

University of Idaho  
2023 – 2024 Faculty Senate Agenda

Meeting # 12

Tuesday, November 7, 2023 at 3:30 pm  
Zoom Only

- I. Call to Order
- II. Approval of Minutes
  - Minutes of the 2023-24 Faculty Senate Meeting #11 October 31, 2023 **Attach. #1**
- III. Chair's Report
- IV. Provost's Report
- V. Other Voting Items
  - Spread Pay Task Force Recommendations – Kristin Haltinner, Vice Chair Faculty Senate **Attach. #2**
- VI. Announcements and Communications
  - University of Phoenix Financial Flow Chart – Torrey Lawrence, Provost & Executive Vice President **Attach. #3**
  - Promotion and Tenure Nomination Process – Diane Kelly-Riley, Vice Provost for Faculty **Attach. #4**
- VII. New Business
- VIII. Adjournment

Attachments

- **Attach. #1** Minutes of the 2023-24 Faculty Senate Meeting #11 October 31, 2023
- **Attach. #2** Spread Pay Task Force Report
- **Attach. #3** University of Phoenix Financial Flow Chart
- **Attach. #4** Promotion and Tenure Nomination Process

**2023 – 2024 Faculty Senate – Pending Approval**

Meeting # 11

Tuesday, October 31, 2023, 3:30 pm – 5:00 pm

Zoom only

**Present:** Barannyk, Blevins, Chapman, Gauthier (Chair), Haltinner (Vice Chair), Justwan, Kenyon, Kirchmeier, Torrey Lawrence (w/o vote), Long, Miller, Mischel, Mittelstaedt, Murphy, Ramirez, Raney, Roberson, Rode, Rinker, Rode, Sammarruca (w/o vote), Schiele, Schwarzlaender, Shook, Strickland, Tibbals.

**Absent:** McKenna

**Guests/Speakers:** Trevor White, Karen Humes, Erin James, Chandra Ford, Sean Quinlan, Michael Parrella

**Call to Order:** Chair Gauthier called the meeting to order at 3:30 pm.

**Approval of Minutes (vote):**

The minutes of the 2023-24 Meeting #10, October 24, 2023, were approved as distributed.

**Chair's Report:**

- Happy Halloween if this suits you!  
I would like to acknowledge that there are several conflicts across the world — some going on at the same time. We need to keep in mind that social media are bringing these conflicts very close to us and the people around us, with a new level of polarization and disturbing content. As we never know what people are individually experiencing -let's please be sensitive to each other and our students - knowing this can be a difficult time for many.

**Provost's Report:**

- Last week, the college of EHHS hosted a great faculty gathering. Thanks to Dean Blevins. The next one will be Tuesday, November 14, 4:30 – 6:30, in the Vandal Ballroom, hosted by CLASS and Dean Quinlan.
- We need to assemble the University Distinguished Professor Advising Committee, composed of 4 faculty and 3 deans, appointed by the provost for three-year staggered terms. Qualifications: "Nominations will be made by Faculty Senate and the Academic Deans, in consultation with faculty and administrators of units. Committee members must be tenured professors who themselves have outstanding records of teaching, research and/or outreach." Below is the link to the relevant policy  
FSH 1565-D-8: <https://www.uidaho.edu/governance/policy/policies/fsh/1/1565#d> Submit nomination for the committee through the form at: <https://forms.office.com/r/ridZTrQB97>
- 11:59pm, November 1 is the deadline for completing the All Employee Required Training.
- Update on the UOPX Working Groups (Chandra Ford).  
There was great interest in participating. The invite went out to the initial group, but we will also communicate with the rest of the group to let them know that they will still be engaged.

**Discussion:**

Back to the University Distinguished Professors, Dean Parrella pointed out that an extension specialist has never received this award. Teaching excellence is an important part of the process, but extension specialists don't teach. Perhaps we could consider some changes to open the criteria.

A senator inquired about the candle vigil to be held on November 13 to remember the four students who died a year ago. The event is student led, but everyone is welcome.

### **Committee Reports (vote):**

- UCC 434 Child Development M.S. – Trevor White  
The Margaret Ritchie School of Family and Consumer Sciences (FCS) currently offers a single Master of Science degree in Family and Consumer Sciences that includes a focus on either child development, family studies, nutrition, or apparel textile and design. As it currently exists, it is difficult for prospective students interested in graduate studies in any of the areas to locate the degree via a simple search. Furthermore, some students may feel an M.S. degree in FCS does not truly reflect what they studied in graduate school, especially on one's resume/curriculum vitae; thus, it may affect future job prospects. The purpose of creating an M.S. degree in Child Development is to specifically delineate a specialization in Child Development as a graduate degree while maintaining the rigor of the current program. Additionally, having a more specific degree title will optimize their career opportunities.

#### Discussion:

Vote: 19/19 yes. Motion passes.

