

2025 – 2026 Faculty Senate ~~Pending Approval~~**Meeting # 12 approved 11.11.25**Tuesday, November 4, 2025, 3:30 pm – 5:00 pm PST
Zoom only

Present: Barannyk, Borrelli, Erickson, Haltinner (vice chair), Harrison, Hu, Kenyon, Lawrence (provost, w/o vote), Maas, McKenna, Miller, Murphy (chair), Ramirez, Remy, Rinker, Rivera, Roe, Sammarruca (faculty secretary, w/o vote), Shook, Strickland, Thorne, Tohaneanu, Vella, Victoravich

Absent: Long (excused), Hagen

Call to Order

Chair Murphy called the meeting to order at 3:30 p.m.

Approval of Minutes (vote)

- The minutes of the 2025-2026 Faculty Senate Meeting #11 (October 28, 2025) were approved as circulated.

Invited Guest Presentations

- PhD Production Incentive Program – President Scott Green and Chris Nomura, VP of Research and Economic Development.
President Green and Vice President Nomura presented data on doctoral student enrollment and completion rates. They explained that, while the university met R1 Carnegie classification requirements in previous years, there was a marked drop in doctoral completions (see slides attached to these minutes. Attach #1.a). In fact, while the number of doctoral students in the pipeline increased (from 450 in 2018 to 600 in 2025), the number of PhD conferrals went down last year. This realization prompted efforts to understand more about the doctoral student situation. In response, the incentive program was implemented to address “bottlenecks” in the completion pipeline and improve doctoral student experience. The program has led to increased attention on doctoral production across colleges, with regular reporting meetings, required monthly projections from the colleges, and targeted resources to support PhD student completion. The university is now on track to exceed 120 doctoral completions this year, with improved systems in place to monitor and support doctoral students. Since every college is different with respect to their doctoral programs, administration of the funds was left to the deans.

Discussion

Some senators expressed concerns about the lack of academic involvement in the development of the PhD completion program, which will cost \$800,000. They said that, with faculty participation, the barriers to PhD completion could have been identified at no cost. The potential for conflicts of interest was also raised. Francesca suggested that the program is intended to provide financial support for those facing specific challenges, like part-time enrollment or language barriers. President Green and Vice President Nomura emphasized that faculty participation in the program is optional and challenged the possibility of undue pressure from deans on faculty to complete PhDs for financial or self-interest reasons. They also highlighted the importance of maintaining R1 status and the development of new data tools to better track doctoral student progress. They acted in the best interest of the institution and did

not see it as a shared governance issue. Incentives have been funded before, for instance with the P3 R1 mapping programs.

Concerns were raised about resource allocation for colleges without PhD programs, particularly the College of Law. President Green explained that, while enrollment-driven resources are allocated based on growth, research funding follows different models depending on the colleges, which may be fundamentally different and, therefore, are rewarded in appropriate ways. A single model cannot directly benefit everyone. Provost Lawrence highlighted that the College of Law would benefit financially from its increased enrollment.

Doctoral students who are also employees encounter obstacles in their PhD completion pipeline. President Green acknowledged that non-traditional students with full-time jobs face unique challenges. The idea of the program is to help remove barriers when possible.

The College of Graduate Studies has also been working on identifying barriers to completion and creating tools to help remove them. An example is hiring additional writing consultants in the English department to alleviate the problems with language barriers.

A senator brought up the need for more TA positions. President Green responded that there are no restrictions on how the deans use their funds. Furthermore, the issue is not about the number of PhD students in the pipeline, but rather with the conferral timeline.

In response to a question, President Green said that the incentive funds will be distributed in May based on the number of PhD conferrals.

A senator wondered about the long-term impact. Will we end up with watered-down degrees and lesser-quality students? President Green said he is confident in the quality of our students and the integrity of our faculty. President Green and Vice President Nomura explained that the incentive program was implemented as a short-term fix to address a potential crisis in doctoral production, and they emphasized that the program has been successful. They reacted quickly to what they perceived as a crisis.

Chair's Report

- The Ad Hoc Safety Committee has sent out their campuswide survey. All constituents are encouraged to complete the survey.
- The post-tenure review policy from Faculty Affairs may be in the binder for next week's meeting. Please gather feedback from your constituents before the meeting, if possible.

There were no questions or comments.

