University of Idaho
Faculty Senate

2024 – 2025 Faculty Senate
Meeting # 11
Tuesday, October 22, 2024, 3:30 pm – 5:00 pm
Zoom only

Approved 10/29/2024 at Mtg# 12

Present: Aus, Barannyk, Borrelli, Chapman, Corry, Hagen, Haltinner, Hu, Kenyon, Torrey Lawrence (w/o vote), Maas, McKenna, Miller, Murphy (vice chair), Pimentel, Ramirez, Raney, Remy, Rinker, Roberson, Roe, Sammarruca (w/o vote), Shook, Strickland, Tohaneanu, Thorne.
Absent: Kirchmeier (excused), Miller (excused)
Guests: Brandi Terwilliger, Gwen Gorzelsky

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

Approval of Minutes (vote):
Minutes of the 2024-25 Meeting #10, October 15, 2024
The minutes were approved as distributed.

Chair's Report:

- For those who are impacted by the ORP transition to Fidelity, representatives of Fidelity Investments will be on campus this week.
- Rec Center: no fees for wellness classes, see https://www.uidaho.edu/current-students/recwell/fitness
- **VandalFinish**: a new program in CLASS. Visit https://www.uidaho.edu/ui/class/vandal-finish
- Who We Are – Annie Roe, Senator from CALS.
  Annie is an extension specialist and associate professor in the Margaret Ritchie School of Family and Consumer Sciences. Her position is split between extension and research. Her work centers around community nutrition education programs and brain health research. Eat Smart Idaho is her primary extension program. As the director of this grant funded statewide program, she leads a team of about 30 individuals. They develop and implement community nutrition education and physical activity interventions that are designed to reach Idaho youth and adults from households with limited resources. They work with federal, state and local community partners to make positive lifestyle changes accessible to all. Her team provides hands-on series and one-time lessons that teach about healthy eating, cooking for less, saving money at the grocery store, keeping food safe and being active and planning meals. They also work with community partners to implement changes to policies, systems and environments. Her team collaborates with a multi-state group to conduct research related to program evaluation and outreach of federally funded nutrition education programs like Eat Smart Idaho. They are currently assessing the benefit cost ratio of these programs in terms of dollars that are spent to administer the program, and the resulting economic benefits from avoiding chronic disease, medical costs and lost earnings. They are also developing validated tools to assess changes in quality of life of participants that engage in these federally funded nutrition education programs. Annie doesn't teach classes but has many opportunities to work with and mentor graduate students through research and extension programs. She often funds summer interns. She is on campus all year round, doing these exciting things.

Provost's Report

- **Oct 15 Enrollment Census summary**
  - Freshmen
    - We welcomed the largest freshman class in our history, the third record-breaking freshman class in as many years.
    - Up 8.3% over Fall 2023.
    - 747 are in Idaho Launch scholarships.
  - Undergrad
    - Up 5.2% over F23.
  - Graduate
    - First time grad students are up 13.5% over F23.
    - Total grad enrollment is up 4.2%.
    - 2,010 is the highest in the last decade.
    - Doctoral students are up to 602, the highest in UI history.
  - Overall
    - 12,286 (not highest ever but getting close).
    - Up 3.7% from Fall 2023.
    - 7th semester of continuous growth.
    - If you remove dual-credit students, then enrollment is up 5.1% to 10,578.
  - Retention
    - Up 1% (for 1st to 2nd year students).
  - Other
    - Idaho resident undergraduate student enrollment increased by 4.9%.
    - International undergraduate student enrollment is up 33.9%.

- **UI Theatre production: The Addams Family**
  - Starts Thursday, Oct 24 and Runs through Sunday, Nov. 3
  - Directed by Craig Miller who is also a senator!!!
- **Bellwood Lecture**
  - Thursday, Oct 24, 3:30-5:00 pm, Pitman Center, International Ballroom – Judge Sara Hill, United States District Court for the Northern District of Oklahoma. Lecture is titled "**Tribal Nations and the Law of a Homeland**" and will discuss the role of tribal governments under U.S. law with a specific focus on her time as Secretary of Natural Resources and Attorney General of the Cherokee Nation.
- **Textbooks**
  The **VandalStore would like faculty to complete their textbook selections by October 25, 2024.** We are aware of challenges faculty have been experiencing using their website. Please contact the VandalStore at textbooks@uidaho.edu or attend the informational session(s) this week for in person support from 9-11 AM or 1-3 PM on the Moscow campus.
- **Fidelity Investments**
  ORP stands for Optional Retirement Plan. The transition to Fidelity is not optional. This week Fidelity is hosting sessions about the change in the Optional Retirement Plans: Fidelity will be on campus Oct. 22, Oct. 23 and Oct. 30 holding sessions in the Pitman Center. There are also various Zoom session options. This is the U of I-specific page with our schedule: https://www.myfidelitysite.com/isboe/idaho-state-board-of-education/8185. The site also has guides, the transition timeline, and some investment information.

Committee Reports (vote)

- University Curriculum Committee

- UCC 469 Robotics and Automation Undergraduate Academic Certificate – Program Change Request. Mary Everett.
  They are changing Robotics to Robotics and Automation. They are also adding the word "academic" in the title as suggested by the provost. They have also dropped the number of credits required for the certificate from 18 to 15, so it would be in line with the similar mechanical engineering certificate.
  Discussion:
  Vice Chair Murphy asked why the word "academic" had to be added. Provost Lawrence replied that there are other certificates that are more like a skill-based credential, whereas this one is an academic experience.
  Vote: 20/20 yes. Motion passes.

- UCC 470 Robotics and Automation Graduate Academic Certificate – Program Change Request. Mary Everett.
  There were no questions or comments.
  Vote: 19/19 yes. Motion passes.

- UCC 32 Applied Economics (MS) – Program change request. Alex Maas, Agricultural Economics and Rural Sociology.
  They wish to change the CIP code associated with the Master's degree program. Applied economics does not exist as a STEM designation. In the CIP code, however, most applied economics programs have switched to CIP codes that do exist. They want to change that designation so that their degree lines up with a STEM field. Currently, the Agricultural and Applied Economics Association is petitioning DJS to add more applied economics programs. But they are not there yet.
  Discussion:
  In response to a question about the benefits of the STEM designation, Alex said that it is helpful to international students, as it gives them an additional 24 months on their visa, which helps attract high quality international students. Also, there are research programs required to be STEM to compete for certain grants. In summary, the designation allows more grant funding sources, and it helps with attracting international students.
  Vote: 20/20 yes. Motion passes.

- UCC 517 Investment Management and Analysis Undergraduate Academic Certificate. Young Park, area coordinator and associate professor of finance.
  This certificate provides opportunities to integrate various concepts and tools in investment analysis through hands-on experience.
  There were no questions.
  Vote: 19/19 yes. Motion passes.

- UCC 413 Business Information and Analytics – Program Change Request. Tracey Anderson, Department Head and Professor.
  This is to ensure the program reflects their commitment to maintaining a relevant and impactful curriculum. The MIS program has not undergone change for many years, and during this time there has been rapid change in technological advancements. So, the need to evolve became increasingly. Also, feedback from alumni employers and students has highlighted the urgency to address contemporary issues in the MIS area. The name was changed from MIS to Business Information and Analytics, with the related change to the prefix to BIA. In addition, three outdated

courses are dropped, and two courses are added, with modern data practices and emerging technologies and analytics.

Discussion:

Clarification was requested about the newly added classes. A discussion followed about the program's name. A senator argued that his department, Agricultural Economics and Rural Sociology, teaches the applied economics graduate program. They were denied the request to add "applied" (to become Agricultural and Applied Economics). Some folks were concerned that "applied economics" would cut into CBE. Because UCC 413 has the word "analytics" in its name, the senator is concerned that their next proposal, which has the word "analytics" in its name, may also be denied. Will UCC 413 affect other departments?

Provost Lawrence noted that the rejected name was not "agricultural applied economics," it was just "applied economics." It was rejected because of the conflict with CBE, about five or six years ago. The issue here is whether the term "analytics" with the economics degree precludes other colleges from using it.

Vote: 17/18 yes; 1/18 no. Motion passes.

Other Policy Business

- Change to the Ad Hoc Committee on Salary membership.

  Current membership: Alex Maas (Senate), Kenwyn Richards (UBFC), Linda Chen (CBE), Russ Meeuf (CLASS), Lindsey Brown (Staff Compensation Committee), Patrick Hrdlicka (COS). Tim and Kristin are also sitting on that committee. The Provost Office requested to add Vice Provost Diane Kelly-Riley to the committee to help us ensure that what we propose is in line with policy.

  Provost Lawrence added that it would be beneficial for the group to have the vice provost as an ex officio member who can provide guidance and context.

  Motion: Add Vice Provost Diane Kelly-Riley as an ex officio member of the Ad Hoc Salary Committee.

  Moved to approve (Raney, Barannyk).

  Vote: 17/19 yes; 2/19 no. Motion passes.

Announcements and Communications:

- Job Families Discussion – Brandi Terwilliger, Director of Human Resources

  Brandi reviewed what job families are; how they work; beneficial outcomes identified so far; challenges; necessary pivots; completed job families; upcoming ones and proposed timelines.

  (All of these points are expounded on the presentation slides attached to these minutes.)

  Discussion:

  A senator who is serving on the Ad Hoc Salary Committee asked if everyone is mapped to a specific code and target salary. In CIP, depending on which database one is using, everyone will have a specific code that lines up to that database. Brandi replied that, depending on the type of position, they either use a SOC code or a CUPA code, which is more specific to higher education. So, administrative positions and finance might be more appropriate for a SOC code where a specific, Higher Ed position would be a CUPA code on the staff side. Everybody gets both, but the way the position is marketed depends on which specific code.

  With reference to the Eat Smart Idaho program, a senator is concerned to see that many positions around coordinator program, program specialist or program manager, require years of experience, with the lowest tier requiring three years of experience and a high school diploma. Why not experience or a degree? It would be great to hire one of our new graduate students in an entry level position, but they would not qualify because they do not have years of experience, but they do have a degree. Brandi responded that there are ongoing

conversations with key stakeholders who help set those qualifications. She welcomes feedback so that they may continue to improve the system. They will do what they can to help.

- Current and Future Initiatives in the Office of the Vice Provost for Academic Initiatives – Gwen Gorzelsky, Vice Provost for Academic Initiatives.
  The presentation articulated through three main points: Institutional effectiveness; curricular support; student success. After each of these components, there were questions for senators to think about and become engaged. Please provide feedback.
  (The presentation slides are attached to these minutes.)