- UCC 529: Sustainability Academic Certificate – Karen Humes, Earth and Spatial Sciences and Erin James, English Department  
Erin James provided a brief history of the certificate. On 09/05/2023, Senate appointed the existing interdisciplinary faculty-led committee as an ad-hoc program committee to serve as the "relevant unit and college" authorized to submit curricular proposals per FSH 4120-E. This committee shall be empowered to propose the UG Academic Certificate in Sustainability to the University Curriculum Committee as a University-Wide Program, and to set its initial curriculum. The program was approved by UCC, and the committee is now back to the Senate to seek approval for the program content. Karen Humes added that the UCC vote was unanimous.

#### Discussion:

Friendly amendment: It must be stated explicitly that a grade of C or better is required.

Vote: 19/20 yes; 1/20 no. The motion passes.

### **Announcements and Communications:**

- Magic Valley Working Group White Paper - Torrey Lawrence, Provost & Executive Vice President, Chandra Ford, Center Executive Officer Southwest Idaho, Sean Quinlan, Dean, College of Letters, Arts and Social Sciences, Michael Parrella, Dean, College of Agricultural and Live Sciences.

Chandra Ford gave an introduction. President Green established the Magic Valley working group and tasked it to explore strategic opportunities for the University of Idaho in the Magic Valley. The working group was divided into three subgroups. The first subgroup, directed by Associate Dean and Director of UI Extension Barbara Petty, focused on outreach and tourism and took a critical look at the Jerome site and the potential return on investment (ROI) associated with the development. The second, led by Dean Michael Parrella, investigated potential research connections associated with CAFE. The third, headed by Dean Sean Quinlan, was charged with exploring expanded educational opportunities, such as undergraduate degrees, graduate degrees and 2+2 programs that pair with CSI.

Some key points: There are multiple opportunities for the University of Idaho to serve the workforce in the Magic Valley. We can help them meet their needs by expanding existing U of I academic programs in partnership with CSI. Programs most suitable for expansion include

undergraduate programs in aquaculture, natural resources, and agriculture with a focus on food production. Our expertise in the meat science area (e.g. Vandal Brand Meats program) is an excellent opportunity for the Magic Valley.

There are important areas where CSI and the U of I can collaborate in instruction delivery across various disciplines and develop hybrid programs that combine two-year face-to-face instruction and online course delivery to complete the four-year degree. These programs would have U of I faculty on the CSI campus to provide experiential learning opportunities. Hybrid programs would meet curricular requirements while providing greater flexibility in course delivery and a clear pathway to four-year degree completion.

The many impactful research opportunities are focused on Aquaculture, Food Science/Processing and Water.

After a visit to the Jerome site and to CSI, the group concluded that the most strategic location is in proximity to the CSI campus. A site close to our academic partners is ideal for reaching out to the potential students we want to enroll in our programs. One recommendation is to grow programs specifically in the College of Ag and Life Sciences and build out a second location for CALS. CSI is very supportive of a collaborative expansion of their ATI Center that involves U of I. (For a complete description, please see the White Paper attached to this meeting binder.)

Discussion:

**Q.** Why this particular region?

**A.** It's a place with potential for significant growth. Twin Falls is growing fast and offers many opportunities to serve unmet needs. It is existential for the U of I to increase its presence at CSI, in proximity to students who want to complete a 4-year degree.

**Q.** Was any thought given to including INBRE in these plans?

**A.** We have not. We are concentrating on developing food-processing connections.

**Q.** Do you plan to connect with specific farms/industries, or do you mainly want to increase the U of I presence in the region?

**A.** As a land grant university we connect broadly, with a focus on serving the food-processing industry. There are many opportunities for students with a variety of backgrounds, such as computer science, engineering, and more.

Contact Dean Michael Parrella if you wish to participate in these connections.

- Spread Pay Task Force Recommendations – Kristin Haltinner

The task force was charged with investigating the possibility of offering spread pay as a benefit for all faculty currently on 9-month appointments at U of I.

In the process of doing this, we first sought to verify that this was, in fact, desired by the faculty. We conducted a survey of faculty on 9-month contracts last year. At that time, 570 faculty were on academic contracts and received the survey. 329 completed the survey leading to a response rate of 61%. 127 faculty were on spread pay, 443 on standard pay. Of those faculty currently on standard pay, 63% indicate that they would immediately switch to spread pay if given the option. Regardless of whether they would go on spread pay, 94% of surveyed faculty supported implementing it as an option for others.

We then worked with the provost's office and Brian Foisy's office to determine whether or not it was even possible to offer the benefit. As you may remember, U of I incentivized faculty switching to standard pay in 2017 due to incompatibilities between the Banner 8 system used by HR and the form of spread pay we were using at the time.

In the process of this investigation, we learned that the system we were using was different than Banner (our current system). We also learned about an alternative model for payment over 12 months, used by many universities and compatible with Banner 9.

