

2025 – 2026 Faculty Senate – Pending Approval

Meeting # 7 Approved 10.7.2025
Tuesday, September 30, 2025, 3:30 pm – 5:00 pm
Zoom only

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

Absent: Kolios, Hagen, Haltinner (excused), McKenna, Rinker

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

Approval of Minutes (vote)

• The minutes of the 2025-2026 Faculty Senate Meeting #6 (September 23, 2025) were approved as distributed.

Chair's Report

- Inclusive Access textbooks. Tim, Diane Kelly-Riley, and other U of I people met with the vendor on Friday. They are a new vendor and were overwhelmed by a large number of support requests from both faculty and students. They are committed to setting up the system, so these problems do not recur in the spring. More training for all faculty came up as a potential solution, which Diane and Tim deemed unacceptable. The inclusive access process needs to be seamless from a faculty perspective, and, from a support perspective, response times should be hours, not days or weeks. So, they are still working on making the process seamless. It's possible that a survey goes around.
- Tim met with Brian Foisy and others from DFA about travel reimbursement. It has been DFA's practice in the past to allow partial reimbursements before the trip happens. There was an audit (either during the summer or at the end of last year), by the state finance people, who said that this practice is not allowed. But the APM sections that govern travel reimbursement were not updated at that time, which generated confusion about what policy applies. Brian Foisy apologized for the rollout and recognized that the standards interim policy change procedures weren't followed. His expectation is that everyone would have P-cards, but this is not the case. Anyone incurring travel expenses in advance is strongly encouraged to ask for and use a P-card for that purpose. People that have already incurred unpaid charges because they were relying on the old practice and were expecting a partial reimbursement should reach out directly to Brian Foisy or Rob Akhnoukh and will receive individual assistance in this interim period.
- Mixed travel (personal and professional). This type of travel cannot be charged on P-cards. At
 DFA, they are aware of and are working on addressing this issue. There is not yet a satisfactory
 solution, but more is to come.

Discussion

There was a brief discussion about whether graduate students and other junior researchers can use a P-card. It remains to be clarified. Another problem with late travel reimbursement is that there is a period of time after which taxes must be imposed.

A senator would like more clarity on how to ask the bookstore for inclusive access textbooks.



Back to the chair's report:

- State Board Working Group on faculty policy changes. The current direction seems to point towards reduced job security for both tenured faculty and non-tenure track faculty. The next meeting of the State Board is in October in Lewiston, when actual policy proposals will be discussed. Once we know what these policy changes are, the Senate can talk about what type of response might be appropriate. The voting meeting will be in Boise in December.
- Some faculty members are being asked to sign confidentiality agreements when they serve on hiring committees and have raised significant concerns about that process. Tim will reach out to OGC tomorrow to get clarity. If you have questions and concerns, please let Tim know.
- Earlier today a communication went out announcing that the student feedback process was open. The communication was mistakenly sent to all instructors with active classes, rather than just the ones where the student evals were actually open.
- The target salary information one can see through MyUI is no longer accurate.

Additional discussion

A senator asked why the information is missing or inaccurate. Torrey Lawrence responded that target and market information for faculty are from last year. The tool previously used was a homemade tool that resided in VandalWeb. The calculation was done for each individual, as it depends on many specific factors. With all the recent technological changes, the tool will not continue to function. Diane and Torrey met last week with HR representatives and had a productive discussion. They're looking at other options to make sure employees have access to the correct information. There may be an update on that in a couple weeks.