Provost's Report

- Benefits annual enrollment closes tonight.
<https://vandalsuidaho.sharepoint.com/sites/InsideUI-Benefit-Services/SitePages/Annual-Enrollment.aspx#information-sessions>
- Faculty Gatherings. The next faculty gathering is on Thursday, November 6, 4:30 to 6:30 in the ISUB Aurora Horizon rooms, hosted by the College of Art and Architecture. Please RSVP at [U of I November Faculty Gathering - Moscow – Fill out form](#)
- Follow-up on the question from last week about the article in the media reporting that the U of I is cutting 28 positions. DFA confirmed that the state required high-level information about areas

that might be cut, and those numbers were likely extrapolated to numbers of positions. Specific positions and cuts have not yet been determined.

Discussion

A senator asked whether faculty participation in the PhD incentive program would affect program prioritization. The provost doesn't see how the two would cross over.

Tim reported that the October 31 memo from the Office of Research and Economic Development about the launch of **CARE (Collaborative Administration for Research Excellence)** may have caused confusion because of the existing VandalCARE program. VP Nomura responded that the team is investigating a different name/acronym to be announced at a forthcoming Q&A session.

New Concerns or Issues

None were raised.

Adjournment

The agenda being completed, the meeting was adjourned at 4:28 pm PDT (5:28 pm MT).