There are three possible systems of payment. The first is what we are calling “standard pay” this is a system in which 9-month faculty are paid at the time of their work, over a 9-month period. It is what most faculty are currently using. The second is called “spread pay.” This system “spreads” people’s pay from the academic year to the fiscal year. In effect, we currently pay the 122 faculty on spread pay in advance of their work in July and August and then we defer a part of their paycheck to pay them in May and June. The part of this practice in which we pay people in advance of their work in July and August is incompatible with the Banner system. The third is called “deferred pay.” This is a system in which a portion of faculty’s paychecks are held and then paid out over the summer. This calendar pays people on a schedule from September (or two weeks after contracts start – August 30<sup>th</sup> next year) through the following August. This is the system used at most schools and is compatible with the Banner system.

The University of Idaho can begin to offer the deferred pay option to faculty on 9-month contracts beginning next academic year. Faculty would need to opt into this payment plan – the details of that opting are still being figured out – and a portion of their 9-month pay would be held and paid out over the summer of 2025, so they are paid over 12 months.

So, this is a very exciting possibility for the faculty who struggle to make ends meet in the summers as single parents or primary income earners.

There are two challenges that were unearthed by this process. The first is that we need to move the 122 faculty currently on the noncompliant spread pay system onto either the deferred pay or spread pay system – whichever they choose. In so doing, they will be paid for the current academic year as planned – until the end of June. Then they will need to switch to the deferred pay (or standard pay) system. Regardless of which they choose, there will be a pause in their payment for three pay periods in July and August as this switch occurs. They are not missing out on salary! We are finishing the spread pay system (July through June calendar), pausing, and then switching to the deferred pay (September to August) calendar.

Something should be very clear: the 122 faculty currently on spread pay will need to switch to the standard pay or – if deferred pay is offered – choose between standard pay or deferred pay system. To ease the transition from spread pay to deferred pay, the provost’s office has set up an option for faculty on spread pay to have a portion of their salaries withheld in the Spring semester and paid out in July and August. There is one other challenge that was unearthed in this process. That is that the Banner system expects and is built for faculty to be on 20 pay period contracts, but UI’s faculty are on 19.5 pay period contracts. This is another change that will need to be made. Faculty will not be expected to work an additional week, but this will slightly lower hourly salary rates – something significant to people on external grants.

The recommendation of the task force that we open the option for deferred pay to all eligible faculty – that is, fulltime faculty on 9-month contracts.

#### Discussion:

##### Concern about the delayed payments next summer

To alleviate people’s concerns about having to get by for two months without paychecks, Payroll has set up a system to withhold money (starting in January) to be paid in summer 2024 to the 122 faculty currently on spread pay. Or people can do it on their own.

##### Incentive?

There will not be an incentive to switch. This transition is something that we have to do. But the provost office and Payroll will help make it less painful. Once again, it was emphasized that there will be no loss of wages – people are getting paid at a different time. This is about moving to a system where we can incorporate everyone.

#### Impact on summer salaries from grants

The discussion moved to how summer salaries from grants are impacted. There is a maximum salary (due to various regulations) based on what one's salary would be if it were extended to 12 months and keep the salary at that level. A change in the contract period will alter this calculation, as the summer maximum salary will impact faculty who receive 3 months of summer salary from their sponsoring agency. There are still several moving parts. If this recommendation goes forward, it will be useful to provide actual examples covering several scenarios.

#### Hourly rate reduction

Linda Campos: the hourly rate reduction arose from the need to have 20 pay periods, which presents some system challenges. However, deferred pay can move forward independently. Back to the change in hourly rate, a senator noted that it can be easily calculated from the total salary divided by the total number of hours in the 20-pay period system (compared to the corresponding ratio in the 19.5 system).

Faculty need to choose the deferred pay option every year. So, if a faculty expects to receive 3 months of summer salary from a grant, they may decide not to opt for deferred pay on that particular summer.

The recommendations of the task force will be an action item at the next meeting.

- UOPX – Draft Survey, Chair Gauthier  
Just a quick note to remind everyone that the attached survey is a draft. The modalities of distribution are being worked out.

#### **New Business:**

There was none.

#### **Adjournment:**

The agenda being completed, Chair Gauthier adjourned at 4:42pm.

Respectfully Submitted,

Francesca Sammarruca  
Secretary of the University Faculty & Secretary to Faculty Senate

# Spread Pay Task Force Findings and Recommendations

## History of the Task Force

In 2022 Faculty Senate charged a task force to consider the possibility of developing a system that would allow University of Idaho faculty on 9-month contracts to be paid over 12 months. The catalyst for this work was a combination of faculty interest and its potential to both retain and recruit faculty.

The old spread pay system was an offered benefit until FY 2017. However, difficulties with the Banner 8 system and managing faculty on complicated contracts made the system too cumbersome.