Adjournment:
The agenda was not completed. Chair Haltinner asked for a motion to adjourn (Murphy, Maas). The meeting was adjourned at 5:10pm.

Respectfully Submitted,

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

University of Idaho
Faculty Senate

University of Idaho
2024 – 2025 Faculty Senate Agenda

Meeting #11

Tuesday, October 22, 2024, at 3:30 pm PT
Zoom Only

I. Call to Order

II. Approval of Minutes (Vote)
- Minutes of the 2024-2025 Faculty Senate Meeting #10 (October 15, 2024) **Attach. #1**

III. Chair's Report
- "Who We Are" - Annie Roe, Senate Representative from CALS

IV. Provost's Report

V. Committee Reports
- University Curriculum Committee (Vote)
  - UCC 469 Robotics and Automation Undergraduate Academic Certificate | Program Change Request – John Shovic, Director of the Center for Intelligent Industrial Robotics and Clinical Associate Professor **Attach. #2**
  - UCC 470 Robotics and Automation Graduate Academic Certificate | Program Change Request – John Shovic **Attach. #3**
  - UCC 32 Applied Economics (MS) | Program Change Request – Alex Maas, Associate Professor – Agricultural Economics and Rural Sociology **Attach. #4**
  - UCC 517 Investment Management and Analysis Undergraduate Academic Certificate | New Program Proposal – Young Park, Area Coordinator and Associate Professor -- Finance **Attach. #5**
  - UCC 413 Business Information and Analytics (BSBUS) | Program Change Request -- Tracey Anderson, Department Head and Professor – Accounting **Attach. #6**

VI. Other Policy Business
- Change to Ad Hoc Committee on Salary Membership (motion and vote required)

VII. Other Announcements and Communications
- Job Families Discussion – Brandi Terwilliger, Director of Human Resources
- Current and Future Initiatives in the Office of the Vice Provost for Academic Initiatives – Gwen Gorzelsky, Vice Provost for Academic Initiatives
- University of Phoenix Update – Torrey Lawrence, Provost and Executive Vice President
- Our Shared Futures – Graduate & Professional Student Association (GPSA) – Phillip Hagen, President of GPSA

VIII. Special Orders

IX. New Business

X. Adjournment

Attachments

- **Attach. #1** Minutes of the 2024-2025 Faculty Senate Meeting #10 (October 15, 2024)
- **Attach. #2** UCC 469 Robotics and Automation Undergraduate Academic Certificate | Program Change Request
- **Attach. #3** UCC 470 Robotics and Automation Graduate Academic Certificate | Program Change Request
- **Attach. #4** UCC 32 Applied Economics (MS) | Program Change Request
- **Attach. #5** UCC 517 Investment Management and Analysis Undergraduate Certificate | New Program Proposal
- **Attach. #6** UCC 413 Business Information and Analytics (BSBUS) | Program Change Request

Attach. #1

University of Idaho
Faculty Senate

2024 – 2025 Faculty Senate – Pending Approval

Meeting # 10
Tuesday, October 15, 2024, 3:30 pm – 5:00 pm
Zoom only

Present: Barannyk, Borrelli, Chapman, Corry, Hagen, Haltinner, Hu, Kenyon, Kirchmeier, Lawrence (w/o vote), Maas, Murphy (vice chair), Pimentel, Ramirez, Remy, Rinker, Roberson, Roe, Sammarruca (w/o vote), Shook, Tohaneanu, Thorne
Absent: Strickland (excused), Raney, McKenna, Miller
Guests: Lindsey Brown, Brandi Terwilliger

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

Approval of Minutes (vote):

Minutes of the 2024-25 Meeting #9, October 8, 2024
The minutes were approved as distributed.

Chair's Report:

- There has been some confusion about the recent email from Assessment and Accreditation. Course evaluations are not yet open.
- Kristin Haltinner went over the issues that Faculty Senate is currently working on, such as:
  - Best way to support faculty with multiple CDAR accommodations.
  - The budget committee has started their activities.
  - Dependent Benefits
  - FSL continue broad conversations with the provost, including the strategic plans.
- Who We Are – Stefanie Ramirez, Senator from COB
  Stefanie Ramirez introduced herself and shared some background. She is a native of Las Vegas and earned her Ph.D. from the University of Arizona. She teaches microeconomics at all levels, and her main research interest is industrial organization and behavioral economics. She is on the board of directors of Moscow Contemporary.

Provost's Report

- Next faculty gathering: October 17, 4:30pm – 6:30pm, at the IRIC Atrium. Hosted by CNR. https://www.uidaho.edu/provost/faculty-gathering
- POP talks: October 17, 4-5pm, just before the faculty gathering. https://www.uidaho.edu/research/entities/poptalks
- Talks with Torrey resume on Monday, Oct. 21, 11:30 a.m. to 12:30 p.m. https://www.uidaho.edu/provost/talks-with-torrey
- Today is the official census date, when we report our enrollment to the state. The enrollment taken today is the final for the rest of the semester and will be shared next week.

Committee Reports (vote)

- University Curriculum Committee (vote)
  - UCC 120 Academic Regulation M-4: Drop for Non-Attendance – Lindsey Brown,
    This is part of general housekeeping. The intent is to ensure students contact their faculty.
    Discussion:
    A senator observed that, in the current policy, the Registrar is involved through the entire process. Under the revised policy, the instructor may request to drop a student without the Registrar's prior involvement. Was this the intent? Lindsey confirmed that

this was the intent. They want to make sure that students are working with their faculty and are informed about what they are missing.
Vote: 17/17 yes. Motion passes.

Other Policy Business

- Proposed Resolution on the Class Schedule (https://www.webpages.uidaho.edu/schedule/) – Steve Shook, Senator from the College of Natural Resources. Steve pointed to Attach. #3 and last week's discussion. Senator Pimentel moved to approve the resolution. Second: Senator Maas.
  Discussion:
  David Pimentel described his negative experience with the Class Search tool. He found deep flaws in the search logic and design. He is happy that the Registrar is looking for a new tool, but this one needs to be re-examined.
  Other senators agreed with the comments above and reported that the staff in their units is in favor of the resolution.
  In response to a question, Lindsey said that there is no specific date for the shut-down of the Class Schedule. However, the system is unsupported and, when it stops working, it will have to be turned off. A senator noted that they are happy to be consulted during the search for a better platform. To the question of whether it would be possible to support the Class Schedule, Lindsey responded that it would be a huge effort.
  Vote (to approve the Senate Resolution in attach. #3): 16/17 yes; 1/17 no. Motion passes.

- Grade Rollout Schedule Request – Lyudmila Barannyk, Senator from the College of Science. Lyudmila proposed to change how final grades are rolled out. Currently, grades are due Tuesday of the week following final exam week, at noon. The staff is responsible for reminding everyone and checking that grades are submitted, even though this should be the faculty's responsibility. Furthermore, students do not see the grades until Tuesday at noon, even though the grades are available on Canvas. She contacted Registrar Lindsey Brown and asked if it was possible to change the process. At the University of Michigan, for instance, grades are rolled out on a continuous basis, because faculty had to submit grades within 3 business days or 72 hours from the end of their courses. Students can see their grades right away.
  Discussion:
  If grades roll out continuously, students may wonder why their grades are not available while they are available for other students. Also, when the grades are out, they cannot be changed. A senator argued that, for classes involving projects, grades are not available until later in the week after finals. On the same theme, some people must grade many essays, which they could not accomplish in 72 hours. There are exams also on Friday of the final week. Would those grades be due after 72 hours or 72 working hours?
  Registrar Lindsey Brown provided some background. Historically, we have not rolled grades until after the deadline to make sure everything is in and then do one large roll. The problem is that, once you roll the grades and the students can see them, the faculty cannot make changes. The other option is waiting so faculty can make changes, and then roll all the grades at once. There are benefits on both sides. We have had varying success over the years regarding sending out reminders. Some enjoy those, others do not like reminders. We have some options, and we are happy to make changes.

Announcements and Communications:

- FLSA Change Contexts – Brandi Terwilliger.
  The Department of Labor made these updates in two parts. The initial transition occurred in July. Because the University of Idaho has a higher exempt threshold than the Department of Labor, we did not need to pivot in July, but we must adjust by January 2025. The UI exempt threshold will go up to $63.128 from $47.424. So, people must meet the duties test of an exempt position and the salary test. We set the transition date on December 8, because of the payroll lag. We should comply with the federal law by January 1st. The Department of Labor has shared the exempt minimum will go up in stages, so a regular incremental increase is anticipated to occur. For exempt positions that pay over $63.128 we do not need to do anything, but we need to look at those that fall under the new threshold. Each unit administrator has been sent a spreadsheet with their affected members who are under that threshold. Executive Leadership set a limit for an increase of under $2,000. So, if somebody needed under $2,000 to reach the new threshold, they could make that request. Otherwise, affected employees would move to what is called non-classified-non-exempt status (the N-class). There are roughly 300 people, including postdocs, that may fall under the new threshold. In some cases, it would take about $10-15k to get those employees up to that threshold. In such cases, they will be moved to non-classified-non-exempt status. Those people would get paid overtime for any hours they worked over 40. But they will be able to maintain their current leave accrual and their current retirement plan. So, if they are in the ORP, they can stay for the duration of that current appointment. Whatever position they are in when we make the transition, if they apply for a different position and get it, they will go into the category appropriate for the new position. We are collecting spreadsheets and compiling them for Executive Leadership to review and make determinations. Some departments have requested an exception to the "under $2,000 limit" and those requests will go forward to the Executive Leadership. Once we know who the impacted employees are, we will send them a direct communication about their N-status, and we will be available to meet with them. Some employees have already expressed an interest in moving to Persi, and we will work through that with each person individually. Regarding new positions, we'll determine if they are exempt and meet the conditions to remain exempt. New positions will be posted accordingly. We have reminded people about equity and salary compression issues.
  <u>Discussion:</u>
  A senator asked whether we should expect a significant transition to hourly pay. Brandi responded that it is likely.
  Will postdocs be expected to maintain 40 hours per work week, with anything beyond 40 hours being eligible for overtime? Brandi replied that they are having conversations with Executive Leadership about what this should look like for postdocs.
  Would faculty who makes less than $63.128 per hour report 40 hours/week and overtime? Brandi said that faculty have a special exemption in the Department of Labor. If most of their role is instructional, they do not meet the exempt threshold.
- CEC, continuing conversation – Torrey Lawrence, Provost and Executive Vice President
  Last week, Provost Lawrence talked about the timeline and some broad issues about the CEC process. Today, he will focus on guidelines for FY25 salaries, CEC challenges, and then address questions that people asked through FSL.
  <u>The presentation slides are included with these minutes.</u>
  As announced in the memo of April 12, 2024, from the Provost and Vice President Foisy, legislators approved an overall 3% for pay increase of eligible employees.
  The Provost described the guidelines used for the distribution of these funds (see slides #2-4 of the presentation). Salary information resources can be found on slide #5.