Respectfully Submitted,

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

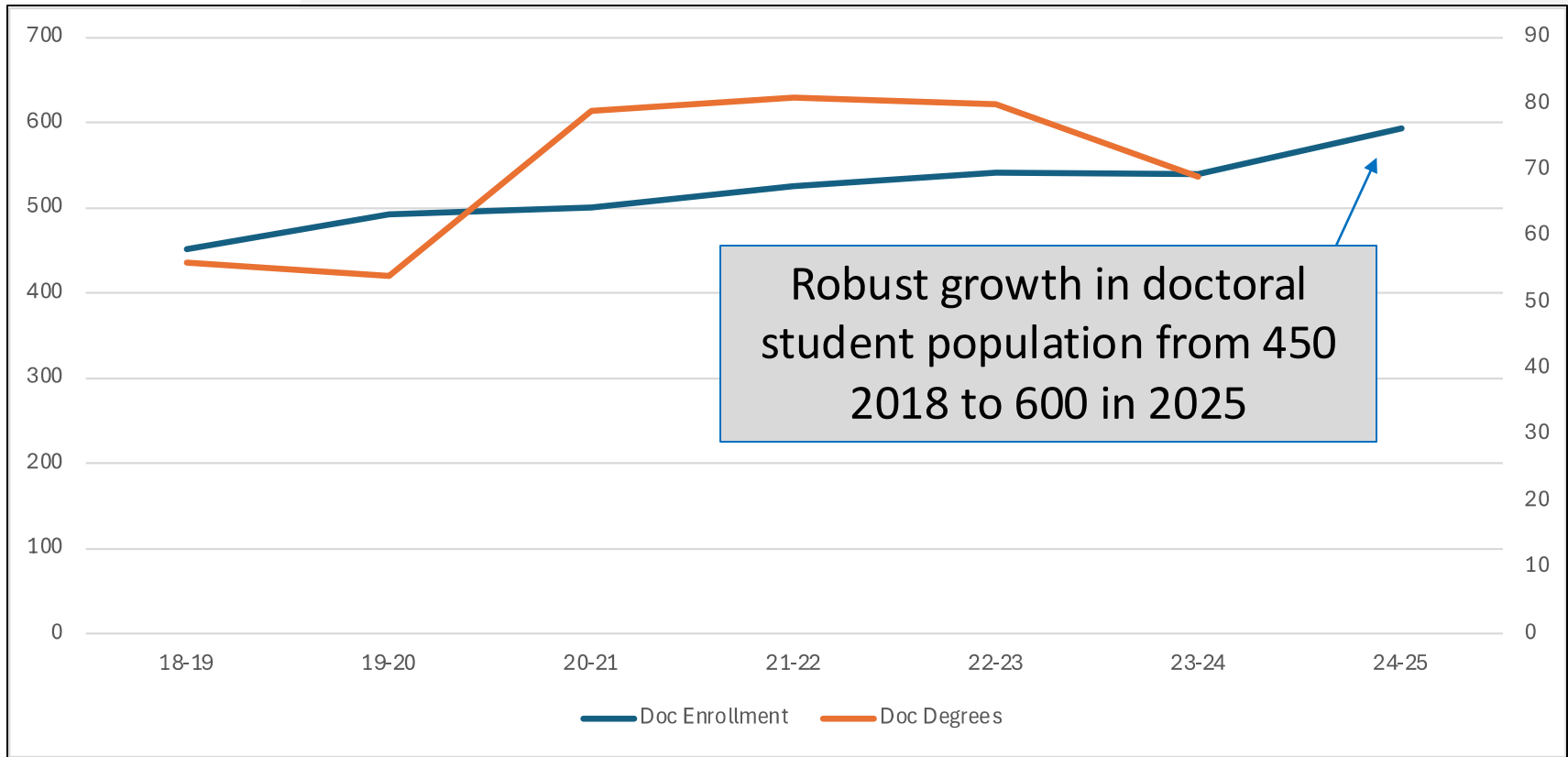


Doctoral Production

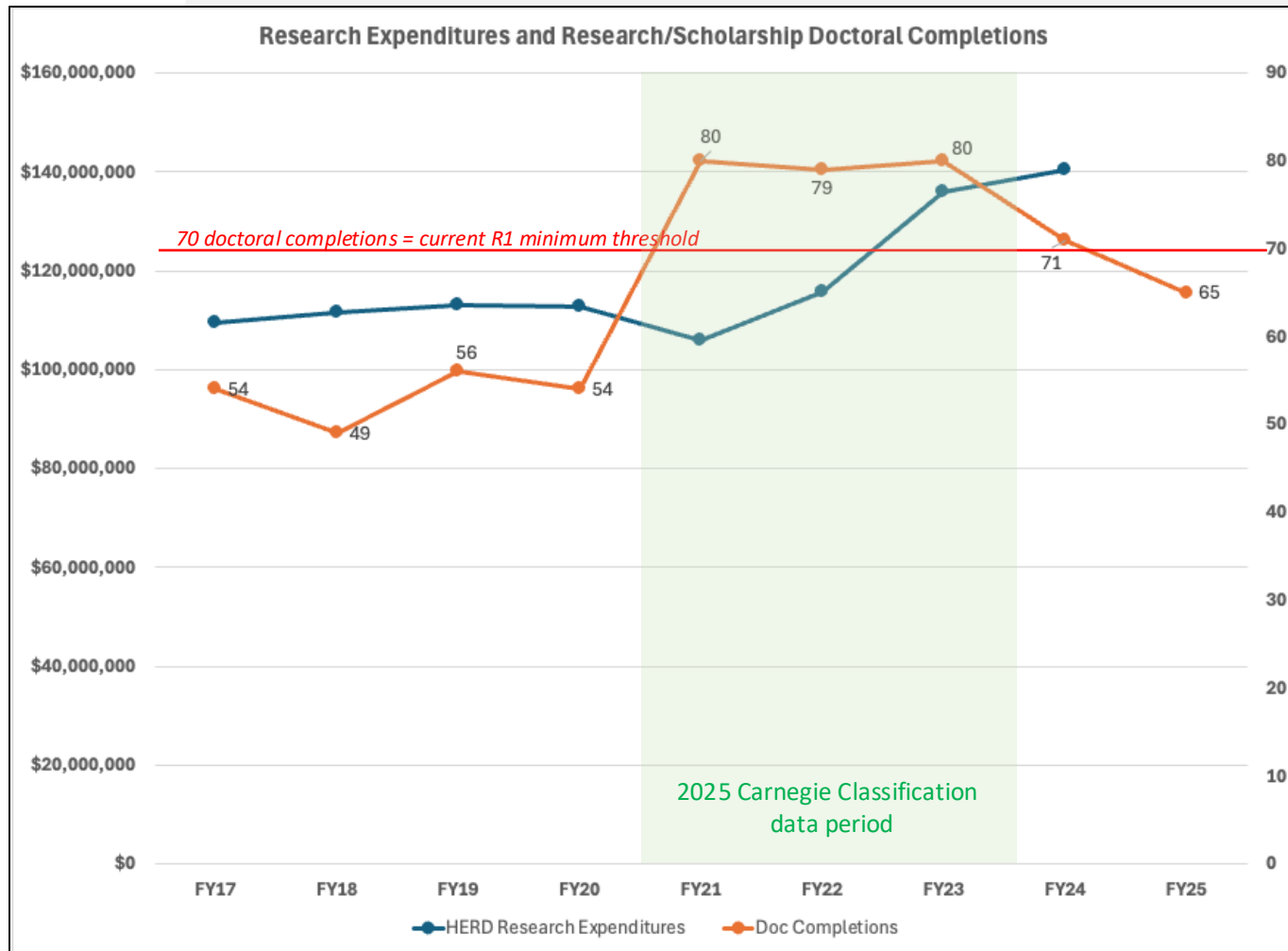