In the Spring of 2022, the Task Force sent a survey to eligible faculty to determine the degree to which faculty supported this initiative. At that time, 570 faculty were on academic contracts and received the survey. 329 completed the survey, resulting in a response rate of 61%. Of those faculty currently on standard pay, 63% indicate that they would immediately switch to a 12 month pay system if given the option. Regardless of whether or not they would go on a 12 month pay system, 94% of surveyed faculty supported implementing it as an option for others.

In AY 23-24, there are 576 U of I faculty on academic year contracts.

- 454 are on standard pay; they are paid for 39 weeks of work during the academic year.
- 122 are on the old system of spread pay; they are paid for 39 weeks of work over twelve months on a system using a problematic pay schedule.

## Current Realities

In the process of investigating the possibility of reoffering a benefit that would allow people on 9-month contracts to be paid over 12, it became evident that the current system of providing advanced pay in July and August poses significant problems for the university. Our current system of spread pay operates by paying people in July and August prior to the beginning of their contract. Paying employees for work before the contract begins presents challenges and the schedule must be reset – regardless of whether or not we offer deferred pay as a benefit for all eligible faculty.

There are 122 faculty members currently on this old spread pay schedule. To resolve the schedule problems, they will need to shift to a new pay schedule or opt for standard pay. The new model, called deferred pay, will allow faculty to defer portions of their pay through the academic year to be paid over the following summer. The pay system aligns with the start of their work period.

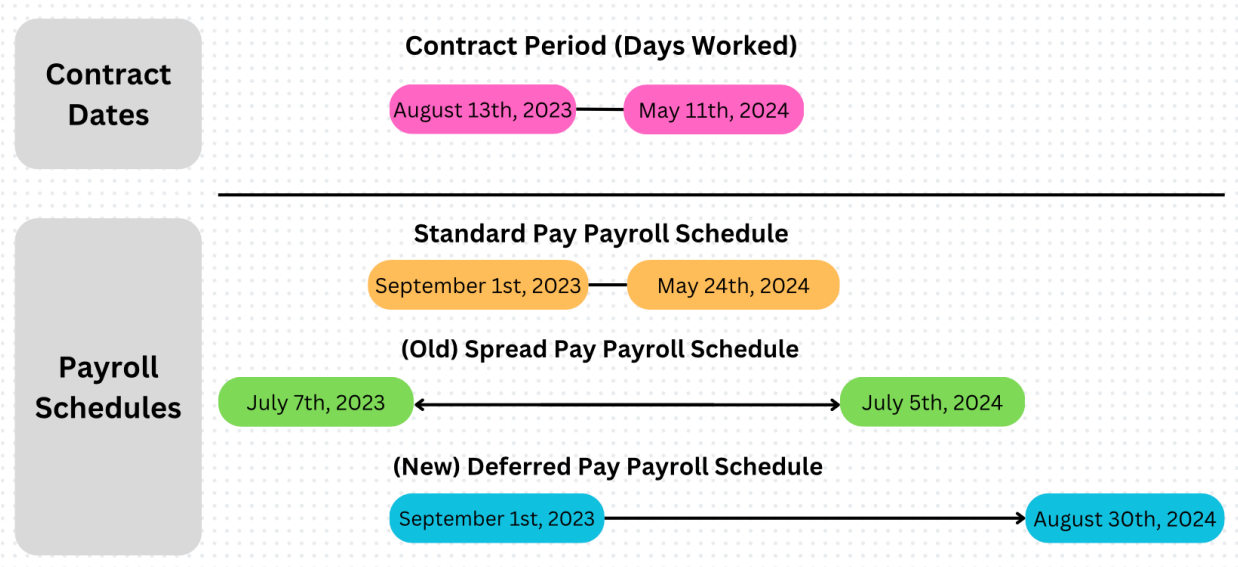
### Key Terms:

**Standard Pay:** a pay system in which faculty on a 9-month contract are paid over nine months. Their pay is in line with the pay periods they work.

**Deferred Pay:** a pay system in which faculty on a 9-month contract are paid over 12 months. A portion of their pay for the academic year is deferred and covers the pay periods in the summer.

**Spread Pay:** a pay system in which faculty on a 9-month contract are paid over 12 months. In July and August they are paid in advance of their work. A portion of their pay for the academic year is delayed covering May and June.

Figure 1: Illustration of Different Pay Schedule Examples Based on AY 23-24



### Required Changes Discovered During the System Review

The old system must be terminated. In doing so, the university needs to move the 122 faculty currently on the old spread pay schedule to the new deferred pay schedule or to allow them to opt for standard pay. These faculty members will finish the current fiscal year on the old spread pay schedule (ending June 22, 2024 (pay date July 5<sup>th</sup>) with the end of the current fiscal year) and begin the following year on the new deferred pay schedule (or, if they choose, standard pay). Faculty on the old spread pay system will receive their July 5, 2024 paycheck and then will have a six-week gap as we shift between schedules. This will occur from mid-July through August. This pay schedule will align with the start of the academic year and the pay will be “deferred” to the following summer. The payroll dates for this disruption are the following: July 19, 2024; August 2, 2024; and August 16, 2024. Pay will resume on August 30, 2024.

