

### Faculty Senate Talking Points, September 6, 2022, Meeting #3

- Chair Quinnett provided an overview of pending business from AY 2021-22 and new issues prioritized by senators during the August 18 Senate Retreat. Top priorities are: non-tenure-track faculty and instructor compensation and support; faculty retention and recruiting; faculty contracts, with a special focus on “spread pay.”
- The Paid Parental Leave policy is being drafted.
- The new Student Feedback on Teaching Effectiveness (SFTE) – currently Student Evaluation of Teaching (SET) – is almost ready to come to Senate.
- The ombuds search is progressing. In the meantime, a temporary ombuds can provide assistance. <https://www.uidaho.edu/governance/faculty-staff/ombuds>
- Sydney Freeman, Professor, College of Education, Health & Human Sciences, and Mario Pile, Director of the Black/African American Cultural Center, Office of Equity and Diversity, visited Senate. Mario led a conversation focused on retention of Black and African American students, who drop at an alarming rate. Sydney spoke on the challenges of mid-career faculty.

#### Important dates and events:

- **First UFM of AY 2022-23: September 19 at 3:00PM. Please attend if you can!**
- The Annual Employee Training is due November 18. It opened September 1.
- The Women Center is celebrating its 50<sup>th</sup> anniversary! It is one of the oldest in the country that’s in existence. <https://www.uidaho.edu/womens-center/events/50th-anniversary>
- A Hiroshima survivor, author and activist, is the keynote of a four-day event to better understand the broad implications of atomic warfare, hosted by the University of Idaho. [Remembering Hiroshima](#) is Monday to Thursday, Sept. 12-15, on the Moscow campus and features a variety of speakers and events, all free and open to the public.
- College of Law: The 2022 Bellwood Memorial Lecture features US Solicitor General Elizabeth Barchas Prelogar. <https://www.uidaho.edu/law/news/upcoming-events/bellwood>
- The Department of Family and Consumer Science( FCS) is celebrating its 120<sup>th</sup> Anniversary with events on September 16 and 17. <https://www.uidaho.edu/cals/family-and-consumer-sciences/news/120-year>

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## Faculty Senate Talking Points, September 13, 2022, Meeting #4

- The following committees have openings to be filled by senators: Campus Planning Advisory Committee; Faculty and Staff Policy Group; Grievance Committee for Student Employees. Senators are encouraged to volunteer and/or seek interested faculty in their colleges. (Thank you, Jerry Long and Mark S., for volunteering to take the open seat at UBFC!)
- The Paid Parental Leave policy is currently with General Counsel. From there it will go to Vice President Foisy and then Diane Whitney, at which point it will be forwarded to Faculty Senate and Staff Council. The target date for implementation of January 1, 2023.
- APM 30.16: FSL have tasked the IT Committee with researching this issue. At this time, we are gathering information. Thanks to Eric Mittelstaedt and Jerry Fairley for helping with this.
- Please read the White paper on Sustainability to be prepared for next Tuesday discussion with the team including President Green. The White Paper has been emailed to senators on Wednesday, September 14.
- Senate hosted a panel on Non-Tenure Track Faculty and Instructor Support, with panelists Ann Abbott (Program Director, Mathematics & Statistical Science), Diane Kelly-Riley (Vice Provost for Faculty), Barb Kirchmeier (Senior Instructor, English), Brian Smentkowski Director, Center for Excellence in Teaching & Learning). Read more in the minutes.
- APM 45.02 Sponsored Projects Proposal Preparation and Authorization. Concerns were raised about the Limited Submissions section of the policy, see Attach. #3 in this meeting binder. FSL is reaching out to Sarah Martonick to convey the senators' concerns.

### Important dates and events:

- First UFM of AY 2022-23: September 19 at 3:00PM. Please attend if you can! The UFM is in person and will be followed by a reception.
- The Annual Employee Training is due November 18. In last week's Talking Points, we reported that the training opened September 1. The date for deployment had to be postponed.
- Keynote address of the four-day event [Remembering Hiroshima](#) is Wednesday, Sept. 14, 4 p.m., International Ballroom, Pitman Center.

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## Faculty Senate Talking Points, September 20, 2022, Meeting #5

- Senate Leadership wishes to form a task force to address the needs of, and support for, non-tenure-track faculty. Volunteers are needed to serve on the task force and to seek other interested people among their constituents.
- Sustainability White Paper – Dennis Becker, Sarah Dawson, Lee Espey, Chandra Ford, Scott Green visited Senate to answer questions and gather input from Senate on the Sustainability White Paper. Please, visit <https://www.uidaho.edu/president/university-working-groups/sustainability> . At the Q&A, some senators brought up the importance of human and social sustainability.
- The VandalStar Advisory Board is looking for members and hopes to get a representative from Faculty Senate. The purpose of the advisory board is to provide updates on VandalStar priorities and to seek out member feedback on current and future student retention initiatives in the program. The VandalStar Advisory Board will take the place of the previous VandalStar Implementation Committee and will include a meeting in the fall and spring semesters. VandalStar encourages membership from diverse units and branch campuses. If you are interested in joining, please contact [VandalStar@UIdaho.edu](mailto:VandalStar@UIdaho.edu).
- The on-campus vaccine clinic is functioning again. Partnership between our Vandal Health Clinic and Rite Aid has been extremely helpful. <https://www.uidaho.edu/vandal-health-clinic/coronavirus/vaccine>

### Important dates and events:

- The Annual Employee Training is due December 8.
- Borah events: <https://uidaho.edu/class/2022-fall>
- Homecoming next week! Parade on Saturday, October 1 at 12:30, game at 6PM.