Provost's Report

- State Board Policy II.G (regarding institutional faculty) is still evolving. We'll stay engaged with the process and continue to provide feedback about revisions.
- Strategic plan funding proposals are due October 1.
- We had a one-time 3% holdback from the state for the current year. The governor indicated that it will be permanent, but there's nothing for us to do right away. More to come on that.
- Ph.D. completion incentives. The number of PhDs awarded last year one of two metrics for R1 status shows a decline even though our PhD enrollemnt continues to increase. President Green put forward an incentive program to help maintain a steady stream. It is \$10,000 per graduate to each college. It goes to college, not to the student. This created an interesting conversation about how we support graduate students and help them navigate the different steps leading to a PhD degree. Are there barriers we can help remove? That money is going to the college at the end of the year, and colleges will determine how to use it.
- October Faculty Gathering is October 22nd from 4:30 to 6:30, in the Vandal Ballroom. It's hosted by COGS, and we'll be celebrating the 100th anniversary of COGS, so it's a very special occasion. https://vandalsuidaho.sharepoint.com/sites/InsideUI-Vice-Provost-Faculty/SitePages/Faculty-Gatherings.aspx?csf=1&web=1&e=7485po
- A campus email was sent out yesterday about the annual security and fire safety report. It
 contains a large section on how many incidents we have, separated by U of I location, Moscow,
 Boise, Idaho Falls, and Coeur d'Alene, and the McCall Field Campus. It goes into multi-year
 history and type of incidents that we track, and those numbers are extremely low. The report is
 a great resource to learn about security and safety from a historical perspective.
- Next Faculty Gathering: October 22, hosted by COGS, who is celebrating their 100th anniversary. https://vandalsuidaho.sharepoint.com/sites/InsideUI-Vice-Provost-Faculty/SitePages/Faculty-Gatherings.aspx?csf=1&web=1&e=7485po



Discussion

Senators inquired about the reasons for the 3% cut and the change to a permanent cut. The provost's understanding is that the revenue of the state is not meeting the projections their budget is based on. They make predictions of state revenues expected to come in from various sources, largely taxes, and, if those projections don't work out, adjustments are needed. The governor's memo also suggested that one of the reasons was to better align with federal_reduction in government. It applies to all state agencies, except K-12. So, it's not focused on the University of Idaho or higher education. All state agencies are dealing with this.

A discussion followed on the PhD incentive. Some senators thought it's a "gray area." What funds can be used and what can they be used for? The provost said that the incentive is meant to be help colleges support students who are struggling to finish, remove barriers, and consider why students are not graduating on a reasonable timeline. No part of this initiative is about changing the integrity of the degree. The funds are not for salary or personal benefits, but they can be used, for instance, to purchase computers, or send a student to a conference.

A senator is concerned because U of I students who are full-time employees at INL take a long time to finish. Would their faculty mentors be blamed for not producing PhDs at the rate of an R1 institution? The provost responded that every case is different and there is no intention to place everyone "in the same box" with respect to PhD completion timelines. The purpose is to remove barriers, and that's a good outcome.

Mixed opinions and concerns were shared. Motion (Shook, Barannyk) to have the doctoral production incentive topic added to the next Faculty Senate meeting agenda and include President Green's memo to college deans dated June 30, 2025, contained as an attachment to the Faculty Senate agenda.

There was no further discussion on the motion.

Vote: 19/20 yes; 1/20 no. Motion passes.

Additional points of discussion

Should President Green be invited to senate to speak about the PhD completion incentive? A senator expressed worries about inequity with respect to units that don't have PhD programs. Given the large number of questions, it was decided that the questions will be collected and sent to the provost in preparation for the meeting when this item is on the agenda.

Invited Guest Presentations

• Changes to General Education Curriculum – Barb Kirchmeier, Director, General Education. [The slides of this presentation are attached to these minutes.]