The task force review also uncovered a second problem with our current system. Currently academic faculty are paid according to two pay schedules. There is one schedule for faculty on standard pay which uses a schedule of 19.5 factors; and another for those on the old spread pay which uses a 20 factor schedule. The deferred pay system cannot use partial schedules, so the whole schedule needs to use a 20 factor schedule. The payroll system needs to bring all academic year faculty on the same schedule.

This change has no effect to faculty base salary during the regular academic year and no impact to summer appointments paid by a flat rate. There will be an impact to an academic year faculty’s summer earnings if an hourly rate is used to calculate the salary for the summer. The summer hourly rate will be 2.5% less than the previous pay schedule. See the Appendix for additional information.



## **Opportunities for Faculty on Standard Pay to Switch to Deferred Pay and Other Required Changes Uncovered by this Process**

The University of Idaho can offer deferred pay to faculty who are on 1.0 FTE academic year (9-month) appointments beginning in AY 24-25. These faculty must opt in to deferred pay for the entire year. New faculty who are hired mid-year will have to wait for the following year to elect deferred pay. Faculty who would like to remain on standard pay are not required to opt into deferred pay. The details of this new schedule are included as an appendix. To reset the schedule, there are three required adjustments.

- First, there will be a disruption in pay for the 122 faculty on the current spread pay system to transition to the new deferred pay system;
- Second, the payroll system needs to bring all academic year faculty on the same 20 factor schedule;
- Third, the new system requires that administrative stipends be paid differently. Faculty with administrative appointments can opt into the deferred pay system to spread their base salary over 12 months, but the administrative stipend can only be paid according to the academic calendar. Currently, there are 19 faculty of the 122 on the old spread pay system who have their base salary and administrative stipend spread out over 12 months. The new system requires the base salary and the administrative stipend to be paid separately.

## **Recommendations of the Task Force**

The task force recommends the following:

- The University of Idaho offer deferred pay to all eligible faculty effective on academic year (9-month) contracts starting in 2024-25;
- The University of Idaho transition faculty currently on the old system of advanced spread pay to the system of their choosing: either the new deferred pay system or the standard pay system effective 2024-25;
- The University of Idaho provide options for the 122 affected faculty members on the legacy spread pay system to navigate the gap in three pay periods offering the following:
  - Financial planning tools for those who wish to immediately transition to the new deferred pay system to manage the three-pay disruption on their own;
  - The option to enroll in a UI payroll managed system that withholds an amount of their choice (up to 3/26<sup>th</sup> of their annual salary) which will be used to provide the UI paychecks during the three pay periods of transition. (See Appendix for details)

## Appendix—Updated UI Deferred Pay Schedule

Compiled by the Provost's Office and the Division of Finance and Administration  
November 6, 2023

### **Context**

A faculty senate deferred pay Task Force worked with individuals from the Division of Finance and Administration and the Provost's Office to make deferred pay available to all full-time faculty in AY 24-25 as a recruiting and retention benefit.

Currently, there are 576 U of I faculty on Academic Year (AY) contracts.

- 454 are on standard pay; they are paid for 39 weeks of work during the academic year.
- 122 are on the old system of spread pay; they are paid for 39 weeks of work over twelve months.
- 19 of the 122 faculty on the old spread pay system currently have administrative stipends that are currently included in their spread salary.

### **Eligibility for deferred pay:**

- Full-time faculty on Academic Year contracts can opt in to deferred pay prior to each academic year.
- Must start the Academic Year on deferred pay; faculty who begin mid-year must wait to join deferred pay until the following year.
- Faculty must have a 1.0 FTE appointment for the entire academic year.

### **Transition from the old system to the new system:**

This system change involves a one-time payroll system reset that will mean the following:

- The start date of the deferred pay schedule must be aligned with the start of the academic year contract. For the 122 faculty on the old system, this means there will be a disruption in pay for three pay periods (six weeks) in the summer of 2024. Faculty on the old spread pay system would receive their paycheck on July 5, 2024 and then there would be a six week disruption. These include the pay dates of July 19, 2024; August 2, 2024; and August 16, 2024. Pay would resume on August 30, 2024. In future years, there will be no gap in pay as faculty continue on deferred pay.
- Administrative stipends can only be paid according to the academic year calendar. Faculty with administrative appointments can opt into the deferred pay system to spread their base salary over 12 months, but the administrative stipend can only be paid according to the academic calendar. Currently, there are 19 faculty of the 122 on the old spread pay system who have their base salary and administrative stipend spread out over 12 months.
- The new deferred pay system requires a reset in the payroll schedule from 19.5 pay factors to 20 pay factors. Work expectations and job duties remain the same for positions, but the Banner system requires an even number of weeks in the pay

schedule (and not split pay periods) to avoid errors and manual work. This will impact academic year faculty on standard pay who have contracts in the summer that require salary calculations based on an hourly rate. The total amount that a faculty member in this situation could earn in the summer under the new system could be slightly less because summer will not include a half pay period and because the new schedule reduces the calculation of the hourly rate by 2.5%.