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## Faculty Senate Talking Points, September 27, 2022, Meeting #6

- Acting General Counsel Kent Nelson answered questions on the Guidance on Abortion Laws Memo sent to all employees last Friday. Senators are encouraged to share questions from their constituents to be collected into a FAQ document.
- The Paid Parental Leave (PPL) policy is moving on. We expect to have the policy in the next binder for discussion with Brandi Terwilliger. Thanks to Erin Chapman, all members of the PPL subcommittee, and Human Resources for their work on this important project!
- Alcohol Awareness Presentation - Keith Hanson, Counseling & Testing Center, Jeneba Hoene, Alcohol and Other Drug Program Coordinator. Substance Use Resources:  
<https://www.uidaho.edu/aod>  
<https://www.uidaho.edu/echeckup>  
<https://www.uidaho.edu/ctc>  
Latah Recovery and Crisis Center: <https://latahrecoverycenter.org>

### Important dates and events:

- Women's Center 50<sup>th</sup> anniversary is next week!  
<https://www.uidaho.edu/diversity/edu/womens-center/events/50th-anniversary-keynote>
- Borah events: <https://uidaho.edu/class/2022-fall>
- Homecoming is this weekend. <https://www.uidaho.edu/events/signature-events/homecoming>
- Fall 2022 Career Fair – Oct. 5th 2-6 p.m. <https://www.uidaho.edu/current-students/career-services/events?trumbaEmbed=view%3Devent%26eventid%3D161278804>

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## Faculty Senate Talking Points, October 4, 2022, Meeting #7

- Volunteers are needed for an *ad hoc* senate committee to look into “spread pay.” This committee will be charged with researching spread pay records and proposing solutions.
- The University Advising Committee augmented by a few additional members is charged by the Provost and Senate with taking a deeper look at advising issues of concern to academic units and SEM. The additional members are needed so that Senate and all colleges are represented.
- Senator Mittelstaedt presented a report from the IT committee meeting he attended. The committee is concerned about the data security or data management software currently installed on faculty computers, and encourages OTI/ITS to provide clarification since this could result in violations of the Idaho State Board of Education’s academic freedom policy. These conversations will continue.
- The Paid Parental Leave policy is moving on. HR Director Brandi Terwilliger and Vice President Brian Foisy visited Senate to answer questions. The implementation date is January 1, 2023!

### Important dates and events:

- Women’s Center 50<sup>th</sup> anniversary is next week!  
<https://www.uidaho.edu/diversity/edu/womens-center/events/50th-anniversary-keynote>
- *Black Lives Matter Speaker Series: Fall 2022*  
Jeremy Woodson (Communications Director – Idaho ACLU), “It’s Not About the Books,” October 12<sup>th</sup> – 12:30pm, TLC 051 and <https://tinyurl.com/BLMSSJerW>

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## Faculty Senate Talking Points, October 11, 2022, Meeting #8

- FSH 3710 Paid Parental Leave was approved by Senate. The implementation date is January 1, 2023! Thanks to all who contributed to this important project! And a special thank you to Senate Vice Chair Erin Chapman.
- University Level Promotion and Tenure Committee Solicitation: Two committees will be convened this year given the large number of dossiers to be reviewed. Details about the committee schedule and the process, as well as the link to the nomination form, can be found in the binder for this meeting, attachment #4. Please note the number of nominees needed for each college/unit. All faculty are eligible, see section G: <https://www.uidaho.edu/governance/policy/policies/fsh/3/3500>  
The deadline is Friday, October 28, 2022.
- APM 30.16 Technology Hardware Lifecycle Management. Dan Ewart and Teresa Amos visited Senate to answer questions about this policy. Senators reported that many faculty are discontent with the restrictions on hardware procurement imposed by the policy and insist they should have the autonomy to select the computers that best fit their research and teaching needs. Dan Ewart and Teresa Amos presented arguments why the policy is consistent with security, economy, and efficiency. More information on the policy, including FAQ, can be found at <https://support.uidaho.edu/TDClient/40/Portal/KB/ArticleDet?!ID=2304>  
The disagreement remains unresolved.
- On October 12, 2022, OIT sent a memo to students and employees asking to take a short survey. The purpose is to help OIT *identify ways we can continue to improve the technology support provided by the Office of Information Technology*. The survey closes at 5 p.m. Friday, Oct. 21. [Take the survey](#)

### Important dates and events:

- Midsemester grades are due October 17.
- Annual Enrollment: opens October 17; closes November 1.