Salary challenges were addressed next. Those include CEC rates vs. inflation rates, keeping competitive salaries, salary compression and possibly inversion, consistency across the university, and other potential inequities that have been or are being looked at.
Moving on to the cost of solutions, the Provost showed the cost of giving everyone a 1% salary increase, and the cost of bringing everyone to 100% of their target salary (slide #7), which is different than bringing the average salary to 100% of target.
On the remaining slides, Provost Lawrence addressed the questions he received. Those include how UI salaries compare with those in Idaho peer institutions; cost of living at different UI locations; promotion increases; salary increases for UI administrators compared to all faculty and staff. The last question requires some background on how administrative roles are defined at UI (see presentation). In another question, concerns are raised about the objectivity of merit increases when faculty are evaluated on a "meet" vs. "does not meet" scale. Sources of CEC funds were addressed next (larger state appropriation and raising tuition to increase funds for Gen Ed, increasing student fees to raise salaries funded by those fees).
Discussion:
There was a request for clarification about the (approximately) $20M to move everyone to 100% of target: would that be $20M per year or a one-time cost? Provost Lawrence explained that salaries are never raised based on a one-time influx of dollars. The money can come from state appropriations or other sources but must be permanent.
There was a question about over-the-target salaries, say, 120% of target. Is it possible? The Provost clarified that the allowed range to offer salaries, for both staff and faculty, is between 80% and 125% of target (the upper limit used to be 100% but changed after the pandemic). This is something that starts at the time of hiring. After that, one is in the CEC system, where it is difficult to move up quickly. The Provost added that this broad range gives more flexibility, but, at the same time, it increases salary compression.
A senator who is a member of the ad hoc salary committee asked about a better source of salary information, other than the budget books. The Provost confirmed that the budget books, although accurate when they are published, are not updated so become inaccurate very quickly. The best approach is to ask DFA for the information that is needed. (Note: Merit is a protected personnel matter and cannot be shared.)

New Business:

A senator requested an update on the University of Phoenix transaction.

Adjournment:

Chair Haltinner adjourned the meeting at 4:58pm.

Respectfully Submitted,

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

University of Idaho

CEC INFORMATION

UI FACULTY SENATE
FALL 2024

1

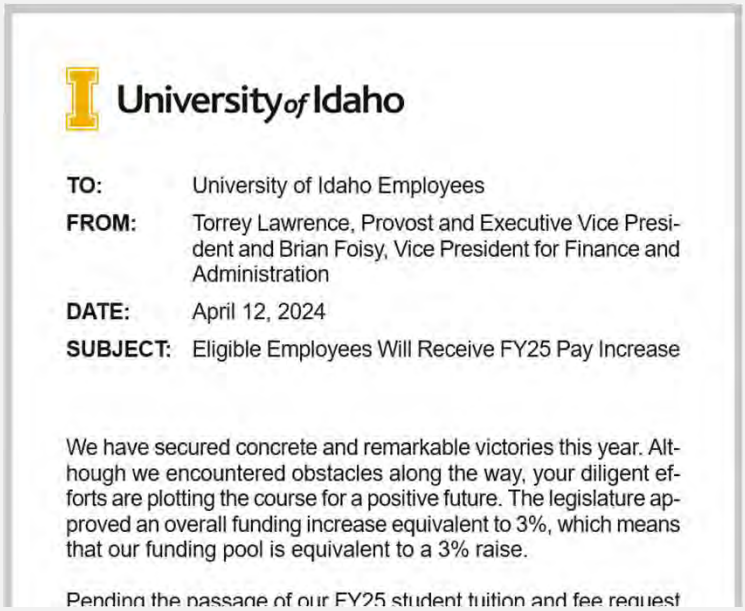
PART 2

TUESDAY, OCTOBER 15, 2024

2

APRIL MEMO

CEC GUIDELINES



University of Idaho

TO: University of Idaho Employees

FROM: Torrey Lawrence, Provost and Executive Vice President and Brian Foisy, Vice President for Finance and Administration

DATE: April 12, 2024

SUBJECT: Eligible Employees Will Receive FY25 Pay Increase

We have secured concrete and remarkable victories this year. Although we encountered obstacles along the way, your diligent efforts are plotting the course for a positive future. The legislature approved an overall funding increase equivalent to 3%, which means that our funding pool is equivalent to a 3% raise.

Pending the passage of our FY25 student tuition and fee request

3

GUIDELINES SUMMARY

THE "RULES" FOR INCREASES FOR FY25

- **"Off the top" increases:**
  - Staff: increases to meet minimum annual Exempt salary threshold
  - Faculty: promotion increases
  - TA stipend increase
- **University wide increases:**
  - Every eligible employee gets a 1% increase
  - Move employees to 80% of Target Salary (capped at 6% increase or $4,500, whichever is greater)
  - Merit increases for staff and faculty but only 50% of unit

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GUIDELINES SUMMARY (SLIDE 2)

THE "RULES" FOR INCREASES FOR FY25

- **Other details**
  - Total increases are capped at 20%
  - Vacant positions do not receive increases
  - Faculty promotion increases will be added after all other increases
  - An employee must have met performance standards on their 2023 annual evaluation.
  - An employee must have been in their position on or before March 8, 2024.

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GUIDELINES SUMMARY (SLIDE 3)

THE "RULES" FOR INCREASES FOR FY25

- **Non Gen Ed funded positions**: units are responsible for providing funding from current non Gen Ed funding sources, when available.
- **Additional funds**: Units may, at their discretion, request to supplement salary increases as budgets allow. (e.g. Misc PCN, vacant positions, etc.)

6

SALARY INFORMATION RESOURCES

- DFA Salary webpage: https://www.uidaho.edu/dfa/budget-and-planning/budget-office/salary-guidelines
- April 12, 2024 Memo from Torrey Lawrence and Brian Foisy (see website above)
- Vice Provost for Faculty Salary Webpage: https://www.uidaho.edu/provost/faculty/salary
- FSH 3420: https://www.uidaho.edu/governance/policy/policies/fsh/3/3420

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SALARY CHALLENGES

- Are we keeping up with inflation?
- Are we offering competitive salaries to attract and retain employees?
- Are we increasing salary compression?
- Are we creating salary inversion?
- Are we consistent across the institution?
- Do we have other inequities to address?

8

SCALE OF THE SOLUTION

WHAT DOES IT COST TO MOVE THE NEEDLE?

- Q: What does it cost to give everyone a 1% raise?

  A: $1.8M (plus related benefits)

  - $1.0M Gen Ed;
  - $0.8M other fund types

- Q: What would it cost to move all employees to 100% of their Target?

  A: $19.8M (plus related benefits)

  - $12.7M Gen Ed
  - $7.1M other fund types

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QUESTIONS

10

IDAHO SALARIES

HOW DOES UI COMPARE TO IDAHO PEERS?

- Source: Chronicle of Higher Education: How Much Has Faculty Pay Changed Over Time?
- April 5, 2024
- https://www.chronicle.com/article/explore-faculty-salaries-at-3-500-colleges-2012-20?utm_source=Iterable&utm_medium=email&utm_campaign=campaign_9542627_nl_Academe-Today_date_20240411&cid=at&sra=true
- This article uses 2022-23 data!
- (Why is CSI included???)

11

IDAHO COLLEGES AND UNIVERSITIES

ALL RANKS

Salary data for the 2022-23 academic year:

Idaho | Public four-year | All ranks | Search for an institution

Showing 1–5 of 5 Institutions

INSTITUTION (TYPE | STATE)	TOTAL AT RANK	MEN AT RANK	WOMEN AT RANK	TOTAL AVERAGE 9-MONTH-EQUIVALENT SALARY	MEN AVERAGE 9-MONTH-EQUIVALENT SALARY	WOMEN AVERAGE 9-MONTH-EQUIVALENT SALARY
Idaho Public 4-year	**2,229**	**1,165**	**1,064**	**$79,234**	**$85,178**	**$72,727**
Boise State University — Public 4-year | Idaho	830	408	422	$80,811	$87,724	$74,127
College of Southern Idaho — Public 4-year | Idaho	138	63	75	$57,658	$57,589	$57,716
Idaho State University — Public 4-year | Idaho	599	312	287	$75,152	$78,999	$70,971
Lewis-Clark State College — Public 4-year | Idaho	152	62	90	$64,148	$66,142	$62,774
University of Idaho — Public 4-year | Idaho	510	320	190	$91,798	$97,076	$82,909

Showing 1–5 of 5 Institutions

12

IDAHO COLLEGES AND UNIVERSITIES

PROFESSORS

Salary data for the 2022-23 academic year:

Idaho | Public four-year | Professor | Search for an institution

Showing 1–5 of 5 Institutions

INSTITUTION TYPE | STATE	TOTAL AT RANK	MEN AT RANK	WOMEN AT RANK	TOTAL AVERAGE 9-MONTH-EQUIVALENT SALARY	MEN AVERAGE 9-MONTH-EQUIVALENT SALARY	WOMEN AVERAGE 9-MONTH-EQUIVALENT SALARY
Idaho Public 4-year	**593**	**370**	**223**	**$99,554**	**$103,799**	**$92,511**
Boise State University Public 4-year | Idaho	199	122	77	$101,750	$103,949	$98,266
College of Southern Idaho Public 4-year | Idaho	50	23	27	$68,878	$70,101	$67,836
Idaho State University Public 4-year | Idaho	134	80	54	$95,104	$100,471	$87,152
Lewis-Clark State College Public 4-year | Idaho	40	23	17	$78,354	$78,048	$78,769
University of Idaho Public 4-year | Idaho	170	122	48	$114,502	$117,040	$108,053

Showing 1–5 of 5 Institutions

13

IDAHO COLLEGES AND UNIVERSITIES

ASSOCIATE PROFESSORS

Salary data for the 2022-23 academic year:

Idaho | Public four-year | Associate professor | Search for an institution

Showing 1–5 of 5 Institutions

INSTITUTION TYPE | STATE	TOTAL AT RANK	MEN AT RANK	WOMEN AT RANK	TOTAL AVERAGE 9-MONTH-EQUIVALENT SALARY	MEN AVERAGE 9-MONTH-EQUIVALENT SALARY	WOMEN AVERAGE 9-MONTH-EQUIVALENT SALARY
Idaho Public 4-year	**594**	**315**	**279**	**$85,008**	**$89,406**	**$80,041**
Boise State University Public 4-year | Idaho	230	114	116	$88,882	$94,819	$83,048
College of Southern Idaho Public 4-year | Idaho	16	6	10	$58,413	$57,542	$58,935
Idaho State University Public 4-year | Idaho	132	69	63	$82,211	$84,109	$80,133
Lewis-Clark State College Public 4-year | Idaho	59	24	35	$64,447	$63,800	$64,890
University of Idaho Public 4-year | Idaho	157	102	55	$92,120	$94,840	$87,075