- The system does not support half pay periods.
- U of I cannot sustain two separate payroll systems.

## FAQ:

Q1: Is deferred pay required for all academic year faculty? I am an academic year faculty member and I prefer to be paid according to the nine-month contract period.

A: No, deferred pay is an option offered to faculty on AY contracts. The default way to be paid is standard pay according to the contract period. Deferred pay must be selected as an option each year.

Q2: I moved from spread pay to standard pay in 2017 and received a \$1,000 incentive payment. Do I have to pay this back?

A: No. You received that incentive to stop using the old spread pay system.

Q3: What is wrong with the old spread pay system and why were some faculty allowed to stay on it?

A: The old system of spread pay relies on paying faculty prior to the start of their contract which creates significant challenges. The updated process will allow the administrative systems (Banner) to manage these deferred pay schedules in the manner intended and reduce the administrative burden associated with managing those pay schedules. Likewise, the new system allows for contracts for standard pay and deferred pay operate with the same payroll schedule assumptions. We can only have one payroll system for academic year faculty. It is no longer possible to support two distinct payroll systems for academic year faculty.

Q4: Can faculty on the old spread pay system opt into the new deferred spread pay system?

A: Yes, but they will have to manage a one-time disruption in three pay periods in late summer 2024. They can manage this on their own or they can set up UI payroll withholdings during spring semester to manage this.

Q5: How will the 122 faculty on the old spread pay system be transitioned to the new system?

A: They will receive their July 5, 2024 paycheck, which represents the last pay for their 2023-2024 academic year salary. Then, there will be a disruption in the three pay periods

of July 19, 2024; August 2, 2024; and August 16, 2024. Pay would resume on August 30, 2024 with their 2024-2025 academic year salary. These faculty can either budget and manage the transition on their own or UI payroll can assist through a withholding program.

Q6: What does the UI payroll withholding system to bridge the transition look like for faculty on the old spread pay system?

A: A contract time would be established where a faculty member would establish a set amount to be withheld from their paychecks (up to 3/26<sup>th</sup> of their annual salary). Payroll would create a holding account for the faculty member. The established amount would be taken out over 14 pay periods January 5, 2024 through July 5, 2024. These funds would be used to pay the faculty member during the transition pay periods of July 19, 2024 through August 16, 2024. The faculty member chooses the amount to be withheld. This arrangement would need to be signed and approved by the faculty member by December 21, 2023.

Alternately, faculty who are on the old spread pay system, can manage the transition on their own. They are not required to use the UI withholding system.

Q7: Am I losing money with this transition from the old spread pay schedule to the new deferred pay schedule?

A: No, you will still be paid the same amount for your work according to your contract. Depending on how a person elects to manage the transition in payroll systems, there will be variability in the timing of paychecks.

Q8: Why does the new system remove a week from the summer pay schedule and what is the impact?

A: U of I is currently running two payroll systems for academic year faculty; one of the systems uses half pay periods to calculate salary. The ability to offer all academic year faculty deferred pay requires an adjustment to the payroll schedule to bring all academic year faculty on the same schedule. This one-time adjustment changes the summer schedule by a week. This change has no effect to faculty base salary during the regular academic year and no impact to summer appointments paid by a flat rate.

This change will impact academic year faculty who calculate their summer salary earnings using an hourly rate. The hourly rate will be 2.5% less than the hourly rate of the old system. Potentially, the earnings for faculty on grant funded work for the entire summer could have the summer earnings reduced by a maximum of 10% if they are paid exclusively on grant funds. The reduction results from the schedule adjustment of a week and the reduction in the hourly rate. Grants require the calculation of faculty effort on based on an hourly rate.

In summer 2023, there were 182 faculty who had summer contracts that included compensation for work on grants.

Q9: Why can't administrative stipends be included in the deferred pay option?

A: Faculty who hold administrative appointments (e.g. associate dean, department chair, program director, etc.) and who receive an administrative stipend can opt into having their base salary paid as deferred pay, but the administrative stipend must be paid according to the academic calendar. This is because these positions often fluctuate or start at different points in the year. The new system cannot accommodate the variability with these types of positions and so this part of the appointment will be treated separately. For faculty in these types of positions, they can opt to defer their base salary over 12 months, but the administrative stipend will be paid over 9 months.

Q10: I am a faculty whose FTE is variable over the course of the academic year due to availability of grant funding. Am I eligible for deferred pay?

A: No. Faculty are only eligible to be on deferred pay if they have a 1.0 FTE appointment for an entire academic year.

Q11: What happens for faculty on full-year sabbatical as it relates to supplemental pay on grants?

A: This information is forthcoming and solution will be in place by the time of implementation.