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## Faculty Senate Talking Points, October 18, 2022, Meeting #9

- **Nominations are still needed for the University Level Promotion and Tenure Committee!**  
All faculty are eligible, see <https://www.uidaho.edu/governance/policy/policies/fsh/3/3500>  
Please see Section **G-1.a.** for the nomination process. The appropriate number of nominations for each college must be collected and submitted to the Provost by the respective Senators.  
The nomination form is [here](#)  
The deadline is Friday, October 28, 2022.
- The “Spread Pay” *ad hoc* committee will hold their first meeting November 4.
- ASUI leaders visited Senate to present: A RESOLUTION STATING STUDENT’S DISSENT FOR THE LEGAL RAMIFICATIONS ON UNIVERSITY OF IDAHO EMPLOYEES FROM THE “NO PUBLIC FUNDS FOR ABORTION ACT.” Moving forward, they plan to help inform students on how to reach out to legislators and advocate for a change in the law.
- CEC summary for FY 23: Brian Foisy, Lodi Price, Kenwyn Richards, Kim Salisbury, and Brandi Terwilliger visited Senate in a proactive effort to ensure that all employees are aware of the CEC process.

### Important dates and events:

- University Faculty Meeting #2, October 27, 3PM. This early UFM will help us stay on target with the January 1, 2023 implementation date for FSH 3710 (which includes Paid Parenting Leave).
- A reminder of the Capital Campaign events Thursday October 20. Everyone is welcome!

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## Faculty Senate Talking Points, October 25, 2022, Meeting #10

- Faculty Senate Leadership encourages units to consider requiring the Unconscious Bias training for P&T committees. This is a really important step in improving our diversity, equity and inclusion efforts. Link to 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>.
- David Talbot, University Ombuds, visited Senate to introduce himself and talk about his approach to conflict resolution. Feel free to reach out anytime. [ombuds@uidaho.edu](mailto:ombuds@uidaho.edu) .
- Course materials: Kristy Caldo, VandalStore Course Material Manager, and Dana Poag, Vice President of Texas Book Company, discussed with Senators the pros and cons of Inclusive Access (IA), a program where the cost of course materials are automatically charged to the student's account.

### Important dates and events:

- University Faculty Meeting #2, October 27, 3PM. We will vote on FSH 3710 (which includes Paid Parenting Leave). Please attend if you can!
- On-going Black Lives Matter Speaker Series. Visit <https://z-upload.facebook.com/UI.International/posts/5705330506156831>
- “Cabaret” opens on Friday, October 28, 2022 and closes November 6, 2022. This production is the result of Theatre, Dance and Music engaging in a creative and collaborative experience.
- Nominations for University P&T Committee (to be gathered by Senators) are due October 28.

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## Faculty Senate Talking Points, November 1, 2022, Meeting #11

- General Counsel Kent Nelson came to Senate for a conversation on the list of [FAQ](#) about the earlier provided guidance on Idaho's abortion law. He emphasized that there is no unique answer to the question of what constitutes "promoting abortion," nor is it possible to remove the risks. The Office of General Counsel is available to meet with individual units and discuss their specific needs.
- Hardware procurement as regulated in APM 30.16: Talks are ongoing. A motion to request presidential action will be discussed at the next meeting. Faculty Senate Leadership will continue to facilitate a constructive and inclusive solution through open and respectful conversations.

### Important dates and events:

- Deadline for required employee annual training: December 8, 2022.
- Final weekend to watch *Cabaret*: Friday November 4 and Saturday November 5 at 7:30pm; Sunday November 6 at 2pm.
- Nominations for University P&T Committee (to be gathered by Senators) are open until Friday, **November 4** (extended deadline).

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## Faculty Senate Talking Points, November 8, 2022, Meeting #12

- The spread-pay *ad hoc* committee had their first meeting. They expect to report to Senate in about two weeks.
- Career Impact Award – Eric Anderson, Interim Director of Career Services, recognized the two award winners: Ryanne Pilgeram, Culture, Society and Justice, and Nathan Schiele, Chemical & Biological Engineering. Congratulations!
- Non-tenure-track instructors support *ad hoc* group: If you have success stories you would like to share about the innovative work our non-tenure-track peers do for the university, please send them to Senate Chair Kelly Quinnett. We wish to highlight their achievements and success!
- APM 30.16: A motion is before Senate from the previous meeting to request that President Green suspends APM 30.16 until a solution can be found. After some discussion, a subsidiary motion to refer the main motion to an *ad hoc* committee for further analysis was brought forward and approved. Faculty Senate Leadership will assemble a well-balanced committee to do an in-depth analysis of the problem and make recommendations to Senate.

### Important dates and events:

- Faculty and Staff Excellence Awards <https://www.uidaho.edu/governance/faculty-staff/university-awards/faculty/categories>. The deadline is Friday, January 27, 2023, but for some awards nominations to be submitted by December 9, 2022. The University Excellence Awards ceremony is planned for May 4, 2023.

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## Teaching and Learning in Times of Crisis: Ten Tips to Support Students