Showing 1–5 of 5 Institutions

14

IDAHO COLLEGES AND UNIVERSITIES

ASSISTANT PROFESSORS

Salary data for the 2022-23 academic year:

▶ Idaho | ▶ Public four-year | ▶ Assistant professor | Search for an institution

Showing 1–5 of 5 Institutions

INSTITUTION TYPE | STATE	TOTAL AT RANK	MEN AT RANK	WOMEN AT RANK	TOTAL AVERAGE 9-MONTH-EQUIVALENT SALARY	MEN AVERAGE 9-MONTH-EQUIVALENT SALARY	WOMEN AVERAGE 9-MONTH-EQUIVALENT SALARY
Idaho Public 4-year	**515**	**245**	**270**	**$75,520**	**$80,104**	**$71,362**
+ Boise State University Public 4-year | Idaho	175	81	94	$81,743	$88,856	$75,615
+ College of Southern Idaho Public 4-year | Idaho	16	10	6	$54,913	$55,493	$53,946
+ Idaho State University Public 4-year | Idaho	175	79	96	$73,842	$77,633	$70,723
+ Lewis-Clark State College Public 4-year | Idaho	32	8	24	$55,229	$54,338	$55,527
+ University of Idaho Public 4-year | Idaho	117	67	50	$77,090	$79,186	$74,283

Showing 1–5 of 5 Institutions

15

LOCATION

Q: It is perceived to be more expensive to live in other UI campus locations–is there a way to deal with the disparity in the expensiveness of living in different locations (parking, childcare, etc).

A: We do not have a systematic approach to salary based on employee location; however, this is sometimes a point in hiring negotiations.

16

FACULTY PROMOTION INCREASES

WHY DO INSTRUCTORS GET LESS FOR THEIR PROMOTION?

	AY	FY
Instructor to Senior Instructor:	$2,500	$3,050
Assistant Professor to Associate Professor	$6,000	$7,300
Associate Professor to Professor	$8,500	$10,300

Notes:

- Promotion to Distinguished Professor follows FSH 1565 which states that recipients receive "a stipend of at least $5,000 per year for five years…"
- Promotion increases are fixed amounts and not based on current salary.

17

ADMINISTRATORS

HOW ARE THEY PAID?

Faculty Administrators

- Chairs, "directors," and associate deans: faculty base salary plus a stipend that is usually a percentage of the base salary OR a flat rate
- Deans, vice provosts, provost: faculty base salary plus a stipend to create a salary in alignment with the SOC code for the position

Staff Administrators

- The salary is in alignment with the SOC code for the position.

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ADMINISTRATORS

DO ADMINISTRATORS GET LARGER ANNUAL SALARY INCREASES?

	FY25	FY24
Average **increase** for all faculty/staff	3.49%	**3.93%** (+0.19%)
Average **increase** for administrators*	**3.61%** (+0.11%)	3.74%

Note 1: This includes the provost, vice presidents, vice provosts, deans, center executives, athletic director, chief diversity officer, UCM senior directors, government relations, president's chief of staff, and general counsel. These positions report to either the president or provost.

Note 2: UI does not have a common definition of "administrators." Different groupings could also include supervisors, program directors, department chairs/directors, associate deans, etc.

19

RETENTION OFFERS

Q: How do we avoid employees wasting time by going out on the job market to get a competitive job offer? Can we just pay people more so they don't waste their time doing job searches and help us feel appreciated?

A: Yes, we are able to raise salaries but a source of funding must be identified. Salary increases may solve this problem for some employees, but perhaps not all. We cannot avoid a competitive market.

20

MERIT

Q: How can merit increases ever be objectively/equitably distributed among a faculty that is only evaluated on a 'meets' or 'does not meet' scale when the requirements for 'meets expectations' in faculty PDs are 'excellence' in teaching, scholarship, service, and outreach? What's more meritorious than 'excellence'?

A: Please see FSH 3420 Faculty Salaries. This is the process faculty developed to address how merit is allocated.

21

SOURCE FUNDING

Q: What is being done to grow salary funding?

A: Sources can be increased in different ways:

- Larger state appropriation to increase Gen Ed
- Raise tuition to increase Gen Ed
- Raise student fees to increase funds for salaries paid from fees
- See President Green's memo from January 2023 about CEC impact. For the 2025 legislative session, UI's top priority "line item" will be CEC.
- **Reminder: State funding allocations are decided by elected officials.**

22

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Attach. #2

469: ROBOTICS AND AUTOMATION ACADEMIC UNDERGRADUATE CERTIFICATE

In Workflow

1. 131 Chair (arleen@uidaho.edu; dcontedeleon@uidaho.edu)
2. 08 Curriculum Committee Chair (gabrielp@uidaho.edu)
3. Degree Map Review (rfrost@uidaho.edu; sandeschlueter@uidaho.edu)
4. Registrar's Office (none)
5. Ready for UCC (none)
6. UCC (none)
7. Post-UCC Registrar (none)
8. Faculty Senate Chair (stoutm@uidaho.edu; cari@uidaho.edu; nvietz@uidaho.edu)
9. Provost Q 2 (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
10. State Approval (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
11. NWCCU (stoutm@uidaho.edu; sandeschlueter@uidaho.edu; gwen@uidaho.edu)
12. Catalog Update (sbeal@uidaho.edu)

Approval Path

1. Fri, 23 Aug 2024 18:06:15 GMT
   Daniel Conte de Leon (dcontedeleon): Rollback to Initiator
2. Fri, 23 Aug 2024 18:15:34 GMT
   Daniel Conte de Leon (dcontedeleon): Rollback to Initiator
3. Fri, 23 Aug 2024 18:46:40 GMT
   Daniel Conte de Leon (dcontedeleon): Rollback to Initiator
4. Thu, 29 Aug 2024 17:27:47 GMT
   Daniel Conte de Leon (dcontedeleon): Approved for 131 Chair
5. Tue, 17 Sep 2024 16:46:37 GMT
   Gabriel Potirniche (gabrielp): Approved for 08 Curriculum Committee Chair
6. Fri, 20 Sep 2024 17:18:25 GMT
   Rebecca Frost (rfrost): Approved for Degree Map Review
7. Tue, 24 Sep 2024 20:04:44 GMT
   Sydney Beal-Coles (sbeal): Approved for Registrar's Office
8. Tue, 24 Sep 2024 20:14:21 GMT
   Sydney Beal-Coles (sbeal): Approved for Ready for UCC
9. Tue, 01 Oct 2024 17:33:36 GMT
   Sydney Beal-Coles (sbeal): Approved for UCC
10. Wed, 02 Oct 2024 22:28:47 GMT
    Sydney Beal-Coles (sbeal): Approved for Post-UCC Registrar

History

1. May 30, 2023 by John Shovic (jshovic)
2. Jul 12, 2023 by Sydney Beal-Coles (sbeal)
3. Jan 5, 2024 by Sydney Beal-Coles (sbeal)
4. Apr 3, 2024 by Sydney Beal-Coles (sbeal)

Date Submitted: Sat, 24 Aug 2024 15:17:59 GMT

Viewing: 469 : Robotics and Automation Academic Undergraduate Certificate

Last approved: Wed, 03 Apr 2024 22:58:45 GMT

Last edit: Tue, 24 Sep 2024 20:13:58 GMT

Changes proposed by: John Shovic

Faculty Contact

Faculty Name	Faculty Email
John Shovic	jshovic@uidaho.edu

Change Type (Choose all that apply)

Change curriculum requirements

Change the name of a degree, major, option, emphasis, minor, certificate, concentration or specialization

Description of Change

Name change to better reflect the goals of the certificate and reduce the number of credits to 15 by making CS 443 (4543) an elective option

Will this request have a fiscal impact of $250K or greater?

No

Academic Level

Undergraduate

College

Engineering

Department/Unit:

Computer Science

Effective Catalog Year

2025-2026

Program Title

Robotics and Automation Academic Undergraduate Certificate

Program Credits

15

CIP Code

11.0701 - Computer Science.

Curriculum:

Robotic automation has spread through all different types of manufacturing, food processing, and agriculture. The key to companies remaining competitive is to continue to increase productivity through automation using robotics. This certificate produces students that have a deep understanding of the Robotics stack from the lower level motors and controllers, through PLC controllers and into higher level cognitive processes including using modern AI techniques.

All required coursework must be completed with a grade of C or better (O-10-a (https://catalog.uidaho.edu/general-requirements-academic-procedures/o-miscellaneous/)).

Required Coursework:

Code	Title	Hours
Required Coursework		
CS 453	Course CS 453 Not Found	3
CS 4554	Robotic Systems Engineering II	3
Any 3 courses of the following:		9
CS 4440	Supervisory Control and Critical Infrastructure Systems	
CS 4502	Real-Time Operating Systems	
CS 4543	Embedded Systems	
CS 4556	PLC Programming for Automation	
CS 4701	Artificial Intelligence	
CS 4712	Machine Learning	
CS 4715	Deep Learning	
CS 4731	Evolutionary Computation	
CS 4771	Python for Machine Learning	
CS 4885	Machine Vision	
ME 4540	Assistive Technologies for Physical Impairment	
ME 4640	Robotics Kinematic and Kinetic Analysis	
Total Hours		**15**

Courses to total 15 credits for this certificate

Students should consult with their academic advisor regarding this certificate.

Distance Education Availability

To comply with the requirements of the Idaho State Board of Education (SBOE) and the Northwest Commission on Colleges and Universities (NWCCU) the University of Idaho must declare whether 50% or more of the curricular requirements of a program which may be completed via distance education.

Can 50% or more of the curricular requirements of this program be completed via distance education?

Yes

If Yes, can 100% of the curricular requirements of this program be completed via distance education?

No

Note: Existing programs transitioning from less than 50% of its curricular requirements to 50% or more of its requirements being available via distance education is considered a Group B change and must complete the program proposal formwork before these changes will be processed.

Geographical Area Availability

In which of the following geographical areas can this program be completed in person?

Coeur d'Alene
Moscow

Student Learning Outcomes

Have learning outcomes changed?

No

Learning Objectives

1. Graduates will be able to apply modern software design and engineering principles and practices to the hardware, software, safety and environmental aspects of a robotic system.