# Five Myths about the U of I/UOPX Affiliation

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October 27, 2023

## **Myth #1:**

### ***U of I is merging with the University of Phoenix (UOPX)***

Both universities will continue to operate independently. They will have unique governing boards, operate separately, and there are no plans to merge the institutions. We will not combine curricula, faculty, support programs, policies, etc.

## **Myth #2:**

### ***U of I is purchasing the UOPX.***

U of I's Board of Regents have formed a legally separate, independent, non-profit corporation called Four Three Education, Inc. (43EI). 43EI, not U of I, is purchasing the assets of UOPX. 43EI will place bonds to fund this purchase. After closing, 43EI will "do business as" the University of Phoenix. It will repay the debt using UOPX revenue. U of I is not contributing financially to the purchase.

## **Myth #3:**

### ***U of I is taking on the liabilities of UOPX.***

The debt resulting from this transaction belongs to 43EI, not U of I or the state of Idaho. The same applies to any other liabilities of 43EI. UI may choose to take on specific responsibilities to assist the transaction and UOPX's transition to a non-profit operation. For example, to secure better bond terms, U of I may choose to guarantee up to \$10 million annually to cover the debt payment in the event UOPX cannot do so. These responsibilities will be finalized at closing. UOPX has strong financial stability, generates approximately \$100 million of unrestricted cash flow annually, and \$200 million of cash will be transferred to 43EI in addition to the regular working capital of the UOPX operation. In addition, 43EI will not pay income taxes or ownership dividends. We are confident that the UOPX will be able to fully fund all obligations.

## **Myth #4:**

### ***U of I is only doing this for a financial benefit.***

Yes, the U of I will benefit from this transaction. We anticipate a minimum \$10M annually; however, that is not the only reason for the affiliation. This affiliation provides greater financial security to U of I through diversification of programs and student populations. It is also a unique opportunity for the institutions to work together by sharing strengths and developing partnerships that will benefit one or both institutions. President Green is launching a working group to identify and prioritize these collaborative opportunities.

## **Myth #5:**

### ***UOPX will take students away from U of I.***

UOPX is already a competitor to all Idaho institutions. U of I and UOPX serve largely different student populations, offer mostly unique programs, offer courses on a very different timeline (rolling calendar vs. semester), and have a nearly identical price. This transaction does not change these primary drivers for attendance decisions. Through the affiliation we may improve opportunities for students such as student pathways, 3+1 programs, etc.