1. **Think about your class and office hours as a way of being there for your students.**
  - a. You may be someone's sense of "normal" in a time when nothing else is.
    - i. Accommodate this need for normalcy with an open mind.
    - ii. Consider virtual as well as in-person office hours.
    - iii. Do not pretend this did not happen or is not unfolding in real time. Traumatic events have a direct and substantial impact on cognitive capacity. Remain mindful of that.
      1. Focus on listening, not (just or immediately) lecturing.
      2. Consider easing back into teaching by facilitating discussions and groupwork.
      3. Consider pedagogies without penalties: teaching in a way that does not penalize students who cannot participate.
      4. Read the room. When in doubt, ask.
2. **Provide time and space to discuss student experiences, perceptions, and concerns.**
  - a. You don't have to be the expert on what to do next, but you may be able to point them in the right direction. This shows you care. It also provides another means of sharing resources to help students.
  - b. These directions include:
    - i. The Dean of Students Office and counseling services, 208-885-6716, are available to visit any student groups needing more focused support or assistance.
3. **If you have work that is due or major projects on the horizon, consider alternative formats, flexible due dates, making (current) assignments optional, or removing them altogether.**
  - a. Flexibility is essential.
  - b. Consider meeting students where they are, literally and figurative.
  - c. Note that in this particular moment (11/15/22), holding fast to imminent deadlines or requiring work does not respect the need many students presently have to pull back and grieve, process, and otherwise exist peacefully in a space where they know their best work is not possible.
4. **Remember that this is just one or two weeks of content**, but it is one or two weeks that every student will remember forever, and probably not because of the content of your class. Perspective is critical. This tragedy is what they will remember forever. How we support our students will be, too.
5. **Re-weight grades**, mindful that their best work may still be to come.
  - a. Avoid the temptation to re-weigh past work only.
  - b. Consistent with #3, above, the expectations we have of one another can be adjusted to reflect the reality of the human experience in this moment.
  - c. Explain your adjustment plans to your students and pay close attention to any deviations in performance between now and the end of the semester.
6. **Reassure your students** that their grades, tests, projects, and learning are not substantially at risk as we struggle with this tragedy.

- a. Let them hear it from you, directly. Institutional messaging is important. So is yours.
  - b. Reassurances can be conveyed to the entire class as well as individual students.
  - c. Announcements in Canvas, via email, and verbally help.
  - d. Reassurances can be conversational –invite their input.
    - i. Discuss concerns
    - ii. Consider collaborative solutions.
7. **Be mindful of the cognitive load.**
- a. The best line on this is from a research article on the topic: *“working memory capacity is reduced immediately following an acutely stressful experience”* so:
    - i. Adjust expectations and due dates.
    - ii. **Upon return**, hold review sessions.
    - iii. **And critically**, note that we are not even at the “immediately following” stage; we are at the unfolding stage. Consider the exponential impact of this on student engagement and learning.
8. **Focus on relevance.**
- a. This week and hereafter, ask yourself: “What really matters?”
    - i. Keep that central to your teaching, communications, and expectations.
9. **Acknowledge what’s happening and discuss it.**
- a. Research indicates that students expect and respect faculty acknowledging the impact of traumatic events: “from the students’ perspective, it is best to do something”, meaning “don’t do nothing”.
    - i. Avoiding or ignoring reality is unadvisable.
    - ii. Even small acts of compassion make a big difference.
    - iii. Research indicates that students appreciate and value faculty acknowledging tragic events and their impact on student engagement.
      - 1. It is also necessary to do something with this knowledge.
        - a. Be mindful, respectful, and realistic.
10. **Remember that the stresses and anxieties students, faculty, and staff bring into the learning environment during and in response to a crisis can have a significant impact on student learning.**
- a. It is not just the event and an individual’s response to it, but what we bring into the classroom that matters.
  - b. As news unfolds, as new pieces of a tragic puzzle become revealed, the human response will vary.
  - c. Be the one who takes the initiative.
    - i. Be proactive with your empathy.
    - ii. Be the one who starts the conversation.
    - iii. Communicate ideas and expectations early, clearly, respectfully, and flexibly.
    - iv. Convey your concern for your students with authenticity and compassion.
    - v. Think about what “space and grace” might look like in your classes.
    - vi. Reframe and refocus the value of learning and your class: this knowledge is still important.

**Additional resources:**

On discussing tragedies such as the death of students: <https://www.chronicle.com/article/what-to-say-after-a-student-dies/>

For on-campus student assistance: the [Dean of Students Office](#) and counseling services, 208-885-6716, are available to visit any student groups needing more focused support or assistance.

This document was composed by collaboratively by Dr. Brian Smentkowski, Center for Excellence in Teaching and Learning; Dr. Kelly Quinnett and Dr. Erin Chapman, Faculty Senate Chair and Vice Chair; Dr. Deborah Thorne, Professor of Sociology; Dr. Kristin Haltinner, Associate Professor of Culture, Society, and Justice; and Dr. Casey Johnson, Assistant Professor of Philosophy. Contact [Brian](#) to learn more.

## Faculty Senate Talking Points, November 29, 2022, Meeting #14

- The candlelight vigil to honor the lives of Ethan, Kaylee, Xana and Madison will take place today, November 30, 5pm (PST) at the Kibbie Dome.
- Brian Smentkowski presented tips for teaching and learning in times of crisis, as well as additional resources for students and faculty. Please see attachment #8 in this meeting binder. Also, visit:  
<https://www.chronicle.com/article/what-to-sayafter-a-student-dies/>  
<https://www.webpage.uidaho.edu/cetl/ui-guide-for-crisis.asp>
- There will be increased security on campus for the foreseeable future. Safe Walk and Safe Ride programs are available. Security vehicles are branded.
- Academics through the end of the semester: everyone's efforts to remain flexible are greatly appreciated. No plans for the spring semester have been made.

### Important dates and events:

- Commencement: we will honor our December graduates as planned, on Saturday, December 10.