2. Graduates will be able to analyze, evaluate and design parts of the robotic stack and will be able to communicate with other disciplines working on robotic systems.

A clearly stated rationale for this proposal must be included or the University Curriculum Committee will return the proposal for completion of this section. The rational should provide a detailed summary of the proposed change(s). In addition, include a statement in the rationale regarding how the department will manage the added workload, if any.

We are changing the name to match industry terminology for the goals of this certificate and the focus of our industrial automation program. We are reducing the required credits to match the current practice for undergraduate certificates, which will also facilitate more student participation in the certificate.

Reviewer Comments

Daniel Conte de Leon (dcontedeleon) (Fri, 23 Aug 2024 18:06:16 GMT): Rollback: John, I do not believe we can delete the term "Academic Certificate". The Registrar's Office will add it back.

Daniel Conte de Leon (dcontedeleon) (Fri, 23 Aug 2024 18:15:34 GMT): Rollback: Sent back for edits as requested.

Daniel Conte de Leon (dcontedeleon) (Fri, 23 Aug 2024 18:46:40 GMT): Rollback: John, the total proposed credit count is 15 credits. But the page at the bottom says 18.

Key: 469

Attach. #3

470: ROBOTICS AND AUTOMATION GRADUATE ACADEMIC CERTIFICATE

In Workflow

1. 131 Chair (arleen@uidaho.edu; dcontedeleon@uidaho.edu)
2. 08 Curriculum Committee Chair (gabrielp@uidaho.edu)
3. Degree Map Review (rfrost@uidaho.edu; sandeschlueter@uidaho.edu)
4. Graduate Council Chair (mcmurtry@uidaho.edu; slthomas@uidaho.edu; sandeschlueter@uidaho.edu)
5. Provost Q 1 (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
6. Registrar's Office (none)
7. Ready for UCC (none)
8. UCC (none)
9. Faculty Senate Chair (stoutm@uidaho.edu; cari@uidaho.edu; nvietz@uidaho.edu)
10. Provost Q 2 (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
11. State Approval (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
12. NWCCU (stoutm@uidaho.edu; sandeschlueter@uidaho.edu; gwen@uidaho.edu)
13. Catalog Update (sbeal@uidaho.edu)

Approval Path

1. Fri, 23 Aug 2024 18:03:24 GMT
   Daniel Conte de Leon (dcontedeleon): Rollback to Initiator
2. Fri, 23 Aug 2024 18:14:55 GMT
   Daniel Conte de Leon (dcontedeleon): Rollback to Initiator
3. Fri, 23 Aug 2024 18:55:01 GMT
   Daniel Conte de Leon (dcontedeleon): Approved for 131 Chair
4. Thu, 05 Sep 2024 01:16:53 GMT
   Gabriel Potirniche (gabrielp): Approved for 08 Curriculum Committee Chair
5. Thu, 05 Sep 2024 15:20:24 GMT
   Rebecca Frost (rfrost): Approved for Degree Map Review
6. Fri, 27 Sep 2024 16:20:54 GMT
   Stephanie Thomas (slthomas): Approved for Graduate Council Chair
7. Wed, 02 Oct 2024 20:13:41 GMT
   Sande Schlueter (sandeschlueter): Approved for Provost Q 1
8. Wed, 02 Oct 2024 20:44:06 GMT
   Theodore Unzicker (tunzicker): Approved for Registrar's Office
9. Tue, 08 Oct 2024 19:09:25 GMT
   Sydney Beal-Coles (sbeal): Approved for Ready for UCC
10. Tue, 15 Oct 2024 18:45:29 GMT
    Sydney Beal-Coles (sbeal): Approved for UCC

History

1. Feb 22, 2023 by John Shovic (jshovic)
2. Dec 13, 2023 by Sydney Beal-Coles (sbeal)
3. Apr 3, 2024 by Sydney Beal-Coles (sbeal)

Date Submitted: Fri, 23 Aug 2024 18:32:04 GMT

Viewing: 470 : Robotics and Automation Graduate Academic Certificate

Last approved: Wed, 03 Apr 2024 23:01:59 GMT

Last edit: Tue, 15 Oct 2024 15:14:16 GMT

Changes proposed by: John Shovic

Faculty Contact

Faculty Name	Faculty Email
John Shovic	jshovic@uidaho.edu

Change Type (Choose all that apply)

Change curriculum requirements

Change the name of a degree, major, option, emphasis, minor, certificate, concentration or specialization

Description of Change
Changing the name to "Robotics and Automation" Engineering Certificate to properly reflect the goals of the program.

Will this request have a fiscal impact of $250K or greater?
No

Academic Level
Graduate

College
Engineering

Department/Unit:
Computer Science

Effective Catalog Year
2025-2026

Program Title
Robotics and Automation Graduate Academic Certificate

Program Credits
12

CIP Code
11.0701 - Computer Science.

Curriculum:

This certificate will produce students that have a deep understanding of the Robotics stack from the lower level motors and controllers through PLC controllers and into higher level cognitive processes including using modern AI techniques. It is designed to encourage research in robotics by MS and PhD graduate students.

All required coursework must be completed with a grade of B or better (O-10-b (https://catalog.uidaho.edu/general-requirements-academic-procedures/o-miscellaneous/)).

Code	Title	Hours
CS 553	Course CS 553 Not Found	3
CS 5554	Robotic Systems Engineering II	3
Any two of the following:		6
CS 5543	Embedded Systems	
CS 5440	Supervisory Control and Critical Infrastructure Systems	
CS 5502	Real-Time Operating Systems	
CS 5885	Machine Vision	
CS 5556	PLC Programming for Automation	
CS 5701	Artificial Intelligence	
CS 5731	Evolutionary Computation	
CS 5715	Deep Learning	
CS 5712	Machine Learning	
CS 577	Python for Machine Learning	
ME 554	Assistive Technologies for Physical Impairment	
ME 5640	Robotic Dynamics, Simulation, and Control	
Total Hours		**12**

Courses to total 12 credits for this certificate

Distance Education Availability

To comply with the requirements of the Idaho State Board of Education (SBOE) and the Northwest Commission on Colleges and Universities (NWCCU) the University of Idaho must declare whether 50% or more of the curricular requirements of a program which may be completed via distance education.

Can 50% or more of the curricular requirements of this program be completed via distance education?

Yes

If Yes, can 100% of the curricular requirements of this program be completed via distance education?

No

Note: Existing programs transitioning from less than 50% of its curricular requirements to 50% or more of its requirements being available via distance education is considered a Group B change and must complete the program proposal formwork before these changes will be processed.

Geographical Area Availability

In which of the following geographical areas can this program be completed in person?

Coeur d'Alene
Moscow

Student Learning Outcomes

Have learning outcomes changed?

No

Learning Objectives

Industrial automation in manufacturing is key to improving productivity and maintaining competitiveness both domestically and internationally. This certificate will produce students that have a deep understanding of the Robotics stack from the lower level motors and controllers, through PLC controllers and into higher level cognitive processes including using modern AI techniques. This certificate is also designed to encourage research in robotics by MS and PhD students.

Learning Outcomes

- An ability to understand and apply engineering principles to software, hardware, safety and environmental aspects of robotic systems.
- An ability to understand the entire robotic stack from control software down to the level of embedded systems and motors.
- An ability to incorporate modern software paradigms, involving options such as embedded systems, artificial intelligence and machine learning.
- An ability to understand professional responsibilities and make informed judgements in practices based on legal and ethical principles as they relate to modern robotic systems.

A clearly stated rationale for this proposal must be included or the University Curriculum Committee will return the proposal for completion of this section. The rational should provide a detailed summary of the proposed change(s). In addition, include a statement in the rationale regarding how the department will manage the added workload, if any.

We are updating the name of the certificate to reflect the actual goals of the program.

Reviewer Comments

Daniel Conte de Leon (dcontedeleon) (Fri, 23 Aug 2024 18:03:24 GMT): Rollback: Correction in name needed.

Daniel Conte de Leon (dcontedeleon) (Fri, 23 Aug 2024 18:14:55 GMT): Rollback: Sent back for edits as requested.

Sydney Beal-Coles (sbeal) (Mon, 07 Oct 2024 17:15:03 GMT): Updated curriculum to four-digit course numbers

Sydney Beal-Coles (sbeal) (Tue, 15 Oct 2024 15:14:16 GMT): Added "academic" to certificate title per UCC 10/14/24 meeting

Key: 470

Attach. #4

32: APPLIED ECONOMICS (MS)

In Workflow

1. 054 Chair (mcintosh@uidaho.edu)
2. CALS Review (bschroeder@uidaho.edu, sandeschlueter@uidaho.edu)
3. 07 Curriculum Committee Chair (bschroeder@uidaho.edu)
4. 07 Dean (mdoumit@uidaho.edu)
5. Provost's Office (kudas@uidaho.edu; stoutm@uidaho.edu; jvalkovic@uidaho.edu; gwen@uidaho.edu; cari@uidaho.edu; brendah@uidaho.edu; sandeschlueter@uidaho.edu)
6. Assessment (cslater@uidaho.edu; sandeschlueter@uidaho.edu)
7. Degree Audit Review (rfrost@uidaho.edu; sandeschlueter@uidaho.edu)
8. Graduate Council Chair (mcmurtry@uidaho.edu; slthomas@uidaho.edu; sandeschlueter@uidaho.edu)
9. Registrar's Office (none)
10. Ready for UCC (none)
11. UCC (none)
12. Faculty Senate Chair (stoutm@uidaho.edu; cari@uidaho.edu; nvietz@uidaho.edu)
13. Provost's Office (kudas@uidaho.edu; stoutm@uidaho.edu; jvalkovic@uidaho.edu; gwen@uidaho.edu; cari@uidaho.edu; brendah@uidaho.edu; sandeschlueter@uidaho.edu)
14. State Approval (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
15. NWCCU (stoutm@uidaho.edu; sandeschlueter@uidaho.edu; gwen@uidaho.edu)
16. Catalog Update (sbeal@uidaho.edu)

