

**University of Idaho
General Faculty Meeting Minutes**

August 27, 2002

Call to Order. UI President, Robert Hoover, called to order a meeting of the university faculty at 3:35 p.m. in room 104 of the Janssen Engineering Building. The attendance of 130 faculty members at the meeting exceeded the requirements for a quorum (117).

In Memoriam. A moment of silence was requested to honor those faculty members who had died since the last general faculty meeting. Faculty members remembered on this occasion were:

Elizabeth E. Stevenson Wise, Professor Emerita of Foreign Languages and Literatures (May 27, 2002)
C. Randall Byers, Professor of Statistics and Management (August 17, 2002)

Minutes. The minutes of the General Faculty Meeting held on May 8, 2002, were accepted as written and distributed by the Secretary of the Faculty.

Introduction of New Faculty Members. UI Provost, Brian Pitcher, introduced a representative from each college, who in turn introduced new faculty members from their academic area. Provost Pitcher also introduced new university administrators, made note of a large number of administrative personnel changes, and introduced new members of the ROTC units. There were five new administrators, twenty-six changes in administrative assignments, and thirty-eight new faculty members listed in the printed announcement provided by the UI administration.

President's Remarks. As has become the custom at the UI, the beginning of the school year General Faculty Meeting conducts no formal business, but instead greets new members of the faculty and hears about the "state of the university" from the university president. President Hoover welcomed faculty back to the university for the beginning of the fall semester.

President Hoover provided the faculty with an **overview of how the university is meeting its defined targets and goals within its long-range strategic plan.**

Enrollment Growth: The UI is showing significant growth in new freshman students and in its ability to retain students from the freshman to sophomore year (80% retention). The significance is that there is a better student/faculty ratio in upper division courses, which results in fewer low enrollment courses. This group of new students is the largest and most academically qualified freshman class in the history of the university. Graduate student enrollment is up 8%, the enrollment of international students has also increased by 15%, and summer school enrollment has shown growth for the first time in many years. One problem area that remains is the ability of the UI to retain students between their sophomore and junior year.

Using comparative data with the other Idaho institutions of higher education, the UI shows significant gains and particularly in "total weighted resident credit hours" over the last seven years. That category is the one that would provide extra funding for the university during more normal financial times.

Hoover said that in the next couple of weeks the development of a "Strategic Enrollment Plan" will be discussed across the campus as we begin to make plans for next year. He also emphasized the importance of enrollment growth at our off-campus instructional centers, particularly the development and growth of the one in Boise. These growth figures help the university counter the belief that many people have – that the UI is not growing.

Hoover emphasized that “we are growing” and he went on to thank the faculty for the role that they play in getting new students to enroll at the university and providing the good instructional atmosphere that helps retain students from year to year.

Expansion of Research and Development Expenditures: The UI is enjoying some success in this area as shown by the growth in R&D funding from \$41 million in FY00 to \$57 million in FY02. The qualitative expression of that success is seen in the excellence of graduate programs in all academic disciplines.

Grants and Contracts: These awards remained almost the same as last year, coming in at around \$86 million. When these figures are used in a comparative analysis taking into account the size of our faculty, the UI is seen as a very successful university, ranking above average for our peer institutions.

Curriculum Initiatives: One very important curriculum initiative is the university core curriculum. Last spring the faculty approved a new core curriculum and the administration noted its importance by committing to support the new and expanded core program financially. Hoover said that we are now operating at capacity in the core discovery courses and that there are waiting lists for the integrated science core offerings. He asked the faculty to respond to the call for proposals for new core courses. With 1600 new entering freshman projected for next year, it is important that we increase both the number and variety of core course offerings.

The POLYA Math Center has demonstrated its value as shown in the increased productivity in lower division mathematics courses and increased learning outcomes. Hoover hoped that there would be some new programs modeled on POLYA.

Hoover said that student/faculty ratios will never return to the place they were in the 1990’s. Noting that this is one of the realities of the financial times we find ourselves in now. This year the ratio will approach 20:1. Therefore, we need to explore the process of finding lower cost methods of teaching skill-based courses and yet still achieve high outcomes, such as POLYA.

Diversity and Human Rights: Hoover stressed that this area is very important to the UI. We need to think carefully about our commitment to diversity and human rights. We must make sure those principles are reflected in the decisions that must be made in the coming months concerning: hiring and retention, recruitment and retention of students, curriculum development, our campus climate, research, and outreach.

Hoover said that this is an extraordinary challenge that we face. We have a steering committee and task forces working on a “diversity and human rights plan” and their work will be completed later this year, hopefully by January. Individual departments and units will then have the framework to develop their own diversity plans.

He noted that there had been excellent faculty and staff participation in the “climate survey” conducted last spring by outside researchers. The final report will be released later this fall. A preliminary report from the research team shows that the UI looks very good overall, but there are pockets of difficulty that exist needing to be addressed. Hoover said that the diversity office has a number of events planned to increase diversity awareness on the campus this year.

Facilities: Hoover emphasized that to remain a “residential campus of choice” for undergraduate students and a university that is “globally competitive” in research and development, our facilities play an important part in meeting those goals.

The University Classroom Center (UCC) will not be reopened. The UI intended to completely remodel that classroom facility this fall, but funding was cut for all higher education building projects. Keeping it open would require significant expenditures, primarily to improve heating, cooling, and circulation of air and maintaining an already failing roof. Not having that classroom building has put a real limitation on the availability of classroom spaces. Hoover said that if state funding does not show up soon the UI will need to pursue other funding alternatives to remodel the UCC. In the meantime we are using every available space across the campus for teaching, such as the recently completed Albertson Business and Economics building.