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**Faculty Senate Talking Points, December 6, 2022, Meeting #15 – Last meeting of Fall 2022**

- Giving Tree: the Recreation and Wellbeing giving tree will have tags for gift items to local children. You can help by taking a tag from the tree and bring back your gift(s) to the SRC Information Desk by the morning of **Friday, Dec. 9**. Contact Kristin Strong at 208-885-9747 or [kstrong@uidaho.edu](mailto:kstrong@uidaho.edu)
- Update from the “non-tenure-track faculty support” task force: the committee is gathering specific policy concerns and, at the same time, developing a climate survey to be launched in January.
- Update on “Spread Pay”: Kelly, Erin, and Francesca have been meeting weekly with Brian Foisy. The goal is to develop a proposal for an implementation plan to present to President Green. Target date for implementation is July 2024.
- On 1/1/23, University of Idaho will have a new Workers Compensation service provider, Corvel. Effective 1/1/23, employees can report work injuries or incidents through a 24/7 reporting line: 844.213.2099.
- Conversation with Provost Lawrence concerning the level of instruction flexibility for next semester: there was a general agreement on the need for a clear communication to students and faculty. People are leaning towards a degree of flexibility that allows to consider cases on an individual basis without compromising the learning process.
- Senate supports the Staff Compensation Committee Recommendation, presented by committee chair Omni Francetich.

**Faculty Senate Leadership is grateful to you all!**

**Important dates and events:**

- Deadline to complete the annual employee training: tomorrow, December 8.
- Annual Jazz Choirs Holiday concert: 7:30pm Thursday, December 8, in the ICCU arena.
- Commencement: Saturday, December 10, in the ICCU arena.

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**Faculty Senate Talking Points, January 24, 2023, Meeting #16 – First meeting of Spring 2023**

- Welcome to a new semester of Senate activities and all the best for a successful 2023!
- Faculty Senate wants to share with everyone a message of solidarity and support:

*Solidarity Statement*

*“We as members of Faculty Senate, who represent our university family, stand in compassionate solidarity with our grieving community over the losses of Ethan Chapin, Xana Kernodle, Kaylee Goncalves and Madison Mogen. We especially wish to acknowledge the families and friends of our beloved students. We stand in loyalty and support of our university community members who have suffered great harm because of the misinformation around these tragedies. As members of our Vandal Family, we will continue to navigate the repercussions of this senseless tragedy as the legal process unfolds and justice is served. We acknowledge the grieving process is unique to everyone impacted by these losses. From here on, it is ever more important that we lead with radical empathy and understanding for each other. We know we will heal together as a community and move forward together as Vandals, always.”*

- It’s legislative week in Idaho, with daily presentations before JFAC. U of I will present this Friday, 7am to 10am PST. The presentations are streamed live.
- Information about next year budget should become available around mid-February.
- Ubuntu is working on a number of important projects, such as gender inclusive bathrooms (<https://arcg.is/1LKanu>) and the MLK contest. Contact committee chair Zach Kayler ([zkayler@uidaho.edu](mailto:zkayler@uidaho.edu)) to know more or if you want to help! Visit the Ubuntu website [here](#).

**Important dates and events:**

- Faculty and Staff Excellence Awards: deadline for nominations is Feb. 3, 5pm.
- Mental Health First Aid Training for faculty and staff: February 1 and 3 between 9am to 12:30pm. Please visit <http://www.uidaho.edu/mhfa> for information and registration. A course in Student Mental Health First Aid Training will be offered later in the spring.

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## Faculty Senate Talking Points, January 31, 2023, Meeting #17

- Cori Damron, coordinator of the Violence Prevention program (Office of the Dean of Students), spoke about *Green Dot*, a violence intervention program. Cori asks faculty and staff to share the training opportunities with the students. The program staff is also happy to visit classrooms and deliver a training session of about 1-1.5 hours.  
Student Workshop Registration (2/25, 3/23, & 4/29): <https://www.uidaho.edu/student-affairs/dean-of-students/violence-prevention/green-dot/bystander-training>  
Faculty/Staff Workshop Registration (2/24 & 4/6): <https://www.uidaho.edu/student-affairs/dean-of-students/violence-prevention/green-dot/sign-up>
- A Safety Town Hall will be held on February 28 at 6pm, in the International Ballroom. Campus partners, community stakeholders, and our students will come together to share and address safety concerns.  
Please visit: <https://www.uidaho.edu/student-affairs/dean-of-students/violence-prevention/events?trumbaEmbed=view%3Devent%26eventid%3D164143989>
- The U of I presentations before the Joint Finance and Appropriations Committee were well received. There was support and sympathy for the Vandal community. A report from the Lewiston Tribune:  
[https://lmtribune.com/northwest/green-ui-made-all-possible-cuts-in-wake-of-inflation/article\\_24b261c2-4670-5a86-893d-c79314d6faad.html](https://lmtribune.com/northwest/green-ui-made-all-possible-cuts-in-wake-of-inflation/article_24b261c2-4670-5a86-893d-c79314d6faad.html)
- Some faculty reached out to FSL about the standard U of I template for the faculty CV, which they would like to see changed. Please let your senate representative know what you think.
- The deadline for the University Excellence Awards for faculty and staff deadline has been extended to February 3 at 5pm. Visit <https://www.uidaho.edu/governance/faculty-staff/university-awards/faculty/categories> and <https://www.uidaho.edu/governance/faculty-staff/university-awards/staff/categories>
- The Women's Center turned 50 this academic year!  
<https://www.uidaho.edu/diversity/edu/womens-center/events/50th-anniversary>