## **Resources**

***Webpage: FAQ, memos, supporting documents, etc.***

**[www.uidaho.edu/phoenix-faq](http://www.uidaho.edu/phoenix-faq)**

## **Questions:**

**[phoenixquestions@uidaho.edu](mailto:phoenixquestions@uidaho.edu)**



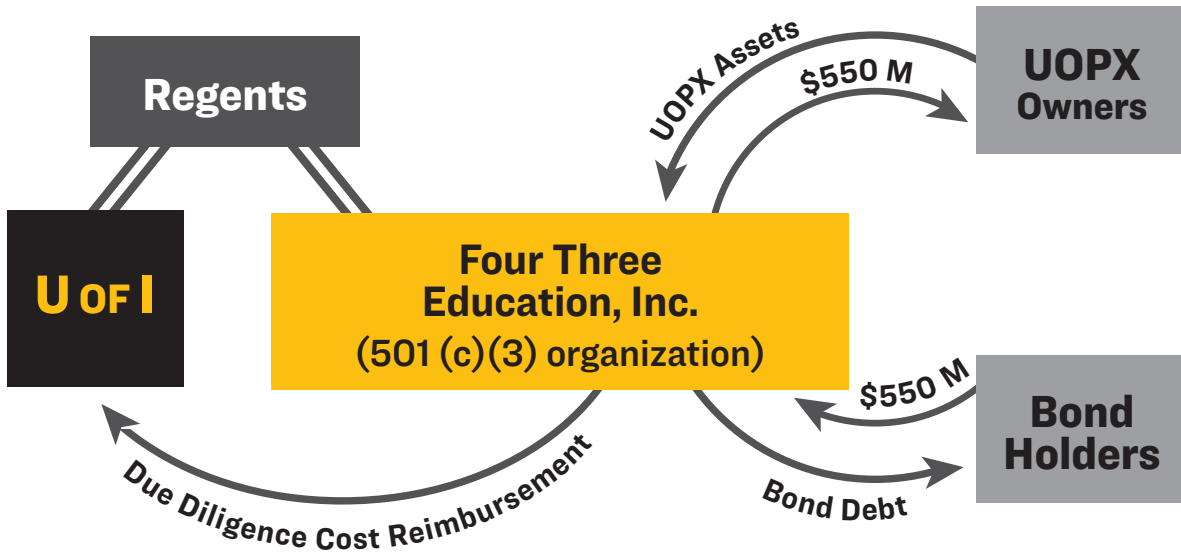
**University of Idaho**

# FINANCIAL FLOW CHART

For U of I/UOPX Affiliation

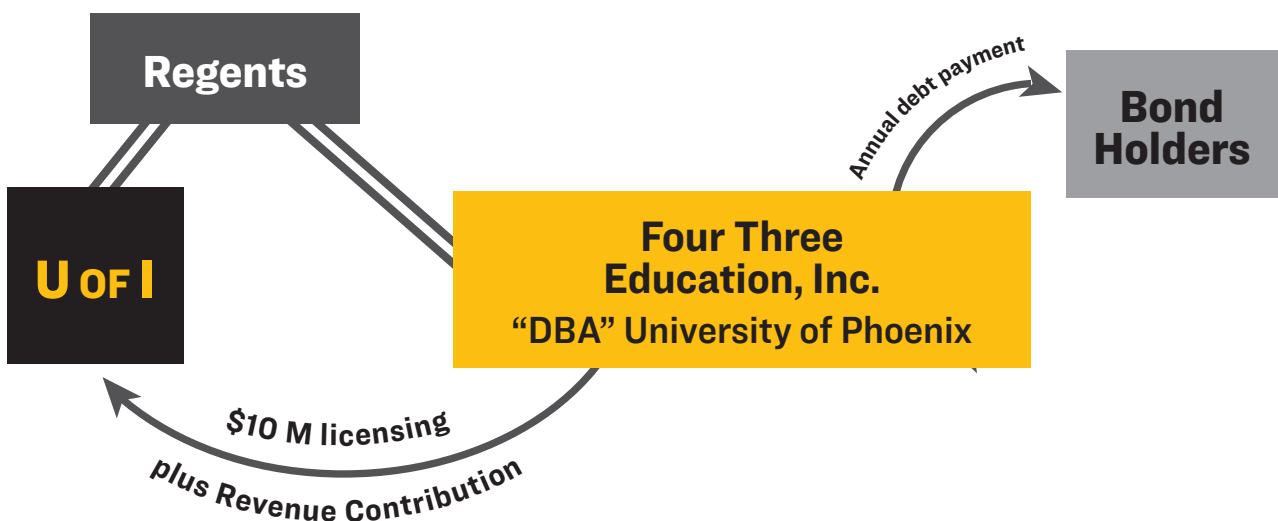
## PURCHASE TRANSACTION

(Est. January 2024)



## ANNUAL TRANSACTION

(post-closing)



**NOTE:** U of I may choose to take on specific responsibilities to assist the transaction and UOPX's transition to a non-profit operation. For example, U of I may agree to guarantee UOPX up to \$10M annually as emergency support; however, it is highly unlikely this would occur given UOPX's strong financial position.



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**Date:** November 2, 2023

**To:** Kristin Haltinner, Vice Chair, Faculty Senate  
**From:** Diane Kelly-Riley, Vice Provost for Faculty  
**Subject:** Selection of Members for University-Level Promotion and Tenure Committee  
**CC:** Francesca Sammarruca, Faculty Secretary

Please alert faculty senators nominations are open for individuals to serve on this year’s University-Level Promotion and Tenure Committees. Two committees will be convened this year given the number of dossiers to be reviewed. Details about the committee meetings and nomination process follow:

**Nomination deadline:** Friday, November 17, 2023

[NOMINATION FORM LINK](#)

**Senator nomination process:**

College senators must submit the total number of nominees for **Two Committees based on the chart below**. If senators do not complete the nomination form by the deadline, the provost shall appoint members from that college/unit.

**University P&T Committee meeting dates:**

Silver Committee, Saturday, January 27, 2024, 8:00am PT, via zoom  
 Gold Committee, Saturday, February 3, 8:00am PT, via zoom

**Nominee availability:**

Nominees must be available for both meeting dates but can express preference for one of the dates. Faculty selected for the committee will only participate on one day. The University Level Promotion and Tenure meeting typically takes eight hours. A required orientation will be held within the first two weeks of December. Dossier review begins after the orientation.

**Nominee selection considerations:**

The responsibilities of the committee collectively are to understand and make recommendations regarding the university’s policies regarding promotion and/or tenure. Senators should consider the diverse configurations of academic appointments within their college and nominate committee members to be representational of the diverse array of faculty appointments. Eligible nominees include full-time faculty from the Instructor or Professorial ranks. Faculty who have not previously served on the committee should be prioritized.

College/Unit	Number of Nominees (FSH 3500 G.)	
	One Committee	Two Committees
College of Agricultural & Life Sciences Faculty w/>50% Teaching & Research	2	4
College of Agricultural & Life Sciences Faculty w/>50% University Extension	2	4
College of Letters, Arts & Social Sciences	4	8
College of Art & Architecture	2	4
College of Business & Economics	2	4
College of Education	2	4
College of Engineering	2	4
College of Natural Resources	2	4
College of Law	2	4
College of Science	2	4
Faculty at Large	2	4

**Nomination form link: <https://forms.office.com/r/x7CCmEUJB7>**