

2025 – 2026 Faculty Senate – Pending Approval**Meeting # 10** **Approved Mtg #11 10.28.2025**

Tuesday, October 21, 2025, 3:30 pm – 5:00 pm

Zoom only

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

Absent: Lawrence (excused), Victoravich (excused), Harrison (excused), Erickson

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 #8 (October 7, 2025) were approved as circulated.
- The minutes of the 2025-2026 Faculty Senate Meeting #9 (October 14, 2025) were approved as circulated.

Chair's Report

- University Promotion and Tenure Committee. If you haven't already, please submit nominations right away. The deadline is tomorrow.
- Faculty Affairs has been working hard on some important items that will soon come to senate. One is the resolution regarding the new website, which will be in the next binder. The plan is to have that voted on and potentially approved next week.
- Flu and Covid shots. A memo went out university-wide this morning, primarily for students. Blaine Eckles said that employees cannot obtain those services at the Vandal Health Clinic for various legal reasons. No on-campus vaccine services are currently scheduled for employees. Flu shots are available at many local pharmacies, clinics, and healthcare providers. Most offer quick walk-ins, and many insurance plans cover the cost. You would need to check with your insurer on that.
- Security buttons – Kristin Haltinner. Starting sometime during the spring semester, in the general education classrooms (that have podium platforms OIT can control), there will be an additional button to call campus security. The plan is to have the mock-up fully ready in November for faculty review, a second round of live testing with faculty in December or January, and the roll out in the spring semester, possibly starting in February or March. People who are interested in being testers of the technology should send a message to Kristin. . It is desirable to have testers with diverse levels of technological abilities.
- Proposal for Fall break in October – Lyudmyla Barannyk. After Labor Day, we have Thanksgiving break at the end of November. A short recess in October would give both students and faculty the opportunity to catch up and refresh. Washington State and Oregon State observe Veterans Day, which is on Tuesday. We are off the entire Thanksgiving week, but a possibility would be to hold classes on Monday and Tuesday of that week and, instead, have two days off in October, as they do at the University of Michigan, with a four-day weekend in October. This would not require any change in the total number of instructional days. Another possibility is to start the

semester two days earlier. At this time, we are seeking volunteers for an ad hoc committee, preferably from different colleges and populated by both staff and faculty, to explore this idea.

- A reminder that Senate meetings are open meetings. What we say is accessible to the public.

There were no questions or comments.

Provost's Report, delivered by Vice Provost for Faculty Diane Kelly-Riley.

- Benefits annual enrollment opens on the 20th. There is a window from Oct. 20 to Nov. 4 for employees to make their selections. After that, changes are no longer possible. See <https://vandalsuidaho.sharepoint.com/sites/InsideUI-Benefit-Services/SitePages/Annual-Enrollment.aspx#information-sessions>
- University Promotion and Tenure Committee. Meeting dates:
 - Silver Committee, Friday, January 30, 2026, 8:00am PT, via zoom
 - Gold Committee, Friday, January 31, 2026, 8:00am PT, via zoom
- Link to the form for submitting nominations:
https://forms.office.com/Pages/ResponsePage.aspx?id=Y2u8fpJXGUqyCwS4JgSIU8wgEfrYhyNO_n_qCDVIL5jNUREVSNURESkRCUzFFVlpUSFMxNFdNVk0xOS4u
- Faculty Gatherings. October 22nd from 4:30 to 6:30, in the Vandal Ballroom. It's hosted by COGS, that will celebrate its 100th anniversary of COGS.
<https://vandalsuidaho.sharepoint.com/sites/InsideUI-Vice-Provost-Faculty/SitePages/Faculty-Gatherings.aspx?csf=1&web=1&e=7485po>

There were no questions or comments.

Invited Guest Presentations

- Commencement Behavioral Expectations Committee – Vanessa Anthony-Stevens, Associate Professor of Social and Cultural Studies and Committee member.
Vanessa served as one of two faculty members on the committee, charged by Provost Lawrence to look into protocols about commencement and put forward guidelines on conduct during commencement. The committee's work has been forwarded to Provost Lawrence, who has not provided his feedback yet. The other faculty member was Richard Seaman of the College of Law, and the committee was chaired by Blaine Eckles. No action items will be shared today. Given recent events and all that's going around nationally, there was some interest in having a commencement protocol in place. The committee as a whole, looked at different examples from other universities and put together something concise and clear on how we might support the opportunity to celebrate our graduates. As a faculty member interested in seeing people celebrate from their own perspectives, Vanessa found that it was insightful as a university to really think about what that might mean. It is not a policy, although it may become one.