### Important dates and events:

- Visit the exhibit at the library in celebration of Women History Month, "*Brave and Bold Women in University of Idaho History.*"

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## Faculty Senate Talking Points, February 7, 2023, Meeting #18

- Kris Waynant, Office of Undergraduate Research Interim Director, came to meet faculty senate. The Office of Undergraduate Research (OUR) promotes and funds student research and scholarly and creative activities at the University of Idaho across all disciplines. They also increase the visibility of undergraduate research through opportunities for students to showcase their work. Kris encouraged everyone to reach out to OUR. Different kinds of awards are available. <https://www.uidaho.edu/research/students/undergraduates/about>
- Following up on comments from last meeting, Chair Quinnett would like to assemble a small committee to look into possible improvements of the U of I standard template for faculty CV. Please let FSL know if you are interested in participating.
- Please plan to attend professional training sessions on using the Anthology assessment platform, offered February 28 to March 2 in response to many requests. These trainings target three different groups who use Anthology in assessment work: faculty, staff, and administrators. Anthology's professional team will lead these free trainings, and participants will receive professional development certification. <https://www.uidaho.edu/provost/ir/assessment-evaluation/anthology-training>
- There was a discussion on whether the sabbatical leave review process is sufficiently transparent and whether a denial can be appealed. (<https://www.uidaho.edu/governance/policy/policies/fsh/3/3720>).
- This year the Jazz Festival will be in April at the ICCU Arena.

### Important dates and events:

- Early warning grades are due on February 14.
- Annual evaluations are due March 1.
- The UI Undergraduate Research Symposium, a university wide event, will take place on April 24, from 2:30pm to 4:30pm, at the Memorial Gym.

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**Faculty Senate Talking Points, February 14, 2023, Meeting #19**

- Let's celebrate Black History Month! Visit <https://www.lib.uidaho.edu/blackhistory/>  
<https://www.uidaho.edu/diversity/edu/oma/events/black-history>
- North Idaho College (NIC) is at risk of losing their accreditation. The U of I is monitoring the situation and supporting NIC. Chair Quinnett will reach out to Dr. Andy Fields, CEO of UI Coeur d'Alene, with an invitation to visit faculty senate.
- Non-Tenure Track Faculty Subcommittee Update. Florian Justwan, Politics and Philosophy shared a summary of the results from the Non-Tenure Track (NTT) Faculty Climate Survey. Responses indicate that the first and second largest problems facing NTT faculty at U of I are low salary and lack of job security, followed by the difficulty of switching academic roles. To improve the climate for our NTT colleagues, both cultural and institutional changes are needed. These efforts will continue.
- Anthology Assessment Platform Professional Training Sessions are on Feb 28-March 2. The training has both conceptual and technical components. It includes how to move data from Canvas to Anthology. The training sessions are organized in seven tracks, targeting different employees and groups. Employees who attend all workshops associated with a track earn a certificate.  
<https://www.uidaho.edu/provost/ir/assessment-evaluation/anthology-training>
- It's time to reconsider whether SAT/ACT scores should be part of our admission requirements. Presently, we are under the emergency action signed by President Green April 2022, which covers Fall 2023 and Spring 2024 admissions. We can either do nothing and let things revert to their original status or plan to work on a new policy to permanently drop the standardized test score requirement. We'll start this discussion next week.

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## Faculty Senate Talking Points, February 21, 2023, Meeting #20

- Check out the events in celebration of Black History Month!  
<https://www.lib.uidaho.edu/blackhistory/>  
<https://www.uidaho.edu/diversity/edu/oma/events/black-history>
- Sydney Freeman, Kristin Haltinner, Janis Johnson, Colin Mannex (Executive Director of the Kenworthy Performing Arts Center), spoke to senate about the importance of increased presence of faculty and staff of color to improve retention of students of color – among other intellectual benefits for UI. Supporting data are available to anyone.  
<https://www.uidaho.edu/provost/ir/institutional-data/visual-analytics-dashboards>.  
Janis focused on the need to strengthen the Africana Studies program. The film *Clusterluck*, to be featured February 28 at 7pm at the Kenworthy Theatre, addresses strategies to attract more diversity to the university, and offers the opportunity to connect the Moscow community with the U of I.
- The search for the new dean of CBE is well underway. The three finalists will visit campus this Friday and next week, Monday and Wednesday. Everyone is invited to attend the open sessions. Feedback will be collected until March 7.  
<https://www.uidaho.edu/provost/administrative-searches/cbe-dean>
- The discussion started on whether SAT/ACT scores should be part of our admission requirements. The discussion revealed diverse opinions. Some would make the inclusion of standardized test scores optional. Others felt strongly that standardized tests are not representative of student success and causes inequities. Concerns were also expressed about potentially reducing the academic preparation of our students. Some suggested to revert to our pre-Covid criteria and, in the meantime, collect more data to make an informed decision. A straw poll was taken, just to gauge how to best direct future discussions. Outcome:  
1/23 support requiring ACT/SAT scores;  
9/23 support looking at more data before making a decision;  
13/23 support dropping ACT/SAT.

### Important dates:

- Annual evaluations are due March 1.