Approval Path

1. Wed, 01 May 2024 20:55:06 GMT
   Christopher McIntosh (mcintosh): Approved for 054 Chair
2. Tue, 20 Aug 2024 20:16:45 GMT
   Brenda Schroeder (bschroeder): Approved for CALS Review
3. Tue, 20 Aug 2024 20:46:20 GMT
   Brenda Schroeder (bschroeder): Approved for 07 Curriculum Committee Chair
4. Tue, 27 Aug 2024 19:37:35 GMT
   Matthew Doumit (mdoumit): Rollback to CALS Review for 07 Dean
5. Tue, 27 Aug 2024 20:08:26 GMT
   Brenda Schroeder (bschroeder): Approved for CALS Review
6. Tue, 27 Aug 2024 20:11:29 GMT
   Brenda Schroeder (bschroeder): Approved for 07 Curriculum Committee Chair
7. Tue, 27 Aug 2024 20:12:58 GMT
   Matthew Doumit (mdoumit): Approved for 07 Dean
8. Fri, 13 Sep 2024 21:02:11 GMT
   Sande Schlueter (sandeschlueter): Approved for Provost's Office
9. Tue, 17 Sep 2024 00:59:22 GMT
   Christine Slater (cslater): Approved for Assessment
10. Fri, 20 Sep 2024 17:23:51 GMT
    Rebecca Frost (rfrost): Approved for Degree Audit Review
11. Fri, 27 Sep 2024 16:20:48 GMT
    Stephanie Thomas (slthomas): Approved for Graduate Council Chair
12. Tue, 01 Oct 2024 21:31:01 GMT
    Theodore Unzicker (tunzicker): Approved for Registrar's Office
13. Tue, 08 Oct 2024 19:10:13 GMT
    Sydney Beal-Coles (sbeal): Approved for Ready for UCC
14. Tue, 15 Oct 2024 18:47:34 GMT
    Sydney Beal-Coles (sbeal): Approved for UCC

History

1. Jun 14, 2021 by Amy Kingston (amykingston)
2. Mar 30, 2023 by Sydney Beal-Coles (sbeal)

Date Submitted: Wed, 01 May 2024 20:48:46 GMT

Viewing: 32 : Applied Economics (MS)
Last approved: Thu, 30 Mar 2023 17:10:57 GMT
Last edit: Fri, 04 Oct 2024 18:48:08 GMT

Changes proposed by: Christopher McIntosh

Faculty Contact

Faculty Name	Faculty Email
Chris McIntosh	mcintosh@uidaho.edu

Change Type (Choose all that apply)

CIP code change

Description of Change

We are requesting a change in our CIP code for this program from 01.0103 to 45.0603.

Will this request have a fiscal impact of $250K or greater?

No

Academic Level

Graduate

College

Agricultural & Life Sciences

Department/Unit:

Agricultural Econ & Rural Soc

Effective Catalog Year

2025-2026

Program Title

Applied Economics (MS)

Program Credits

32

CIP Code

45.0603 - Econometrics and Quantitative Economics.

Curriculum:

Master of Science. Major in Applied Economics.

The M.S. program in applied economics is designed to prepare students for management, research, and policy positions in the public and private sectors of the economy, and for further graduate study.

The M.S. thesis option is offered as a 32 credit stand-alone degree or as a 32 credit thesis degree with optional emphasis area(s). The minimum of 32 required credits can be satisfied by taking a combination of 5000- and 4000-level courses, with at least 18 credits at the 5000 level, plus no more than 3 credits of 3000-level courses in supporting areas.

An emphasis may be selected in any of the following three areas: Agricultural Economics, Natural Resources, and Agribusiness. Both thesis options include six letter graded thesis credits (AGEC 5000) and 26 credits of course work including the following:

Code	Title	Hours
AGEC 5060	Faculty Seminar Series	0
AGEC 5250	Master's Econometrics	3
AGEC 5260	Master's Microeconomics Analysis	3
AGEC 5270	Mathematics for Economists	3
AGEC 5290	Research Methods	2
AGEC Electives		15
Total Hours		**26**

A student has the option to not pursue an emphasis, in which case the student must complete as part of the 15 credits of AGEC electives 9 credits chosen from the following courses:

Code	Title	Hours
AGEC 5320	Natural Resource Economics and Policy	3
AGEC 5330	International Trade and Policy	3
AGEC 5340	Production Economics	3
AGEC 5350	Industrial Organization	3
AGEC 5870	Regional Economic Development Methods	3
Total Hours		**15**

If an emphasis area is chosen, two courses must be selected from those specifically listed in that emphasis area, which will be used as part of the 15 credits of AGEC electives. Emphasis areas include the following:

Agribusiness

Code	Title	Hours
AGEC 5350	Industrial Organization	3
AGEC 5330	International Trade and Policy	3
AGEC 5340	Production Economics	3
Total Hours		**9**

Agricultural Economics

Code	Title	Hours
AGEC 5340	Production Economics	3
AGEC 5350	Industrial Organization	3
Total Hours		**6**

Natural Resources

Code	Title	Hours
AGEC 5320	Natural Resource Economics and Policy	3
Select one additional course		3
Total Hours		**6**

More than one emphasis area may be completed as long as each emphasis area requirement is met. However, only the declared emphasis area will appear on the student's transcript.

Students may take a non-thesis option M.S. degree. Under this option, a student will take a minimum of 32 credits of coursework including the 26 credits of departmental course requirements, which are the same as the stand-alone thesis option. For the non-thesis option, a three-credit paper will be written and presented by the student addressing a topic determined jointly by the student and the student's graduate committee. This option is only available for students not receiving financial support from research funds.

Distance Education Availability

To comply with the requirements of the Idaho State Board of Education (SBOE) and the Northwest Commission on Colleges and Universities (NWCCU) the University of Idaho must declare whether 50% or more of the curricular requirements of a program which may be completed via distance education.

Can 50% or more of the curricular requirements of this program be completed via distance education?

No

Note: Existing programs transitioning from less than 50% of its curricular requirements to 50% or more of its requirements being available via distance education is considered a Group B change and must complete the program proposal formwork before these changes will be processed.

Geographical Area Availability

In which of the following geographical areas can this program be completed in person?

Moscow

Student Learning Outcomes

Have learning outcomes changed?

No

Learning Objectives

1. Students will possess understanding of the fundamental theories of microeconomics.
2. Students will be able to identify key economic issues and their determinants and develop a systematic approach to answer economic questions.
3. Students will demonstrate the ability to quantitatively analyze economic problems and make statistical inferences as to the effects of explanatory variables on dependent variables.
4. Students will have the ability to effectively communicate, both orally and in writing, the findings of their economic research.
5. Students will demonstrate the ability to effectively collaborate with other students, faculty, and constituents on economic research.
6. Students will show the ability to conduct themselves in a professional manner to fellow students, faculty, and constituents.

A clearly stated rationale for this proposal must be included or the University Curriculum Committee will return the proposal for completion of this section. The rational should provide a detailed summary of the proposed change(s). In addition, include a statement in the rationale regarding how the department will manage the added workload, if any.

The current CIP code 01.0103 is not appropriate for this degree program. We are requesting that the current CIP code be replaced with 45.0603.

Our MS in Applied Economics is taught by faculty with Ph.D.'s in Economics and Applied Economics, many with field specialization in econometrics. The MS Applied Economics is mathematically rigorous, requiring a working knowledge of calculus, linear (matrix) algebra, vector and matrix calculus, probability and statistics and econometrics. Student research consists of mathematical and econometric modelling of economic phenomenon.

In addition to more appropriately describing our program, 45.0603 is on the DHS list of STEM CIP codes. This change will restore our competitiveness in recruiting high-quality graduate students, particularly among international students.

Reviewer Comments

Matthew Doumit (mdoumit) (Tue, 27 Aug 2024 19:37:35 GMT): Rollback: seeking review of current edits

Sande Schlueter (sandeschlueter) (Fri, 13 Sep 2024 21:02:01 GMT): approved by VPAI; moving to Assessment for review of CIP code change

Sydney Beal-Coles (sbeal) (Thu, 03 Oct 2024 22:31:19 GMT): Four-digit number change

Key: 32

Attach. #5

517: INVESTMENT MANAGEMENT AND ANALYSIS UNDERGRADUATE ACADEMIC CERTIFICATE

In Workflow

1. 079 Chair (myagroza@uidaho.edu)
2. 13 Curriculum Committee Chair (yunchung@uidaho.edu)
3. 13 Dean (dwoolley@uidaho.edu; lvictoravich@uidaho.edu)
4. Assessment (cslater@uidaho.edu; sandeschlueter@uidaho.edu)
5. DLI (kudas@uidaho.edu; nremy@uidaho.edu; sandeschlueter@uidaho.edu)
6. Provost Q 1 (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
7. Degree Audit Review (rfrost@uidaho.edu; sandeschlueter@uidaho.edu)
8. Registrar's Office (none)
9. Ready for UCC (none)
10. UCC (none)
11. Faculty Senate Chair (stoutm@uidaho.edu; cari@uidaho.edu; nvietz@uidaho.edu)
12. Provost Q 2 (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
13. State Approval (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
14. NWCCU (stoutm@uidaho.edu; sandeschlueter@uidaho.edu; gwen@uidaho.edu)
15. Catalog Update (sbeal@uidaho.edu)

Approval Path

1. Fri, 08 Sep 2023 22:22:28 GMT
   Mya Groza (myagroza): Approved for 079 Chair
2. Mon, 11 Sep 2023 18:21:06 GMT
   Eric Stuen (estuen): Approved for 13 Curriculum Committee Chair
3. Fri, 29 Sep 2023 20:36:49 GMT
   Lisa Victoravich (lvictoravich): Approved for 13 Dean
4. Tue, 03 Oct 2023 22:46:09 GMT
   Gwen Gorzelsky (gwen): Approved for Provost's Office
5. Wed, 11 Oct 2023 20:39:01 GMT
   Theodore Unzicker (tunzicker): Rollback to Initiator
6. Sat, 28 Sep 2024 14:08:47 GMT
   Sanjay Sisodiya (sisodiya): Approved for 079 Chair
7. Mon, 30 Sep 2024 15:42:53 GMT
   Yunhyung Chung (yunchung): Approved for 13 Curriculum Committee Chair
8. Mon, 30 Sep 2024 23:08:26 GMT
   Lisa Victoravich (lvictoravich): Approved for 13 Dean
9. Tue, 01 Oct 2024 00:16:31 GMT
   Christine Slater (cslater): Approved for Assessment
10. Tue, 01 Oct 2024 18:34:52 GMT
    Nicole Remy (nremy): Approved for DLI
11. Wed, 02 Oct 2024 20:59:49 GMT
    Sande Schlueter (sandeschlueter): Approved for Provost Q 1
12. Thu, 03 Oct 2024 21:16:17 GMT
    Rebecca Frost (rfrost): Approved for Degree Audit Review
13. Mon, 07 Oct 2024 16:33:29 GMT
    Sydney Beal-Coles (sbeal): Approved for Registrar's Office
14. Tue, 08 Oct 2024 19:08:07 GMT
    Sydney Beal-Coles (sbeal): Approved for Ready for UCC
15. Tue, 15 Oct 2024 18:43:46 GMT
    Sydney Beal-Coles (sbeal): Approved for UCC

New Program Proposal

Date Submitted: Thu, 26 Sep 2024 17:17:41 GMT

Viewing: 517 : Investment Management and Analysis Undergraduate Academic Certificate

Last edit: Mon, 07 Oct 2024 16:32:17 GMT

Changes proposed by: Mya Groza

Faculty Contact

Faculty Name	Faculty Email
Young Park	youngpark@uidaho.edu

Will this request have a fiscal impact of $250K or greater?
No

Academic Level
Undergraduate

College
Business & Economics

Department/Unit:
Business

Effective Catalog Year
2025-2026

Program Title
Investment Management and Analysis Undergraduate Academic Certificate

Degree Type
Certificate

Please note: Majors and Certificates over 30 credits need to have a state form approved before the program can be created in Curriculum.