Discussion

A question was about how the committee addressed the protection of an individual's right to protest and our responsibility to foster debates as an academic institution. Vanessa replied that one of the most interesting points about this committee was the different perspectives from how we experience commencement compared to a reality where we do have a student code of conduct that we do not actively enforce. Some committee members argued that we already have a policy and perhaps we don't need more. The group came up with something that's pretty broad. There was a good ethic in trying to put forward something that wasn't overly deterministic.

There was a question about how “disruption” was defined/interpreted by the committee. Vanessa responded that the most focused recommendation was to refer to the Student Code of Conduct for expectations of behavior about interrupting the essence of the process, which is to celebrate, reflect, and recognize the support provided on behalf of communities, the institutions, while making sure the event proceeds smoothly. The main point of contention was whether there should be a policy.

Other Announcements and Communications

- Revisions to State Board Policy Section II.G.
Tim will go over the sections that captured most interest or raised most concerns.

Section 3. Faculty Contracts. While the baseline remains one-year contracts, there is now more flexibility for longer-term contracts for non-tenure-track faculty without requiring State Board approval, though contracts longer than three years are still restricted during the first six years of employment.

A senator provided some history. The institution up to this point has been resistant to long-term contracts. They also noted that the current SBOE language implies that institutions can implement policies allowing for multi-year contracts. This would require that the Faculty Senate propose an FSH provision for that purpose, and the president’s approval.

A reminder to senators that they can suggest changes to State Board policy. Our policies do not have to mirror the SBOE ones, as long as they do not conflict with them. The current draft provides considerable leeway for the Senate to make recommendations.

Section 6: Annual Leave and Sabbatical Leave. A senator emphasized the importance of flexibility for universities in implementing policies. The potential impact on two-year colleges if the current sabbatical provisions were removed was highlighted. Some senators discussed concerns about their colleges only allowing one-year sabbaticals at 50% salary, but no one-semester sabbaticals at full pay. There was a brief discussion on the kinds of available leaves at the university. The Faculty and Staff Policy Group is currently working on leave policies.

Section 8: Non-renewal of Non-tenure Faculty Members. Senators expressed concerns about the proposed policy change affecting contract non-renewal timelines. A senator raised questions about the definition of contract termination dates and the impact of a year’s notice on departments. Clarification is needed for dates for academic year contract termination.

Vice Provost Kelly-Riley explained that the year-long notice provision was added by SBOE to address confusion about the original 180-day timeline.

This part of the discussion concluded with the observation that there are multiple pieces to be considered together, such as the long-term contract provisions. The efforts of Diane Kelly-Riley and Torrey Lawrence in working with the State Board to improve the initial proposal were acknowledged.

Section 9: Tenure. It was noted that the “presumption” language, removed from the initial draft, was back in the policy. There are new sections and significant changes, especially to the section on tenure for academic administrators.

Section 10. Periodic Performance Review (PPR) of Tenured Faculty Members. The requirement for PPR existed in the original SBOE policy, but the draft policy significantly revises this section. So far, UI managed it through our annual performance evaluation process, as outlined in FSH

3320, and the provision that, for a faculty who does not meet expectations 3 times in 5 years, a more substantive review process happens at the unit level. But the new SB policy clarifies the requirement of PPR every five years.

There was a discussion on the nature of PPR as compared to the P&T process and its relation to the annual reviews. A key point of concern: it is possible to receive a negative PPR, even after 5 consecutive annual performance reviews that were satisfactory. The Faculty Affairs committee is working on our PPR policy, which will come to the Senate very soon.

Another point of concern was the potential implications of data collection for faculty dismissals.

Section 11: Termination of Employment for Tenure-eligible and Tenured Faculty. Senators reiterated the inconsistency between having five positive annual reviews and one negative 5-year review, possibly followed by termination. This is definitely a point to raise, to the extent that it can be handled internally.

The language around program closures and terminations should be clarified.

Section 12: Faculty Code of Conduct. This is a new section, not addressed in the current policy. It raises serious concerns. Senators expressed worries about the chilling effect of these new policies on academic freedom and faculty governance. Faculty Affairs will be working on this section shortly.

The discussion will continue next week.

Adjournment

The agenda was not completed. Motion to adjourn (Long, Maas). No objections. The meeting was adjourned at 5:03pm PDT (6:03pm MT).