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## Faculty Senate Talking Points, February 28, 2023, Meeting #21

- Committee Preference survey: the soft deadline (2/28) has passed, but we will leave the survey open one more week. [https://uidaho.co1.qualtrics.com/jfe/form/SV\\_4TRU7TKzLm9j3b8](https://uidaho.co1.qualtrics.com/jfe/form/SV_4TRU7TKzLm9j3b8)
- Search for the new dean of CBE: feedback will be collected until March 7. <https://www.uidaho.edu/provost/administrative-searches/cbe-dean>
- The discussion on admission requirements continued. The option to keep the current (post-Covid) status for one more year was considered. This would give us the opportunity to collect more data (not impacted by Covid) and to observe the trends of other institutions and of college ranking systems with respect to ACT/SAT scores. The outcome of an informal poll was overwhelmingly in support of this option.
- Vice President Dan Ewart presented an initiative from OIT regarding changes to phone services. The goal of this project is to replace many existing phone lines across the state with Microsoft Teams. This will result in considerable saving, as hundreds of the university's 2,292 phone lines are presently unused. Phone numbers and handsets will still be available to those who need them.

### Important dates and events:

- March is Women History Month. For more information about events in celebration of Women History Month visit [Women's History Month through the Women's Center \(uidaho.edu\)](https://www.uidaho.edu/women-history-month)

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## Faculty Senate Talking Points, March 7, 2023, Meeting #22

- Ginny Lane, from the UI Food Security Coalition, provided some background on the committee and its scope. One of their focal points is on food waste and how to ensure that food left over from university events, particularly catered meals, is distributed to those who need it, especially students. They are also in touch with the sustainability group.
- Temporary Emergency Policy for the 2024-25 admission cycle: Senate voted to adopt the Resolution attached to the binder for meeting #22, amended to state that the U of I will revert to the use of 6<sup>th</sup> semester high school grades in admission considerations.
- Vice Provost for Academic Initiatives Gwen Gorzelsky spoke about *The Boyer 2030 Report: Closing the Equity Gap, Increasing Achievement for All*. Vice Provost Gorzelsky would appreciate faculty feedback on two questions regarding the issues raised in the Executive Summary (pgs. 3 - 4) and the Introduction (pgs. 5 - 9) of [The Equity/Excellence Imperative: A 2030 Blueprint for Undergraduate Education at U.S. Research Universities](#):  
Which aspects of Boyer 2030 seem potentially useful in launching campus conversations about the future of undergraduate education at UI? And: What additional or different perspective, key information, or other materials would be useful in such discussions?

### Important dates and events:

- Please remind your colleges that they need to elect new senate representatives to replace the senators whose term expires in 2022-23.

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## Faculty Senate Talking Points, March 28, 2023, Meeting #24

- 2023 UI Great Colleges to Work for Survey – Deadline to take the survey is 4/6/2023. Please participate!
- The Temporary Emergency Action for Summer and Fall 2024 and Spring 2025 Admission Term was approved by President Green.
- Brian Smentkowski, Director of the Center for Excellence in Teaching and Learning, spoke about the importance of broadening faculty recognition and appreciation. Behind every student success story there is a faculty mentor. So, CETL is thinking of ways to broaden faculty recognition. Please reach out if you have ideas or suggestions.  
<https://www.webpages.uidaho.edu/cetl/student-success.asp>
- Recognize a staff! <https://www.uidaho.edu/governance/staff-council/kudos/submit-a-kudo>
- Recycling presentation Sarah Dawson, University Sustainability Director. The previous university recycling program was suspended due to contamination and modified work priorities during the pandemic. The university has embraced recycling again. The program will begin to roll out on April 3, 2023. Learn more: [www.uidaho.edu/recycle](http://www.uidaho.edu/recycle)  
Email: [recycle@uidaho.edu](mailto:recycle@uidaho.edu) with questions or feedback.  
(The presentation slides accompany these Talking Points.)
- Discussion on the new OIT phone service policy (see memo of March 9<sup>th</sup> from Vice President Dan Ewart): some faculty are confused about the Phone Shutoff Notice received from OIT because of low external usage. These faculty are under the impression that they can keep their number and desk phone if they wish to. Clarification is needed.

### Important dates and events:

- Please remind your colleges that they need to elect new senate representatives to replace the senators whose term expires in 2022-23. All new senators should be present for the April 25th and May 2nd meetings.

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## Faculty Senate Talking Points, April 4, 2023, Meeting #25

- 2023 UI Great Colleges to Work for Survey – Deadline to take the survey is 4/6/2023. Please participate!
- Senate discussed TA concerns with Dean of COGS Jerry McMurtry. As part of the efforts towards the R1 goal, programs offering Ph.D. degrees will be instructed to give TA positions to Ph.D. students. Some senators argued against this decision, citing teaching needs, needs of programs with significant professional component, or programs which require the M.S. before people can apply for Ph.D. Dean McMurtry will come back to Senate, possibly next week, to continue this discussion.
- APM 30.16: The working group charged by Chair Quinnett with taking a deeper look at APM 30.16 reported to Senate. Unfortunately, a collaborative solution acceptable to both the faculty and OIT has not been found. Continuing discussion and action on the pending motion of 11/01/2022 was postponed to the next meeting (04/11/2023).
- Follow up on the new OIT phone service policy. People are receiving email from ITS because the usage of their phones is very low. The notification gives the opportunity to reply that the phone line is still needed. (An announcement is in the Register of April 5<sup>th</sup>).
- The UI Food Security Coalition recently launched their social media, including a community Facebook group as a place to post leftover food information. Please share their linktree and have folks follow Free Food and Giveaways Moscow ID on Facebook to post leftover food options as they come up! <https://linktr.ee/uidahofoodsecurity>

### Important dates and events:

- Please remind your colleges that they need to elect new senate representatives to replace the senators whose term expires in 2022-23. All new senators should be present for the April 25th and May 2nd meetings.

