

June 9, 2026



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TO: Brenda Helbling, Interim University Policy Coordinator
Chantal Vella, Faculty Secretary

FROM: C. Scott Green, President

SUBJECT: Policies presented at May 5, 2026 UFM #3

I would like to begin by thanking the faculty and faculty senate for the tremendous effort these last couple of years to streamline certain policies and procedures to help make us more efficient and competitive. In response to the approval consideration request of May 12, 2026 and pursuant to FSH 1460, I approve the following items:

Faculty Staff Handbook (pursuant to 1460.F-2.a.ii)

- FSH 4310 Academic Advising
- FSH 1580 Bylaws of Faculty Senate
- FSH 3230 Research Misconduct
- FSH 4130 Standard Course Numbers
- FSH 5900 Tribal Research and Activities
- FSH 3170 University Ethics and Faculty Code of Conduct
- FSH 1640 Committee Directory
- FSH 3780 Dependent Educational Tuition and Fee Reduction

The following policies received interim approval in August 2025 to comply with Executive Order 14173, SB 1198, and university equal opportunity in recruitment and hiring process commitments. They were included in the UFM as the final step in the information process of Faculty Senate and will be referenced as given final approval.

- FSH 3060 Affirmative Action and Equal Opportunity
- FSH 3065 Affirmative Action and Equal Employment Opportunity in Hiring

Administrative Procedures Manual (pursuant to FSH 1460.F-2.b)

- APM 40.03 New and Major Renovation Building Policy
- APM 40.05 Architectural and Engineering Services
- APM 40.10 University Space
- APM 40.12 Sustainability Revolving Loan Fund
- APM 50.16 Criminal Background Check Procedures
- APM 60.03 General Responsibilities in Purchasing Services
- APM 60.10 Requests for Quotations
- APM 60.11 Requests for Bids
- APM 60.13 Waiver Competitive Bid
- APM 60.14 Direct Negotiations

Additionally, pursuant to FSH 1460, I disapprove of the following items:

- FSH 3515 Periodic Performance Review of Tenured Faculty

The guidance I provided from the December 3, 2025, policy request has not been fully addressed. Thus, I continue to disapprove of this policy based on these reasons:

1. **E-1-a.2 and 3 and E-1.b.2 and 3:** As written, these sections continue to allow the faculty member too much influence on the membership of their committee. As I stated earlier, this undermines the legitimacy of the review. I support language permitting one nominated colleague to serve on the committee and one named individual to be excluded.
2. **E-3:** The inclusion of “unit and college criteria for PPR as articulated in the unit and college bylaws, if any,” for the basis for evaluation unnecessarily complicates and expands the scope of the review. Essentially, these additions require faculty to be “re-tenured” which is not the purpose of the policy. I support limiting the basis for evaluation to the review materials submitted as they pertain to the faculty member’s position descriptions for the review period.
3. **E-8:** These sections continue to disregard the critical role of the dean in the supervisory chain. The dean must have a role in all aspects of the review.
4. **E-9-c-3:** The policy as written continues to disregard my previous feedback that Board policy authorizes the president to take action for termination based on the outcome of a periodic performance review without preliminary processes. This section continues to create obstacles for termination casting it as a “disfavored outcome” for specific cases.

- FSH 3720 Sabbatical Leave

I support the improvements made to streamline and clarify the policy. I do not approve of the expanded scope to offer sabbaticals to non-tenure track faculty. Based on that addition, I disapprove the policy based on the following reasons:

1. The financial analysis accompanying the policy proposal for the expansion of sabbatical to non-tenure track faculty is unconvincing and unrealistically portrays the financial impact to the institution. These policy revisions must be accompanied by accurate, realistic financial analyses if they are to be considered.
2. There are not sufficient, replacement faculty in most units to cover the non-tenure track faculty who might be on sabbatical for a semester or year. Non-tenure track faculty generally teach higher teaching loads due to the nature and focus of their positions.
3. Non-tenure track faculty are currently eligible for Leave for Professional Improvement (FSH 3710-O). This leave is managed within the college and provides an uncomplicated, flexible, and responsive mechanism to support non-tenure track faculty professional development when such opportunities arise. This leave option

satisfies the need for non-tenure track faculty to have time away from work to do professional development. We will work to make the program more visible over the coming year.

4. Colleges manage sabbaticals differently; the proposal does not acknowledge that some non-tenure track faculty would automatically be ineligible for this leave because they are in colleges that require self-funded or year-long sabbaticals. This policy would leave certain faculty with no professional improvement leave options.

Again, thank you for a productive and successful year. We will work to prepare an interim policy so that we can complete the PPR process efficiently over the coming year, and again, work with the faculty senate to produce a policy that is fair, genuinely evaluates performance, and conforms with the expectation of our regents. We also will suggest policy improvements to faculty senate that will build on the good work already done and continue to make our university more nimble and responsive. We look forward to another strong academic year.