Respectfully Submitted,

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

University of Idaho
2025 – 2026 Faculty Senate Agenda

Meeting #10

Tuesday, October 21, 2025, at 3:30 pm
Zoom Only

- I. Call to Order
- II. Approval of Minutes (VOTE)
 - Minutes of the 2025-2026 Faculty Senate Meeting # 8 [Corrected] (October 7, 2025) **Attach. #1**
 - Minutes of the 2025-2026 Faculty Senate Meeting # 9 (October 14, 2025) **Attach. #2**
- III. Chair's Report
- IV. Provost's Report
- V. Invited Guest Presentations
 - Commencement Behavioral Expectations Committee – Vanessa Anthony-Stevens, Associate Professor of Social and Cultural Studies (and committee member).
- VI. Committee Voting Items and Reports
 - None
- VII. Other Policy Business
 - None
- VIII. Other Announcements and Communications
 - State Board Policy Draft
<https://boardofed.idaho.gov/meetings/board/archive/2025/101525/03%20BAHR.pdf>
- IX. New Concerns or Issues
- X. Adjournment

Attachments

- **Attach. #1** Minutes of the 2025-2026 Faculty Senate Meeting #8 (October 7, 2025)
- **Attach. #2** Minutes of the 2025-2026 Faculty Senate Meeting # 9 (October 14, 2025)

Attach #1**2025 – 2026 Faculty Senate – Pending Approval****Meeting # 8 Approved Mtg #10 10.21.25**

Tuesday, October 7, 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

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 #7 (September 30, 2025) were approved as distributed.

Chair's Report

- Travel reimbursement. Operations are slow because DFA is experiencing serious personnel issues. They are training new staff and working on the backlog.
- P-cards. It's easy to get a P-card – there is a link on today's Register through which one can request a P-card. Graduate students and postdocs can charge expenses on the P-card of their department finance manager. If the person is a U of I employee, those charges will be moved into ChromeRiver. Anyone with more specific questions should reach out to Ky Paulsen.
- Tracking technology implemented on the new website. OIT is not responsible for that – it's primarily a UCM issue – but they will investigate it. Tim will report back, and the senate can decide whether they would like to have OIT or UMC at the senate to discuss their concerns.
- Inclusive Access Textbooks. If senators want very specific answers to what's happening within Inclusive Access, we'll need to talk with the vendor, VitalSource. We could invite them to the senate if there is sufficient interest. Let Tim know.
- State Board policy revision. It seems that they are close to the final draft. Per their requirements, drafts must be posted two days in advance of that meeting, which is close to next Monday. The revisions are in Section 2G, which concerns university faculty, so it's important to have a look at the draft and think about what response we might have on the pros and cons.
- Signed non-disclosure agreements requested from members of search committees. The General Counsel's Office responded that these letters are not contracts and do not modify employment contracts. Instead, they're notifications, and the signature signifies that the notification was received. OGC also clarified that the requirements stated in those letters already exist in university policy, and so people are not being asked to agree to anything new.

There were no questions or comments.

Provost's Report

- Strategic Plan proposals. 158 applications were received. The process of selection will proceed as follows. Each of the five pillars has a group that's been formed to help lead that pillar, and each group will review the applications that fall primarily under that pillar. The Strategic

Planning Committee from last semester, as well as vice presidents and deans, will review the proposals and spread them out across the group, so that it's a reasonable workload. This process will occur in the next few weeks.

- Target pay webpage in VandalWeb. HR continues to work on this. Technology changes are presenting challenges. HR will take down the current page that's visible because the content is incorrect, and they are pursuing other solutions. In the meantime, pay information will be available to employees through their supervisors and through HR, but it won't be something that people can access anytime. The system is not changing, but the tools to get that information to faculty and staff will have to be something new.
- Faculty Gatherings.
 - 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>
 - October 20th, 12:30 to 2pm, including lunch, in Coeur d'Alene, for our people at the Coeur d'Alene campus. RSVPs have been sent to those folks.
- Homecoming week. There will be alumni groups around campus, especially Friday and Saturday. Of course, we have a home football game, the homecoming parade, the Friday serpentine, and many more events. Link to the Homecoming schedule:
<https://www.uidaho.edu/events/homecoming>

There were no questions or comments.