The first phase of a new student housing project is being constructed at the corner of 6th and Line Streets. This is the first student housing construction to be done on the campus in over 30 years. That housing plan includes some teaching areas and will significantly increase the number of opportunities to provide themed residence groupings within student housing. The second phase of the Vandal Athletic Center will begin construction this month. It includes significant improvements to the weight-lifting facilities, as well as providing some needed classroom space. This is the second phase of a three phase project largely financed by contributions. The university will also begin looking at how it can phase out some of the smaller out-dated buildings on the campus. They are a drain on UI utility and repair budgets.

During the next five years, based on enrollment projections and strategic goals, Hoover said that we will focus on undergraduate student housing and married student housing, as well as finding the proper location for these facilities. Classrooms, laboratories, and studios, as well as infrastructure issues such as utilities, must be planned for and addressed during that same time period. Most of our older buildings desperately need electrical and HVAC upgrades. Hoover warned that these critical issues must be addressed if we are to meet our strategic plan goals and objectives.

Outreach: Dr. Larry Branen has been appointed to the position of Vice President of University Outreach. He will be drafting a five-year program for outreach and the use of distance learning centers. It is imperative to have a plan that will allow our off-campus instructional centers to grow 5% each year. Vice President Branen will also be working closely with Jeanne Christiansen, Dean of the College of Education, on programs for in-service teacher education taught away from the Moscow campus.

Outreach Facilities: (1) **Post Falls:** The UI recently opened the Jacklin Research Park building at the UI research park, (2) **Coeur d'Alene:** The UI has moved into the Coeur d'Alene Harbor Center. The land area and building has been leased from the city of Coeur d'Alene for a \$1 a year. Several other educational institution programs will also be housed in this building. The UI sold to North Idaho College a small facility on their campus given to us by the Coeur d'Alene Mines Corporation. UI faculty were housed in that facility and they have been moved to the Harbor Center building, (3) **Boise:** We are in the last stages of negotiations with the Idaho State Building Authority concerning bonding for the Idaho Water Center, which will be the first building in Idaho Place. That building will not only house UI programs, but also federal and state agency program personnel and offices. The next phases of Idaho Place will be a learning center (UI) and then a health sciences building (ISU), (4) **Idaho Falls:** We have not yet finalized plans for construction of the Center for Science and Technology, but are currently reviewing recommendations on that project.

Personnel: The UI launched its "employer of choice" initiative last fall with a web-based survey of faculty and staff. Hoover said that the university was looking for input on attributes that create an "employer of choice" environment. The survey results say that the UI performs well in strategic planning and provides a safe and healthy work environment.

However, the survey showed that improvement is needed in the areas of communication, leadership and development, and employee compensation and recognition. The UI will be addressing those survey findings, and looking for ways to use employee suggestions.

Finances: As of June 30, 2002, the Campaign for Idaho had raised \$115 million in the first 4 years of its 6 year project. The original goal of the campaign was \$100 million. The national campaign steering committee recommended that the UI declare victory and celebrate its success. Hoover said that we will do so during homecoming week this fall. Several significant new gifts will also be announced at that time, and although the campaign has exceeded its goals, it will not be closed until early 2003. The steering committee has recommended that the UI fundraising efforts now be shifted to scholarships, specific facilities and their furnishings, and professional programs.

Budgets: Hoover said that the UI has a difficult year ahead. We have continuing and growing FY03 budget problems, and new budget projections will be announced in the next week. It is possible that we may have another general budget holdback this year. He noted that the UI still has some reserve funds, and will use them to address new holdbacks before we address the possibility of cuts in departments and colleges.

Hoover reported that the State Board of Education has approved the following budget requests to be sent to the legislature for FY04 funding of higher education:

1. funding of maintenance of current operations (MCO) – including the enrollment workload adjustments not funded last year as well as the ones for this year
2. change in employee compensation (CEC), but no percentage recommendation has been made – the legislature will make its own recommendation on pay adjustments
3. institutional equity package adjustments – providing \$8 million between ISU and BSU and \$2 million to the UI – spread over several years
4. retaining the current priority list for building construction and recommending Idaho State Building Authority bonding as a way to meet all the educational building goals at one time

Hoover said that we are making an obvious assumption in looking at the budget recommendations: that state revenues will increase. The goal of the institutional presidents and the board this year is to see that any increase in state revenue goes to higher education.

Accreditation: The Northwest Association of Schools and Colleges (NASAC) will be making its ten year review of the UI in the fall of 2004. Professor Douglas Q. Adams is in charge of the accreditation process and he is assembling a team to write a “self-study” that precedes the actual NASAC team visitation. Hoover stressed that accreditation is important to the university because it has a far-ranging impact on the future of the university. Accreditation provides a good opportunity for us to check our progress in meeting the goals of our strategic plan. It is also important that the team see us as we really are – both our successes and our failures. Thus, accreditation needs to be taken seriously and addressed in a professional manner. He expressed his confidence that the people responsible for our report and presentation would be able to meet his expectations.

Adjournment: UI President Hoover wished the faculty a “great year,” and adjourned the meeting at 4:45 pm.

Respectfully submitted,

Peter A. Haggart
Secretary of the Faculty