29 October 2025
Moscow, Idaho



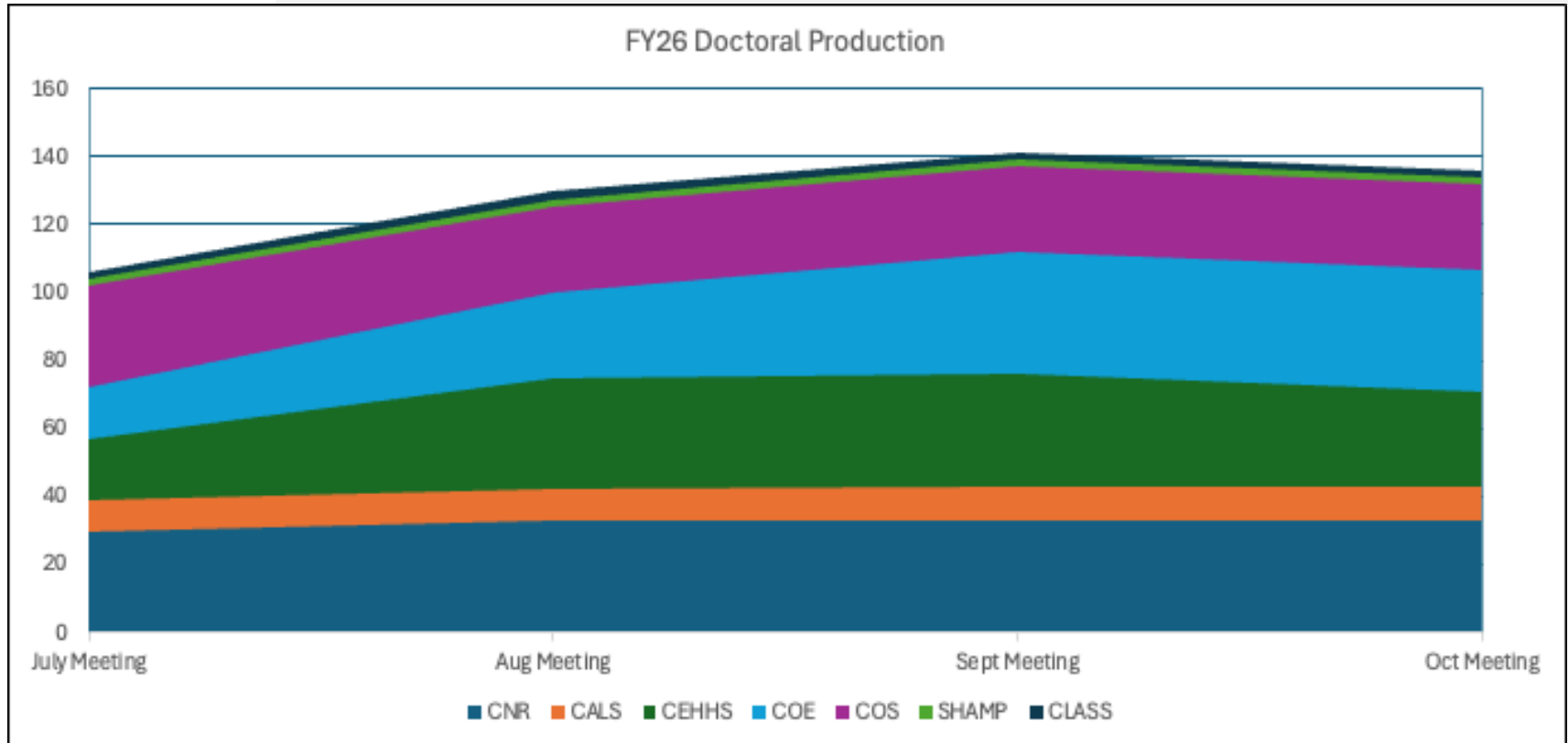
Robust growth in doctoral enrollments suggested conferrals >80/year