Other Policy Business

- VandalCARE Reports, Blaine Eckles, Vice President of Student Affairs and Dean of Students. VandalCARE is a system we have had for at least 10 years, where we encourage individuals to file a care report if they are concerned about someone on campus. It's a simple way in which people can file a report if they don't know what to do with it, and it's designed to help us identify students at risk and how to best reach out to them.
Blaine proceeded to display the number of CARE reports received in AY 24-25 (2,628 Reports of Concern, 1,634 Unique Students). For student reports, case managers reach out to the student of concern and connect them with the appropriate campus resources. Sometimes, referral to other offices is deemed the best course of action. For employees, the reports are sent to HR and then deleted from the system. HR follows up with the employee.
Blaine displayed the breakdown by type of report, college, and primary major. (Those charts are attached to these minutes.) The number one concern is always about academics, with mental health right next to it. Some concerns involve multiple areas (academic, health, family relations, etc.)
A breakdown by colleges shows that most reports are from the College of Letters, Arts and Social Sciences, which is not surprising since CLASS is the largest college, followed by Engineering, Business and Economics, Agriculture and Life Sciences, Education, Health, and Human Sciences, and Science. It goes down from there to Art and Architecture.
Finally, a breakdown by majors. The largest number of reports come from the General Studies major, followed by Psychology, Criminology, Computer Science, and Architecture.

There are three case managers in the Dean of Students' Office. John Henrich is the director of the CARE program. He files all the reports and assigns one of our case managers to follow up

with those students and provide support and assistance, depending on the student's needs and the nature of the case.

Occasionally we get reports of concern about faculty and staff. In those cases, we don't do anything about them. Instead, we send them on to Human Resources, and then we delete all records from our system, because, per our protocol, we don't retain employee records.

The CARE efforts are really about retaining students and helping them succeed. And if we can help one student, they're likely to impact other students, and so we'll be helping other students as well. If we can get reports at the early stage, we can usually put an intervention in place, connecting students with a resource, helping them understand how to advocate for themselves. That will likely keep that issue from escalating, and if it does escalate, then we'll follow up and connect with those students. Our case managers do a phenomenal job, and you can see by the number of reports that they deal with on a regular basis that they are quite busy, but they're really dedicated to what they do.

Discussion

There was a question about what kind of support is available to the staff who deal with crises every day. Another question was about the number and nature of the reports about employees. Blaine recalls the number of reports on employees to be about 20 or less per year. Because they don't keep records of employees, it's really hard to say. As for the other question, care for the caregiver is really important. They have regular conversations regarding the needs of the staff. Blaine is very supportive and understanding if they need to take some time for themselves. John works really well with his team in talking about their needs and creating flexibility for them. Also, just reminding one another that we have access to support resources ourselves is an important piece of it.

A senator asked why COVID reports were separated from medical concerns. Blaine responded that the categories are broad and not broken down into subcategories, such as type of medical concern. The provost added that the COVID category was included during the pandemics and is not as critical as it was in the fall of 2020. During COVID, people were told to file a report if they had a positive test. At this time, reports from our health clinic or public health would be more accurate than self-reports from people who have been diagnosed with COVID.

A brief discussion about COVID followed. A senator inquired about updates on COVID vaccine in the state of Idaho. They heard that only people over 65 years of age can get vaccinated in Idaho, unlike in the state of Washington. It would be helpful if university officials could obtain an update and perhaps engage with our state representatives concerning rollout of the COVID vaccine. Back to the usefulness of gathering COVID CARE reports, Blaine reiterated that public health data would be more representative of what's going on in our communities.

- **PhD Production Incentive Program.**

The discussion continued as decided last week. Tim mentioned that he reached out to President Green and Chris Nomura about attending the discussion today, but they were unable to attend on such short notice. Tim suggested that it may be appropriate to have a motion to postpone the discussion until they can both attend at a future meeting. Barannyk moved to postpone the discussion. The motion was not seconded and the discussion proceeded. A senator reiterated the concerns found in the attachment. #3 of this meeting binder, which summarizes perspective from CNR. Lack of input from faculty and/or Graduate Council was raised as a major concern. There was frustration about the cost of the Incentive Program and its potential to undermine academic ethics and the integrity of the degree. Other senators shared similar concerns. A senator noted that faculty do not qualify for the incentive if they haven't taken the research

security training course, and worries about other uneven standards across the colleges, some of which may tend to produce more MS degrees than Ph.Ds.

Additional comments:

If PhDs are so important because we have to remain R1, perhaps PhDs should be built into the budget model in terms of how they count towards the budget allocations across the colleges. However, some colleges don't have PhD programs, and thus the budget model would have a component of unfairness to those colleges that don't produce any PhDs.