Program Credits
12

CIP Code
52.0807 - Investments and Securities.

Will the program be Self-Support?
No

Will the program have a Professional Fee?
No

Will the program have an Online Program Fee?
No

Will this program lead to licensure in any state?
No

Will the program be a statewide responsibility?
No

Financial Information

What is the financial impact of the request?
Less than $250,000 per FY

Note: If financial impact is greater than $250,000, you must complete a Program Proposal Form

Curriculum:

Code	Title	Hours
FIN 4630	Portfolio Management	3
FIN 4600	Advanced Student Investment Fund Management [1]	3
Choose two of the following:		**6**
FIN 4080	Security Analysis	

FIN 4350	Course FIN 4350 Not Found	
FIN 4640	Derivatives and Risk Management	
Total Hours		**12**

[1] One credit course to be taken three times.

Certificate to total 12 credits

Three credits can be replaced with passing the CFA Level 1 Exam

Distance Education Availability

To comply with the requirements of the Idaho State Board of Education (SBOE) and the Northwest Commission on Colleges and Universities (NWCCU) the University of Idaho must declare whether 50% or more of the curricular requirements of a program which may be completed via distance education.

Can 50% or more of the curricular requirements of this program be completed via distance education?

No

Note: Existing programs transitioning from less than 50% of its curricular requirements to 50% or more of its requirements being available via distance education is considered a Group B change and must complete the program proposal formwork before these changes will be processed.

Geographical Area Availability

In which of the following geographical areas can this program be completed in person?

Moscow

Student Learning Outcomes

List the intended learning outcomes for program component. Use learner centered statements that indicate what will students know, be able to do, and value or appreciate as a result of completing the program.

Students will demonstrate an understanding of financial investment topics.

Students will analyze risk and manage risk in financial settings.

Students will apply financial models and theories to solve problems in the investments and financial services spaces.

Students will be able to integrate key sustainability factors into investment decision-making processes.

Describe the assessment process that will be used to evaluate how well students are achieving the intended learning outcomes of the program component.

In the 3 credit courses, students will be evaluated based on exams and projects. Within the Davis Group seminars (FIN 4600), students will be evaluated both by the instructor and by class peers based on their investment reports and presentations.

How will you ensure that the assessment findings will be used to improve the program?

Annual program assessment by the finance faculty will be standard procedure. Learning outcomes will be reviewed and updates to the program will consider this data as part of the program review.

What direct and indirect measures will be used to assess student learning?

Exams and projects will be direct measures. Class discussions of reports and investment recommendations will be the primary indirect measures.

When will assessment activities occur and at what frequency?

Projects and exams will occur multiple times per semester for 3-credit courses. In-class discussions for seminars will be continuous. Program assessment by the finance faculty will occur on an annual basis.

Student Learning Outcomes

Learning Objectives

Students will demonstrate an understanding of financial investment topics.

Students will analyze risk and manage risk in financial settings.

Students will apply financial models and theories to solve problems in the investments and financial services spaces.

Students will be able to integrate key sustainability factors into investment decision-making processes.

A clearly stated rationale for this proposal must be included or the University Curriculum Committee will return the proposal for completion of this section. The rational should provide a detailed summary of the proposed change(s). In addition, include a statement in the rationale regarding how the department will manage the added workload, if any.

In today's intricate investment landscape, the ability to adeptly navigate its complexities depends on the mastery of translating theoretical concepts into practical, real-world strategies. This certificate provides opportunities to integrate various concepts and tools in investment analysis through hands-on experience. Encompassing a comprehensive curriculum, the certificate program delves into an array of essential investment topics, such as security analysis, valuation, portfolio management, derivatives, and sustainability issues.

Supporting Documents

517 Investment Management and Analysis certificate program description.pdf

Reviewer Comments

Linda Lundgren (lindalundgren) (Wed, 04 Oct 2023 18:15:29 GMT): 10/4/23: LL attached program description.

Theodore Unzicker (tunzicker) (Wed, 11 Oct 2023 20:39:01 GMT): Rollback: FIN 260 is only a 1 credit course which leaves you 2 credits short.

Sande Schlueter (sandeschlueter) (Wed, 02 Oct 2024 20:57:55 GMT): This proposal was originally approved 10/3/23 by Gwen Gorzelsky for the Provost Office and then rolled back to the Initiator on 10/11/23 by Ted Unzicker with the Registrar's Office. It was re-initiated by the department and approved on 9/28/2024 but the catalog effective year was not changed from 2024-2025 to 2025-2026, the earliest the program can go into effect. I cannot change the calendar year, but am hoping someone on the UI RO side of things can fix that.

Sydney Beal-Coles (sbeal) (Fri, 04 Oct 2024 18:43:10 GMT): Minor reformatting to conform with standard catalog practices

Sydney Beal-Coles (sbeal) (Mon, 07 Oct 2024 16:32:17 GMT): Updated effective catalog year

Key: 517

Attach. #6

413: BUSINESS INFORMATION AND ANALYTICS (BSBUS)

In Workflow

1. Tracey Anderson (taanderson@uidaho.edu)
2. 075 Chair (taanderson@uidaho.edu)
3. 13 Curriculum Committee Chair (yunchung@uidaho.edu)
4. 13 Dean (dwoolley@uidaho.edu; lvictoravich@uidaho.edu)
5. Assessment (cslater@uidaho.edu; sandeschlueter@uidaho.edu)
6. DLI (kudas@uidaho.edu; nremy@uidaho.edu; sandeschlueter@uidaho.edu)
7. Provost Q 1 (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
8. Degree Audit Review (rfrost@uidaho.edu; sandeschlueter@uidaho.edu)
9. Registrar's Office (none)
10. Ready for UCC (none)
11. UCC (none)
12. Faculty Senate Chair (stoutm@uidaho.edu; cari@uidaho.edu; nvietz@uidaho.edu)
13. Provost Q 2 (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
14. State Approval (stoutm@uidaho.edu; gwen@uidaho.edu; sandeschlueter@uidaho.edu)
15. NWCCU (stoutm@uidaho.edu; sandeschlueter@uidaho.edu; gwen@uidaho.edu)
16. Catalog Update (sbeal@uidaho.edu)

Approval Path

1. Fri, 16 Aug 2024 19:54:48 GMT
   Tracey Anderson (taanderson): Approved for V00911328
2. Fri, 16 Aug 2024 20:49:10 GMT
   Tracey Anderson (taanderson): Approved for 075 Chair
3. Tue, 17 Sep 2024 22:56:24 GMT
   Eric Stuen (estuen): Rollback to 075 Chair for 13 Curriculum Committee Chair
4. Thu, 19 Sep 2024 17:10:44 GMT
   Tracey Anderson (taanderson): Approved for 075 Chair
5. Fri, 27 Sep 2024 20:24:58 GMT
   Yunhyung Chung (yunchung): Approved for 13 Curriculum Committee Chair
6. Mon, 30 Sep 2024 04:08:14 GMT
   Lisa Victoravich (lvictoravich): Approved for 13 Dean
7. Wed, 02 Oct 2024 16:38:41 GMT
   Christine Slater (cslater): Approved for Assessment
8. Wed, 02 Oct 2024 20:52:03 GMT
   Nicole Remy (nremy): Approved for DLI
9. Wed, 02 Oct 2024 22:31:00 GMT
   Sande Schlueter (sandeschlueter): Approved for Provost Q 1
10. Mon, 07 Oct 2024 17:37:24 GMT
    Rebecca Frost (rfrost): Approved for Degree Audit Review
11. Mon, 07 Oct 2024 17:44:06 GMT
    Theodore Unzicker (tunzicker): Approved for Registrar's Office
12. Tue, 08 Oct 2024 19:08:02 GMT
    Sydney Beal-Coles (sbeal): Approved for Ready for UCC
13. Tue, 15 Oct 2024 18:43:32 GMT
    Sydney Beal-Coles (sbeal): Approved for UCC

History

1. May 2, 2021 by Amy Kingston (amykingston)
2. Mar 24, 2022 by David Barnes (dabarnes)
3. Dec 20, 2022 by Lori Baker-Eveleth (leveleth)
4. Apr 3, 2023 by Sydney Beal-Coles (sbeal)
5. Apr 3, 2023 by Sydney Beal-Coles (sbeal)
6. Mar 4, 2024 by Lori Baker-Eveleth (leveleth)
7. Apr 8, 2024 by Sydney Beal-Coles (sbeal)

Date Submitted: Fri, 16 Aug 2024 16:58:23 GMT

Viewing: 413 : Business Information and Analytics (BSBUS)
Last approved: Mon, 08 Apr 2024 16:01:51 GMT
Last edit: Tue, 08 Oct 2024 15:49:42 GMT

Changes proposed by: Tracey Anderson

Faculty Contact

Faculty Name	Faculty Email
Tracey Anderson	taanderson@uidaho.edu

Change Type (Choose all that apply)

Change curriculum requirements
Change the name of a degree, major, option, emphasis, minor, certificate, concentration or specialization
Add/Edit Learning Outcomes

Description of Change

Making changes in the MIS program to update the program after taking into account advisory board, stakeholders, and faculty input. The changes include a more current name with more relevant courses for the program. Three courses will be taught out and two new courses will be added to the major. The required courses and the elective course are updated to reflect these changes.

Will this request have a fiscal impact of $250K or greater?

No

Academic Level

Undergraduate

College

Business & Economics

Department/Unit:

Accounting

Effective Catalog Year

2025-2026

Program Title

Business Information and Analytics (BSBUS)

Program Credits

120

CIP Code

52.1201 - Management Information Systems, General.

