University of Idaho
2025 – 2026 Faculty Senate Agenda

Meeting #24

Tuesday, March 10, 2026, at 3:30 pm
Zoom Only

I. Call to Order

II. Approval of Minutes (VOTE)
- Minutes of the 2025-2026 Faculty Senate Meeting # 23 (March 3, 2026). **Attach. #1.**

III. Chair's Report

IV. Provost's Report

V. Invited Guest Presentations
- Strategic Plan Update, Pillar 5 – Lisa Victoravich, Pillar Champion for Pillar 5.

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 # 23 (March 3, 2026)

Present: Bailey, Barannyk, Borrelli, Erickson, Hagen, Haltinner (vice chair), Kenyon, Kolias, Lawrence (provost, w/o vote), Long, Maas, McKenna, Miller, Murphy (chair), Remy, Rinker, Rivera, Shook, Stuen, Thorne, Tohaneanu, Victoravich

Absent: Harrison, Hu, Roe (excused), Strickland, Vella (excused)

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 #22 (February 24, 2026) were approved as circulated.

Chair's report
- The chair provided a reminder about accessing resources being provided by CETL for ensuring Canvas content meets accessibility requirements.
- The chair encouraged senators to fill out the Great Colleges to Work For survey and to ask their constituents to do the same.
- The chair requested that any senators that are experiencing challenges with the public service loan forgiveness program, or who have constituents facing such challenges, let him know so that he could determine what action may be appropriate for Senate on this issue.

Provost's Report
- The provost also encouraged folks to take the Great Colleges to Work For survey.
- The first annual symposium for UI Energy Institute will be held March 4-5 in the Bruce Pitman Center. The symposium begins March 4 at 5 pm with the keynote at 7 pm. UI Energy Institute Symposium
- The provost provided a brief update on the status of budget items at the State Legislature.
  Questions:
  A Senator asked about the current policy on hiring people with H-1B visas. Diane Kelly-Riley clarified that there is not a blanket prohibition in place and that people should reach out to her office if they have questions on particular cases.

Invited Guest Presentations
- AI Working Group Update – Ben Hunter, Dean of University Libraries.
  Ben gave an update on the work done by the AI Working Group and AI Strategic Plan Execution Group, including talking through some of the information provided in the white paper and the group's recommendations.

<u>Questions:</u>
A senator asked for clarification on what was meant by an 'in-house' AI system in the presentation and the white paper. Ben confirmed that it was the MindRouter system that had been discussed in his presentation and mentioned the advantages for the institution from using that system, rather than one of the other free or paid systems available. Another senator asked about environmental impacts of AI, and Ben pointed out that the issue was addressed briefly in the white paper but that more work could be done on this issue. Another senator questioned whether there would come a point at which faculty were directed that they must use AI in their teaching, to which Ben responded that he was not aware of any such discussions happening along those lines.

Committee Voting Items and Reports

- FSH 3060 Equal Employment Opportunity and FSH 3065 Equal Employment Opportunity in Recruitment and Hiring – Caitlin Cieslik-Miskimen, Chair of Ubuntu, and Elissa Keim, Office of Equal Opportunity and Compliance. Kim Rytter also joined for the discussion.

    Caitlin began the discussion by introducing the two amended policies and then sharing concerns that were raised by Ubuntu in reviewing these policies. She acknowledged the significant work that went in to revising these policies in a climate of rapid political/policy change at the national and state level. Caitlin mentioned that Ubuntu wanted to emphasize its continuing work to foster a welcome, inclusive, and vibrant community at the University of Idaho for all faculty, staff, and students.   She also stated that the committee understands that the elimination of certain language governing recruitment, hiring, and employment practices is necessary, but that they wanted to reiterate their commitment to recognizing that the variety of voices, perspectives, and experiences that each member of the university community brings to our campus is immensely valuable. As a committee, they intend to continue to pursue whatever initiatives that they can to help create an environment where all learners and faculty and staff can be successful. She concluded that the committee expects to continue to lead, in whatever capacity that they can, the push for revised equal employment policies that recognize how a commitment to equity and diversity in all its dimensions can strengthen our campus, particularly if the policy landscape were to change in the future.

    Elissa gave a brief introduction to the policy from the perspective of the compliance office. She stated that the amendments to the policy were driven primarily by compliance considerations.

    As this policy did not originate with the committee, the chair stated that a motion and second would be needed to take up the policies at Senate. Senator Barannyk motioned to approve the policy amendments, and the motion was seconded by Senator Kenyon.

Discussion:
A senator asked about the removal from the policy of the section detailing Ubuntu's involvement in these processes. Caitlin explained that the committee did discuss this issue, but it was primarily in the context of what work Ubuntu would do as a whole moving forward. Another senator questioned whether the amended policies would provide sufficient guidance to search committees on how to do their work in a legally compliant manner. Elissa confirmed that her office would continue to provide check points and advising to ensure that all of our hiring is done in compliance with applicable law. Another senator questioned whether there were systems in place to monitor changes in the law so that the amendments being proposed could be revisited if the law changes. Elissa confirmed that this is one of the jobs of her office and that they would be doing so. Another question was posed as to the timing/urgency of these changes and what the consequences would be for non-compliance. Kim spoke about the auditing that was already being done at the state level and the possible negative repercussions, particularly on funding for the institution, if our policies were not in compliance. A question was asked about whether these compliance updates could be done through interim policies. The provost explained that he does not believe that interim policies become permanent without further action and so a strategy of using interim policies would simply mean that the interim policies would need to be constantly re-authorized.
Votes:
FSH 3060 – Approved with 14/19 in favor, and 5/19 opposed.
FSH 3065 – Approved with 13/20 in favor, and 7/20 opposed.

Other Policy Business
- APM 50.16 Criminal Background Check Procedures – Brandi Terwilliger, Director of Human Resources.
  Brandi introduced the APM change and described the reasons for it.
  Questions:
  A senator asked for clarification on who would be subject to background checks under the new policy and Brandi confirmed that it was intended to reach all paid positions in the university. Another question was asked about the disqualifying criteria in the policy and Brandi provided clarification. The chair noted that no significant concerns were raised on the APM and thus it would not be pulled for further committee review.

New Concerns of Issues
- A senator asked a question about the deadline for naming replacements for senators whose terms are ending. The chair and the vice chair confirmed that there is no set deadline but that new senators need to be in place for the start of the next session, which happens in early May.

Adjournment
The meeting was adjourned at 4:25 p.m. PST (5:25 p.m. MT).

Respectfully Submitted,

Tim Murphy
Chair of Faculty Senate