staff, and students. She said that risk management officers were willing to work with parties involved in conflicts. In response to councilors' questions Sturko said that the university does not intervene in personal issues outside of the campus. Councilor Lillard complimented Sturko on her work and also expressed her pleasure that the document had come to the Council for its review and input. The procedures described in the document will eventually find a home in the Administrative Procedures Manual. After some enlightened discussion regarding the distinction between "must" and "should", the Council voiced general approval of the policy, subject to some minor word changes.

Because of the time constraints, Chair Wagner said that discussion of the proposed UI Role and Mission statement would be deferred until the next meeting of the Council. This was sufficient stimulus for Councilor Lillard to move for adjournment, and the meeting was adjourned at 4:58 p.m.

Respectfully submitted,
Bill Voxman
Interim Secretary of the Faculty Council