Barb is here to talk about updates to our general education curriculum, after a quick overview of our Gen Ed program. The specific update to III.N.5.A.I says that GEM courses must be offered at the introductory level only, 1000 or 2000. This update happened over the summer and will have a big impact on our Gen Ed offerings (see slide #3). There are six categories of GEM courses, and those which are affected by this change in policy are Humanistic and Artistic Ways of Knowing, and Social and Behavioral Ways of Knowing, where 25 of our 73 Humanistic and Artistic Ways of Knowing courses are currently offered at the 3000 or 4000 level, and 41 of our 72 Social and Behavioral Ways of Knowing courses are offered at the 3000 or 4000 level. There is some lack of clarity about whether or not this policy update will also impact on our institutionally designated courses. If so, our American Experience, International, and Capstone courses, intentionally designed to be offered at the 3000 or 4000 level, will also be impacted. Barb has been working with UCGE to come up with a plan for how we might manage removing the 3000



and 4000 level courses from our Gen Ed program. Barb proceeded to share the plan, which is detailed on slides #4-7 of the presentation.

Discussion

A senator is concerned that we're going to reduce the diversity of available Gen Ed courses, since courses will have to be dropped from the Gen Ed list. Do state board members recognize that this is a disservice to the students?

The provost responded that these concerns were brought up through the GEM committee. Part of the problem is that we're the only institution in the state that offers Gen Ed classes at the 3000 or 4000 level. Although our concerns were expressed, there seems to be a fundamental belief that Gen Ed classes should be at introductory levels – a philosophical change from where we were. This is one of those cases where we are doing something unique with respect to the other institutions, and it's challenging to argue that they should do something different for us.

A senator inquired about the reasons for the update and whether the intent was to reduce the number of courses at the University of Idaho. Barb's understanding from discussions with the Office of the State Board is that there is an intent in the state, as defined through Policy III.N, to look at general education as an experience for the first two years of a student's career. The U of I has had a long-standing tradition of having general education embedded from freshman through senior year, going back about 25 years. So, we ended up with a number of leftover courses in our current Gen Ed from a program that was designed purposefully 25 years ago. LC-State has one 300 level course in their Gen Ed program in the institutionally designated category that is used for assessment purposes. According to the Office of the State Board, there were problems with transfer between institutions, and they also identified dual credit as being related to their decision.

Another concern: All students need 3000 and 4000 level classes to complete the degree in their majors. Now, they may not have enough courses to satisfy their degree requirements. Will we need to create more upper-division courses and hire more instructors? What about the costs? Barb responded that, although such scenario is possible, most students use upper division courses within their major to meet the upper division requirements for their degree, so the change in Gen Ed probably will not have a major impact for that issue. But we can certainly ask for some data on that.

A senator asked about the difference between 2000 and 3000-4000 level general education courses. Typically, if you want to take 3000 or 4000 level classes, you need to have taken 1000 or 2000 level classes to be able to comprehend the material. Considering an equivalent situation in general education, are we going to dilute the program or offerings?

Barb noted that our catalog has some information about what the difference is between 1000-2000 and 3000-4000 level classes, although not very specific. She reached out to UCC for help with this type of inquiry. Some people will opt to create a lower-level version of an existing class. They might opt to keep the upper division version and also create a 2000 level version.

This happened in the English department with a technical writing class that used to be 317 and is now 3170. It turns out that students needed additional preparation to be ready for that class, and so, instead of removing it or changing it into a 2000-level class, they created a 2000-level version, so now they have Tech Writing 1 and Tech Writing 2. Barb's goal is to work with individual faculty and programs so that they can decide how they want to manage this and what's going to work best for them.



New Concerns or Issues

There were none.

Adjournment

The agenda being completed, the meeting was adjourned at 4:41pm PDT (5:41 MT).