FY25 continued decline in doctoral conferrals was opposite expectations from COGS



To increase attention on doctoral production pipeline we are now requiring monthly projections from colleges



Regular reporting is also intended to drive improvements in doctoral production and timely completion of degree, improving student and faculty experiences

**University of Idaho
2025 – 2026 Faculty Senate Agenda**

Meeting #12

Tuesday, November 4, 2025, at 3:30 pm
Zoom Only

- I. Call to Order
- II. Approval of Minutes (VOTE)
 - Minutes of the 2025-2026 Faculty Senate Meeting # 11 (October 28, 2025)
Attach. #1
- III. Invited Guest Presentations
 - PhD Production Incentive Program – President Scott Green and Chris Nomura, VP of Research and Economic Development.
- IV. Chair's Report
- V. Provost's Report
- VI. Committee Voting Items and Reports
 - None
- VII. Other Policy Business
 - None
- VIII. Other Announcements and Communications
 - None
- IX. New Concerns or Issues
- X. Adjournment

Attachments

- **Attach. #1** Minutes of the 2025-2026 Faculty Senate Meeting #10 (October 21, 2025)

2025 – 2026 Faculty Senate – Pending Approval

Meeting # 11

Tuesday, October 28, 2025, 3:30 pm – 5:00 pm

Zoom only

Present: Barannyk, Borrelli, Erickson, Hagen, Haltinner (vice chair), Harrison, Hu, Kenyon, Kolios, Lawrence (provost, w/o vote), Maas, Miller, Murphy (chair), Ramirez, Remy, Rinker, Rivera, Roe, Sammarruca (faculty secretary, w/o vote), Shook, Strickland, Thorne, Tohaneanu, Vella, Victoravich

Absent: Long (excused), McKenna

Call to Order

Chair Murphy called the meeting to order at 3:30 p.m.

Approval of Minutes (vote)

- The minutes of the 2025-2026 Faculty Senate Meeting #10 (October 21, 2025) were approved as circulated.

Chair's Report

- Update on possible changes to the Gen Ed curriculum. Director of Gen Ed Barb Kirchmeier has reported that the university will not be required to make adjustments to the institutionally designated courses.
- Brief update on the flu clinics by Blaine Eckles. Flu shots will not be provided to employees, but they are available to students at the Vandal Health Clinic. Employees are encouraged to contact their providers for flu and COVID vaccine.
- We had pretty light schedules at the Senate meeting since the beginning of the semester. Within the next few weeks, significant policy changes are expected to be ready for the Senate. As always, senators are encouraged to read the binder carefully and come prepared to engage in robust discussions.

There were no questions or comments.

Provost's Report

- Federal higher education compact. The State Board Office discussed it, but it's not an active topic. If it does come up, it would probably become a statewide discussion and Senate will be involved
- Benefits annual enrollment is opened. There is a window from Oct. 20 to Nov. 4 for employees to make their selections. After that, changes are no longer possible (aside from designated life events.) See <https://vandalsuidaho.sharepoint.com/sites/InsideUI-Benefit-Services/SitePages/Annual-Enrollment.aspx#information-sessions>
- Required annual training. This is the time when most people receive notifications to complete their annual training within 30 days of their notification date. Please be sure to complete your required training.
- Faculty Gatherings. The next faculty gathering is on Thursday, November 6, 4:30 to 6:30 in the ISUB Aurora Horizon rooms, hosted by the College of Art and Architecture. Please RSVP at

[U of I November Faculty Gathering - Moscow – Fill out form](#)

Discussion

A senator inquired about an article in the Daily News claiming that the U of I will cut 28 faculty and staff positions. Provost Lawrence responded that the state required broad information about areas that might be cut (e.g. personnel, operating expenses, capital expenses). But no positions have been identified specifically. The university had to submit to the state how they might absorb the impact of the Governor's 3% cut. At this time, these are very high-level generalized numbers. The provost will confirm with the Budget Office.

A senator asked about university policies regarding faculty being involved in politics. Provost Lawrence responded that employees are free to engage in political activities on their own time and as private citizens, using their own resources, such as their private email address.

Committee Voting Items and Reports

- UCC 160 Edit to Regulation O-4 – Lindsey Brown, Registrar
The rationale for these minor changes is added flexibility regarding commencement attendance restrictions, if needed.