Curriculum:

Required course work includes the university requirements (see regulation J-3 (https://catalog.uidaho.edu/general-requirements-academic-procedures/j-general-requirements-baccalaureate-degrees/)), the college requirements, and:

Code	Title	Hours
College of Business & Economics Requirements (https://catalog.uidaho.edu/colleges-related-units/business-economics/#generalgraduationrequirementstext)		**54-57**
Major Requirements		**24**
Total Hours		**78-81**

Major Requirements

Code	Title	Hours
OM 3780	Project Management	3
ECON 4530	Econometrics	3
MIS 4400	Data Visualization for Managerial Decision Making	3
MIS 4530	Database Design	3
MIS 4610	Course MIS 4610 Not Found (Advanced Business Analytics-New Class)	3
MIS 4650	Course MIS 4650 Not Found (Data Management in the Cloud and Security-New Class)	3

Select at least two additional Restricted MIS elective courses from the following OR two 400 level courses offered by College of Business and Economics and one course from the following:		6
OM 4700	Supply Chain Analytics	
MKTG 4310	Marketing Analytics	
ACCT 3050	Accounting Information Systems	
ACCT 4210	Accounting Data Analytics	
FIN 4630	Portfolio Management	
CS 2120	Practical Python	
CYB 1100	Cybersecurity and Privacy	
CYB 2100	Cybersecurity Architectures and Management	
Total Hours		**24**

Courses to total 120 credits for this degree

A. PGA Golf Management Option

Code	Title	Hours
PGA 1030	Introduction to PGA Golf Management	2
PGA 1050	Introduction to PGA Teaching and Coaching (Level 1)	3
PGA 1500	PGA Golf Management I	3
PGA 2050	Intermediate PGA Teaching and Coaching (Level 2)	3
PGA 2510	PGA Golf Management II [1]	3
PGA 2980	Internship (Max 6 credits)	4
PGA 3050	Advanced PGA Teaching and Coaching (Level 3)	3
PGA 3850	PGA Golf Management III	3
PGA 3980	Internship	6
Total Hours		**30**

[1] PGA 2510 and PGA 3850, together, can be used to meet the requirement for the Specialized Elective or the Marketing & Entrepreneurship Elective.

Courses to total 129 credits for this degree.

In addition to all other requirements, students must take at least 9 credits from outside the CBE in addition to those specifically required. These may be chosen from the restricted electives or from other courses.

Degree Maps:

Fall Term 1		**Hours**
BUS 1900	Integrated Business and Value Creation	3
COMM 1101	Fundamentals of Oral Communication	3
ENGL 1101	Writing and Rhetoric I	3
MATH 1143	Precalculus I: Algebra	3
Scientific Ways of Knowing Course		4
	Hours	**16**
Spring Term 1		
BUS 2100	Business Career Readiness	1
ECON 2201	Principles of Macroeconomics	3
ENGL 1102	Writing and Rhetoric II	3
Scientific Ways of Knowing Course		4
American Diversity Course		3
	Hours	**14**
Fall Term 2		
ACCT 2010	Introduction to Financial Accounting	3
ECON 2202	Principles of Microeconomics	3
BLAW 2650	Legal Environment of Business	3
PHIL 2080 or PHIL 1103	Business Ethics or Introduction to Ethics	3
STAT 2510	Statistical Methods	3
BUS 2200	Business Foundations of Excel	1
	Hours	**16**
Spring Term 2		
ACCT 2020	Introduction to Managerial Accounting	3
BUS 2300	Business Professionalism	1
BUS 3540	Business Analytics	3
MGT 3100	Leading Organizations and People	3

MIS 3500	Managing Information	3
ENGL 2070 OR ENGL 2080 OR ENGL 3130 OR ENGL 3170 OR PHIL 2010		3
	Hours	**16**
Fall Term 3		
FIN 3010	Financial Resources Management	3
MKTG 3210	Marketing	3
MIS 4530	Database Design	3
OM 3700	Introduction to Operations and Supply Chain Management	3
Social and Behavioral Ways of Knowing Course		3
	Hours	**15**
Spring Term 3		
ECON 4530	Econometrics	3
MIS 4400	Data Visualization for Managerial Decision Making	3
Humanistic & Artistic Ways of Knowing Course		3
Elective Course		3
Major Elective Course		3
	Hours	**15**
Fall Term 4		
BIA 4650	Course BIA 4650 Not Found	3
OM 3780	Project Management	3
Restricted, Major Elective Course		3
Restricted, Major Elective Course		3
Major Elective Course		3
	Hours	**15**
Spring Term 4		
BIA 4610	Course BIA 4610 Not Found	3
BUS 4900	Strategic Management	3
International Course		3
Major Elective Course		3
Elective Course		1
	Hours	**13**
	Total Hours	**120**

The degree map is a guide for the timely completion of your curricular requirements. Your academic advisor or department may be contacted for assistance in interpreting this map. This map is not reflective of your academic history or transcript and it is not official notification of completion of degree or certificate requirements. Please contact the Registrar's Office regarding your official degree/certificate completion status.

A. PGA Golf Management Option

Fall Term 1		**Hours**
BUS 1900	Integrated Business and Value Creation	3
COMM 1101	Fundamentals of Oral Communication	3
ENGL 1101	Writing and Rhetoric I	3
MATH 1143	Precalculus I: Algebra	3
PGA 1030	Introduction to PGA Golf Management	2
Scientific Ways of Knowing Course		4
	Hours	**18**
Spring Term 1		
BUS 2100	Business Career Readiness	1
ECON 2201	Principles of Macroeconomics	3
ENGL 1102	Writing and Rhetoric II	3
PGA 1500	PGA Golf Management I	3
PHIL 2080 or PHIL 1103	Business Ethics or Introduction to Ethics	3
Scientific Ways of Knowing Course		4
	Hours	**17**
Summer Term 1		
PGA 2980	Internship	2
	Hours	**2**
Fall Term 2		
ACCT 2010	Introduction to Financial Accounting	3
BLAW 2650	Legal Environment of Business	3
BUS 2200	Business Foundations of Excel	1
ECON 2202	Principles of Microeconomics	3
STAT 2510	Statistical Methods	3
PGA 2510	PGA Golf Management II	3
	Hours	**16**

Spring Term 2		
ACCT 2020	Introduction to Managerial Accounting	3
BUS 2300	Business Professionalism	1
BUS 3540	Business Analytics	3
MGT 3100	Leading Organizations and People	3
MIS 3500	Managing Information	3
PGA 1050	Introduction to PGA Teaching and Coaching (Level 1)	3
	Hours	**16**
Summer Term 2		
PGA 2980	Internship	2
	Hours	**2**
Fall Term 3		
FIN 3010	Financial Resources Management	3
MIS 4400	Data Visualization for Managerial Decision Making	3
MKTG 3210	Marketing	3
OM 3700	Introduction to Operations and Supply Chain Management	3
PGA 2050	Intermediate PGA Teaching and Coaching (Level 2)	3
	Hours	**15**
Spring Term 3		
ECON 4530	Econometrics	3
PGA 3850	PGA Golf Management III	3
Humanistic & Artistic Ways of Knowing Course		3
Restricted Elective, Major Elective Course		3
Restricted Elective, Major Elective Course		3
	Hours	**15**
Summer Term 3		
PGA 3980	Internship	3
	Hours	**3**
Fall Term 4		
BIA 4650	Course BIA 4650 Not Found	3
MIS 4530	Database Design	3
OM 3780	Project Management	3
ENGL 2070 OR ENGL 2080 OR ENGL 3130 OR ENGL 3170 OR PHIL 2010		3
American Diversity Course		3
	Hours	**15**
Spring Term 4		
BIA 4610	Course BIA 4610 Not Found	3
BUS 4900	Strategic Management	3
PGA 3050	Advanced PGA Teaching and Coaching (Level 3)	3
International Course		3
	Hours	**12**
Summer Term 4		
PGA 3980	Internship	3
	Hours	**3**
	Total Hours	**134**

The degree map is a guide for the timely completion of your curricular requirements. Your academic advisor or department may be contacted for assistance in interpreting this map. This map is not reflective of your academic history or transcript and it is not official notification of completion of degree or certificate requirements. Please contact the Registrar's Office regarding your official degree/certificate completion status.

Distance Education Availability

To comply with the requirements of the Idaho State Board of Education (SBOE) and the Northwest Commission on Colleges and Universities (NWCCU) the University of Idaho must declare whether 50% or more of the curricular requirements of a program which may be completed via distance education.

Can 50% or more of the curricular requirements of this program be completed via distance education?

No

Note: Existing programs transitioning from less than 50% of its curricular requirements to 50% or more of its requirements being available via distance education is considered a Group B change and must complete the program proposal formwork before these changes will be processed.

Geographical Area Availability

In which of the following geographical areas can this program be completed in person?

Moscow

Student Learning Outcomes

Have learning outcomes changed?

Yes

Learning Objectives

1. Students will develop the ability to effectively plan, execute, and manage data-driven projects to ensure successful outcomes.
2. Students will acquire proficiency in econometric techniques and predictive modeling to analyze trends and forecast business performance based on data.
3. Students will master the creation of compelling visualizations that clearly communicate complex data insights and support managerial decision-making.
4. Students will understand database design principles and practices to effectively organize, manage, and retrieve data in various business contexts.
5. Students will develop advanced analytical skills and understand best practices in data management, cloud computing, and security to ensure data integrity and confidentiality.

A clearly stated rationale for this proposal must be included or the University Curriculum Committee will return the proposal for completion of this section. The rational should provide a detailed summary of the proposed change(s). In addition, include a statement in the rationale regarding how the department will manage the added workload, if any.

Making changes in the MIS program to update the program after taking into account advisory board, stakeholders, and faculty input. The changes include a more current name with more relevant courses for the program. Three courses will be deleted, and two new courses will be added to the major. The required courses and the elective course are updated to reflect these changes. These changes are necessary to keep pace with the changing nature of a program that is technology driven.

Reviewer Comments

Eric Stuen (estuen) (Tue, 17 Sep 2024 22:56:24 GMT): Rollback: Conditionally approved by CCC, but degree map and LOs need to be updated.

Rebecca Frost (rfrost) (Mon, 07 Oct 2024 17:36:48 GMT): Updated 4-year plans to include new BUS 2100, 2200 and 2300 courses. UPDV Econ CBE requirement is now satisfied by major requirements and can be removed from the plan. Credits needed for PGA 398 should be determined. Currently the plan calls for 6 overall. The Option listing has this as 1-3 credits. This should be verified and the total credits required listed in the option.

Sydney Beal-Coles (sbeal) (Mon, 07 Oct 2024 17:54:23 GMT): Updated PGA Option courses to four-digit numbers

Sydney Beal-Coles (sbeal) (Tue, 08 Oct 2024 15:49:42 GMT): Clarified PGA 398 credit issue with Tracey Anderson (should be 6 in curriculum)

Key: 413