Respectfully Submitted,

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



University of Idaho 2025 – 2026 Faculty Senate Agenda

Meeting #07 Tuesday, September 30, 2025, at 3:30 pm Zoom Only

- I. Call to Order
- II. Approval of Minutes (VOTE)
 - Minutes of the 2025-2026 Faculty Senate Meeting #6 (September 23, 2025)
 Attach. #1
- III. Chair's Report
- IV. Provost's Report
- V. Invited Guest Presentations
 - Changes to General Education Curriculum Barb Kirchmeier, Director, General Education.
- VI. Committee Voting Items and Reports
- VII. Other Policy Business
- VIII. Other Announcements and Communications
 - IX. New Concerns or Issues
 - X. Adjournment

Attachments

• Attach. #1 Minutes of the 2025-2026 Faculty Senate Meeting #6 (September 23, 2025)



Attach #1

2025 – 2026 Faculty Senate – Pending Approval

Meeting # 6 Approved Mtg #7 9.30.25 Tuesday, September 23, 2025, 3:30 pm – 5:00 pm Zoom only

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

Absent: Kolios, Lawrence (excused)

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

Approval of Minutes (vote)

• The minutes of the 2025-2026 Faculty Senate Meeting #5 (September 16, 2025) were approved as distributed.

Chair's Report

- Last week's "zoom bombing" was unfortunate. We should have had a protocol in place.
 - Mary Stout gave a brief explanation of how the incident happened, what was done to fix it, and how to prevent it in the future. The intruders got into the meeting and were able to write a script that copied the participant names off their profiles, because the renaming function was turned on. The waiting room is also turned on and, in some instances, participants who join with their U of I credentials can bypass the waiting room and get directly into the meeting. Another best practice is to have a profile picture and include one's full name. If anyone wants their profile name changed, they can email Mary. The waiting room chat is on so that Mary can communicate with people in the waiting room if she doesn't know who they are. Finally, there is a button at the bottom of the Zoom screen called Host Tools, for use by the host of the meeting. Pushing "suspend participant activities" will stop everything and freeze the meeting, so that the host can gain control, identify the "bombers" and have them removed. Then they can resume the meeting.
- When we discuss items prior to voting, please feel free to voice your dissent.
- Please complete the Qualtrics form to nominate a book for the 2026-2027 Common Read: https://uidaho.co1.gualtrics.com/jfe/form/SV bBEVEYQJpiUR00K
- For those who are new to the senate: the Talking Points are a short document summarizing the main highlights of the senate meeting. It is prepared primarily by the faculty secretary and approved by FSL. Please forward it to the members of your unit as you see fit.
- National-scale events impacting academia (Kristin Haltinner may create a google sheet to track
 this kind of events): Kansas Bill to eliminate tenure rights (HB 2348); Texas Elimination /
 restriction of faculty senates (Senate Bill 37); Texas A&M Firing of professor over teaching
 sex/gender/scientific content; North Idaho College "Classical education" push through the
 Cardinal Classical Academy; University of Idaho Faculty Targeted; Faculty targeted for comments
 about the killing of Charlie Kirk; Berkeley release of names of people considered "anti-Semitic;"



Executive Order adding a \$100,000 fee on H-1B visa holders (not current holders, but new holders moving forward).

- Broader implications: Shared governance erosion; Self-censorship and chilling effects;
 Erosion of Academic Freedom; Politicization of Curriculum; Increased Vulnerability of Faculty and Students.
- O What we can do:
 - Resolutions.
 - "Faculty First Responders (FFR)." FFR is a mutual-aid / support network for academic workers facing attacks related to academic freedom for example politically-motivated harassment, having personal info disclosed, threats, or employment retaliation. They monitor media / online coverage of attacks on faculty; provide peer support; share advice and best practices; offer workshops/webinars; supply resources on digital security, understanding institutional policies, etc. Work with administrators to ensure due process is followed and academic freedom is preserved https://facultyfirstresponders.com They partner with AAUP (American Association of University Professors) and AFT (American Federation of Teachers) in some of these support efforts. AAUP: https://www.aaup.org Our employee union, the AFT: https://www.aft.org,https://idaho-aft.org/

Provost's Report (delivered by Vice Provost for Faculty Diane Kelly-Riley)