Discussion

The proposed replacement of “entitled” with “eligible” generated discussion. Being eligible is to be allowed to do something because some requirements are met. This is very different than being entitled, which means having a right. A senator reported that many students would be unhappy about the change. Several options for alternative wording were brought up. Should we define the circumstances under which a student can be denied the right to attend commencement? A restraining order was mentioned as one of those circumstances, in which case the individual is banned from campus by the court system, not the university. If a student were trespassed from campus because they displayed harassing or threatening behavior, security concerns would trump the entitlement.

Moreover, being banned from campus doesn't capture the whole situation – in Boise, commencement is not on campus.

It was further emphasized that the University Catalog could be viewed as a type of contract between the students and the institution. Being entitled to or eligible for something are fundamentally different contractual terms.

Motion to amend (Haltinner, Thorne): Return to the word “entitled” and strike “eligible.”

Vote: 21/23 in favor; 2/23 opposed. Motion to amend passes.

Vote on amended Regulation O-4: 19/23 in favor; 4/23 opposed. Motion passes.

Senate further offered the originators of the policy the offer to return to the issue with language that addresses Senate's concerns.

- UCC 162 Edit to Regulation M-4 – Lindsey Brown, Registrar
The purpose is to clarify policy about short-term and accelerated courses. Deadlines are prorated for accelerated or short courses in proportion to the length of the course.
There were no questions.
Vote: 22/23 in favor; 1/23 opposed. Motion passes.

- Website Resolution – Bob Borrelli, Chair of Faculty Affairs Committee
Bob gave a brief description of the Resolution and its intent.

Discussion

Some senators expressed strong support for the Resolution as is.

Provost Lawrence asked what the Senate plans to do with it. Tim responded that the leadership team has not yet discussed it, but they are considering sending official copies to the Provost Office, University Communication and Marketing, and perhaps to OIT.

Provost Lawrence noted that usually resolutions go to the President, who is above all leadership units. If the Resolution is about both webpage and intranet, he suggested including OIT.

A senator raised a different issue: when the new website was created, UCM only took responsibility for the external website. The internal website is for colleges to manage with their own funds for hiring their web support people. Much of the internal content now falls on colleges, with no support from UCM. The senator is concerned about possible unevenness across the colleges with regard to management of the faculty pages and the college web pages as well. If approximate amounts from proposals submitted to UBFC are extrapolated to all colleges, the senator estimated that it could take well over a million dollars to manage the internal parts of the website. The provost responded that those proposals did not rise to the top and will not be funded. When the website was split into an external web page and the internal intranet, a percent of it moved to the external site, and the rest is either in the intranet or is to be built, but it's significantly less than what it was, because it fell on the units without support and training. There's more discussion to be had around how we're going to manage this in the future.

Bob reiterated that FAC's members did not consider the internal intranet. They were focused on the public-facing webpage, and the information that students, reviewers, funding agencies, cannot find. Realizing that the library has control over its own dedicated subdomains, the idea came up that colleges should have control over their own subdomains. The committee didn't talk about money. The essence of the Resolution is: As land-grant and R1 faculty, we have certain obligations, and the website is not helping us perform our duties properly.

Another senator agreed that the resolution should also highlight those additional costs that could have been predicted on the front end.

A senator provided an update to faculty profiles. They are getting better, university wide.

Motion to amend (Shook, Maas). Include the language "Resolved, that University Communications and Marketing will provide resources and support to University Faculty, Deans, and Vice Presidents in managing the taxonomy and content of dedicated subdomains within the website uidaho.edu."

Vote on the amendment: 23/23 in favor. Motion passes.

Bob proposed to place the additional language second to last and not last, because the resolution starts with R1 and Land Grant, and should end on the same note. There were no objections to this request.

Vote on amended resolution: 23/23. The Resolution is approved unanimously.

Other Announcements and Communications

- Continuing discussion on State Board Policy Draft
<https://boardofed.idaho.gov/meetings/board/archive/2025/101525/03%20BAHR.pdf>
Senators completed a thorough discussion on the draft of SB Policy G-II. Tim pointed out that the clean version of the Faculty Code of Conduct is on page 18 of the document at the link

above. No action was proposed in response to the draft language. This draft will be up for voting at the State Board meeting in December.

New Concerns or Issues

None were raised.

Adjournment

The agenda being completed, the meeting was adjourned at 4:35pm PDT (5:35pm MT).

Respectfully Submitted,

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