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## Faculty Senate Talking Points, April 11, 2023, Meeting #26

- Please remind your colleges that they need to elect new senate representatives to replace the senators whose term expires in 2022-23 by April 15. All new senators should be present for the April 25th and May 2nd meetings of the 2023-24 Senate.
- 2023 UI Great Colleges to Work for Survey – 969 employees participated, which is a 43% response rate. Results are expected later in the summer.
- Spread Pay Working Group Update – Brian Foisy and Kristin Haltinner. Kristin presented a summary from the Spread Pay Working Group: Most faculty would like the option of returning to spread pay. Those who do not need it for themselves would like to see it as an option for their colleagues. The provision of spread pay as an option for faculty will have significant and important impacts on their emotional and financial well-being. The working group recommends UI reinstate spread pay as an option for employees on academic year contracts. Many thanks to Brian Foisy for his support!
- UFM #3 – Wednesday, May 3rd, 3:00 pm PT via Zoom. **Please attend!**
- APM 30.16: The pending motion – *To ask the President to suspend APM 30.16 and temporarily revert to the previous conditions until a resolution is found with faculty input* – was voted and approved by a majority of the Senate.
- Jazz Festival: April 19 to April 22 at the ICCU Arena. Volunteers are needed to help with the events. <http://www.uidaho.edu/class/jazzfest/volunteer>.
- Common Read: *The Nature Fix: Why Nature Makes Us Happier, Healthier, and more Creative* – by Florence Williams.

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### Faculty Senate Talking Points, April 18, 2023, Meeting #27

- We still need to fill a few senate seats. All new senators should be present for the April 25th and May 2nd meetings of the 2023-24 Senate.
- UFM #3 – Wednesday, May 3rd, 3:00 pm PT via Zoom. Please attend if you can. **We need a quorum!**
- APM 30.16 – we look forward to a productive dialogue with President Green regarding the request for action sent by Senate leadership. (For context, see talking points and minutes from April 11.)
- Discussion with Dean of COGS Jerry McMurtry – there is a plan to move 54 TA awards to departments with Ph.D. programs to increase doctoral productivity. Some senators disagree with the shift of emphasis on Ph.D. students.
- Non-Tenure-Track (NTT) Taskforce Update – Florian Justwan, Politics and Philosophy, looks forward to the Taskforce continuing their work next academic year. Florian summarized the main takeaways from the recent survey and some issues identified by the Taskforce for next year agenda.

### Important dates:

- Jazz Festival – April 19 to April 22. The Hamp's Gala, the traditional evening kick-off of the Lionel Hampton Jazz Festival, is on April 19, 7 – 9pm, in the University Auditorium. The Thursday, Friday, and Saturday events take place at the ICCU Arena.
- Engineering Expo – April 28-29. An opportunity to see some excellent work by our students.
- Commencement – two ceremonies in Moscow on May 13, at 9:30am and 2pm, one in Boise on the 16<sup>th</sup> and one in Idaho Falls on the 17<sup>th</sup>.
- Excellence awards (please see RSVP email from April 4).  
<https://www.uidaho.edu/governance/faculty-staff/university-awards>
- Earth Day 2023: Friday and Saturday, 10am to 4pm, at the IRIC Atrium. Join the College of Science at the IRIC Building on Earth Day to learn about programs related to earth science, climate change, sustainability and more.

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### **Faculty Senate Talking Points, April 25, 2023, Meeting #28**

- This was the last meeting of the 2022-23 Senate. We express heartfelt appreciation to the outgoing Officers, Kelly Quinnett and Erin Chapman, for their diligent, conscientious and compassionate leadership through good times and bad times. This year, Senate leadership helped move forward a number of team-led initiatives that will benefit faculty and improve morale in our university community. They include: Paid Parental Leave, Spread Pay Option, and a study of working conditions for our non-tenure-track faculty (in progress).
- Thanks to all outgoing Senators! You will be missed.
- A very special thank you to Francesca from Kelly Quinnett and Erin Chapman! “We could not have made it through this year without your guidance and constant belief in us!”
- APM 30.16 – We will keep you informed about our conversation with President Green.
- Next week, May 2, 2023, the Officers who will lead the 2023-24 Senate will be elected.
- We hope that everyone can enjoy a peaceful summer break!

### **Important dates:**

- UFM #3 – Wednesday, May 3rd, 3:00 pm PT via Zoom. Please attend if you can. We need a quorum!
- Engineering Expo – April 28-29. An opportunity to see some excellent work by our students.
- Commencement – two ceremonies in Moscow on May 13, at 9:30am and 2pm, one in Boise on the 16<sup>th</sup> and one in Idaho Falls on the 17<sup>th</sup>.
- Excellence awards (please see RSVP to the email from April 4).  
<https://www.uidaho.edu/governance/faculty-staff/university-awards>

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