If we push several students across the line this year, it's going to be very difficult to keep those numbers where they need to be for the next 2 or 3 years. Even if this program was successful, we still don't have a long-term strategy to maintain the R1-rate of PhD production. Furthermore, no advisor wants their PhD candidates to hang out indefinitely. They want them to graduate quickly and use the money for new students. The incentive seems like a business strategy with no understanding of how the university works.

We get mostly master's students. But, if there is pressure to award PhDs, these students may not be funded. Some people only want to get a master's degree and move on with their lives. This program may open a can of worms.

Perspectives from EHHS: Some constituents are worried that the incentive might put pressure on committee members to be compliant for fear of retribution if they don't pass somebody and people miss out on bonuses as a result, which speaks to a larger ethical issue. Furthermore, the university recognizes the work that faculty put in for working with and graduating quality PhD students. Perhaps the larger issue is job descriptions that don't support faculty and their workloads.

Tim proposes to reach out again to President Green and Vice President Nomura and ask them if we could schedule a time when they can come in. He would send them the questions already provided by Steve, and a summary of today's discussion, so they can prepare in advance and speak to the questions already posed, and additional questions/comments people may have.

Motion (Maas, Barannyk): Place the PhD incentive topic back on the agenda of the next meeting that Vice President Chris Nomura and President Scott Green can attend.

Vote: 22/22 yes. Motion passes.

New Concerns or Issues

- Promotion Committee – Diane Kelly-Riley and Kristin Haltinner.
Senators select representatives from the colleges to serve on the University Promotion and Tenure Committee. Senators work with the other senate members of their college, if there is more than one college representative on the senate, and come up with a list of nominees. A table showing how many candidates are required from each college will be shared by Kristin Haltinner.
The list should represent a mix of people, with regard to faculty type, tenure status, rank, and gender. If senators do not provide nominations by the deadline of October 22nd, the Provost Office will make nominations. There are two committees because we have many P&T candidates. The dates of the meetings are at the end of January, on Friday and Saturday. We are

looking for people who are interested in participating and are able to attend either of those two sessions. Senators can communicate with their nominees.

Dates of meeting: **University P&T Committee meeting dates:**

Silver Committee, Friday, January 30, 2026, 8:00am PT, via zoom

Gold Committee, Friday, January 31, 2026, 8:00am PT, via zoom

Link to the form for submitting nominations:

https://forms.office.com/Pages/ResponsePage.aspx?id=Y2u8fpJXGUqyCwS4JgSIU8wgEfrYhyNO_n_qCDVIL5jNUREVSNURESkRCUzFFVlpUSFMxNFdNVk0xOS4u

- Loss of valuable research products due to constructions going on at CALS.
Is there a process to address this type of incident? It seems to be an administrative issue rather than a policy issue. The provost recommended to contact Facilities.
- The institutes created on campus generate a conflict of interest due to how those institutes are set up. Some are run or partially run by a dean of a college, who has then incentives to have their faculty run programs through the institutes at the college level, because it provides overhead to the college, and then to the institute, which becomes problematic. For example, they may decide not to sign off on a grant unless it's run through the institute. PIs should have intellectual and academic freedom and be able to choose whether they want to run their grants through an institute or a college. But currently, this has turned into a fight and, because institutes are relatively new, there is no strong policy in APM or FSH to address this kind of conflict. It may not affect many people directly, but the implications for PIs submitting a grant through institutes versus colleges certainly matter to those PIs and the hard-working faculty who have created the institutes. An appropriate policy needs to be established.