- Provost Lawrence is attending a meeting with CNR and statewide leaders in McCall.
- H-1B visa executive order has serious implications for future searches. it is going to impact
 higher education as well as larger corporations with highly skilled employees, like Amazon,
 Microsoft etc. Proclamation: https://www.uscis.gov/newsroom/alerts/h-1b-faq for H-1B FAQ.
- Proposals to compete for strategic plan funds are due on Wednesday, October 1. There is an
 information session this Thursday from 9am to 10am (PDT). Link for the RFP:
 https://www.uidaho.edu/about/thinking-big/strategic-plan#rfp
- Next week, Torrey will talk about Ph.D. completion incentives.
- "Talks with Torrey" October 2, 11:30am 12:30pm. Questions can be submitted in advance.
 https://vandalsuidaho.sharepoint.com/sites/InsideUI-Provost/SitePages/Talks-With-Torrey.aspx
- Early warning grades are due today.
- Midsemester grades are due October 20.
- Next Faculty Gathering: October 22, hosted by COGS, who is celebrating their 100th anniversary. https://vandalsuidaho.sharepoint.com/sites/InsideUI-Vice-Provost-Faculty/SitePages/Faculty-Gatherings.aspx?csf=1&web=1&e=7485po
- Benefit questions from last week:
 - In response to a question about an additional impact from the change in the schedule, an extensive answer from HR has been added to the FAQs on the deferred pay page. Link: <a href="https://vandalsuidaho.sharepoint.com/sites/InsideUI-Vice-Provost-Faculty/SitePages/Deferred-Pay-Implementation.aspx#was-there-additional-information-from-human-resources-benefits-in-may-2025-regarding-impacts-to-benefits
 - Concerning calculations of salaries and rates of pay for the purpose of grants, Sarah
 Martonick suggested to look at the APM sections below:



https://www.uidaho.edu/policies/apm/45/06 https://www.uidaho.edu/policies/apm/45/09

Discussion

There was a brief discussion on the H-1B visa executive order. It doesn't affect people who currently hold H-1B visas, or people who submitted their applications prior to this Sunday at 12:00am, but for anybody submitting their application after Sunday, 12.01 a.m., the employer has to pay a \$100,000 fee. Litigation is expected.

Other Policy Business

- Interim approved policy
 - o APM 40.03 New and Major Renovation Building Policy
 - APM 40.05 Architectural and Engineering Services
 - o APM 40.10 University Space
 - o FSH 1640.22 Campus Planning Advisory Committee

Discussion

These revisions are required per the findings of an audit conducted by SBOE Internal Audit and Advisory Services regarding University of Idaho Capital Project and Planning, dated December 2023. There was a brief discussion on the role of interim policies within the university policy approval process. A senator inquired about the student representation being limited to ASUI. That part is the same as in the original version and not the result of the audit, although it can certainly be looked at when the policy goes through the regular review channels.

New Concerns or Issues

With regard to Inclusive Access textbooks, a senator asked whether we collect information about which courses have been affected. Tim responded that there is a meeting on Friday to talk about the inclusive access issue. He is not aware of a rigorous list of which courses were affected. Diane Kelly-Riley concurs.

The terminology used around grade submission (early grades, midsemester grades, etc.) is inconsistent from one platform to the next. For example, early grades feedback versus early progress grades. It needs to be in one spot and use the same type of words.

A senator shared recent information received from their professional accreditation agency. The Homeland Security Department has proposed to implement a fixed full-year visa for all students. They are requesting public comments on this proposed change. The deadline for submitting comments is September 29. https://www.federalregister.gov/documents/2025/08/28/2025-16554/establishing-a-fixed-time-period-of-admission-and-an-extension-of-stay-procedure-for-nonimmigrant

A senator asked when changes to the reimbursement procedures are going to be addressed. Tim replied that he has a meeting on Friday with Brian Foisy and others to talk about those changes. They will probably be approved as interim policies. Diane Whitney added that they are currently with OGC.

Adjournment

The agenda being completed, the meeting was adjourned at 4:06pm PDT (5:06 MT).

Respectfully Submitted,



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