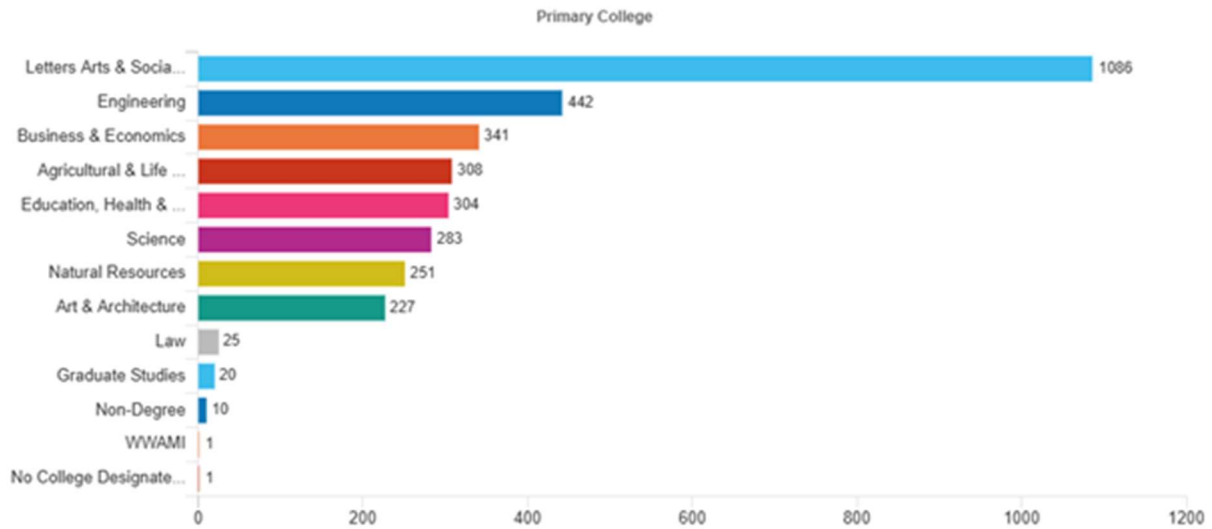
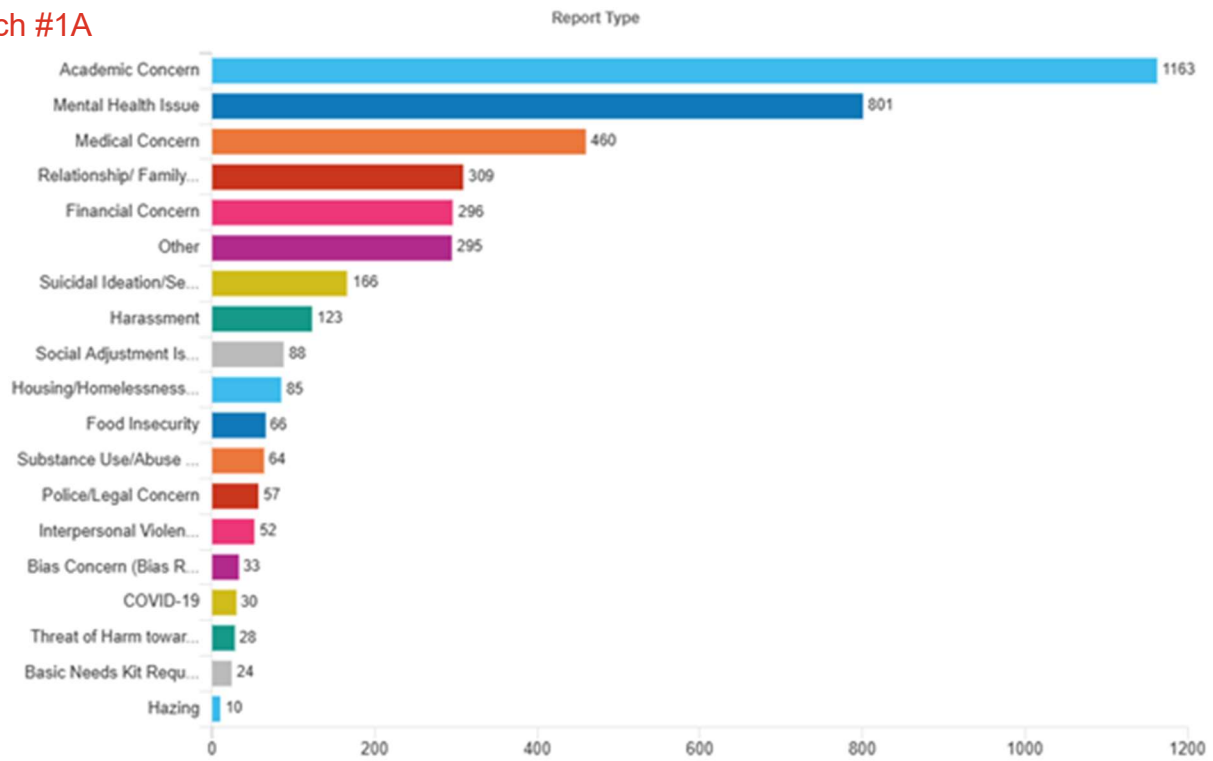
Adjournment

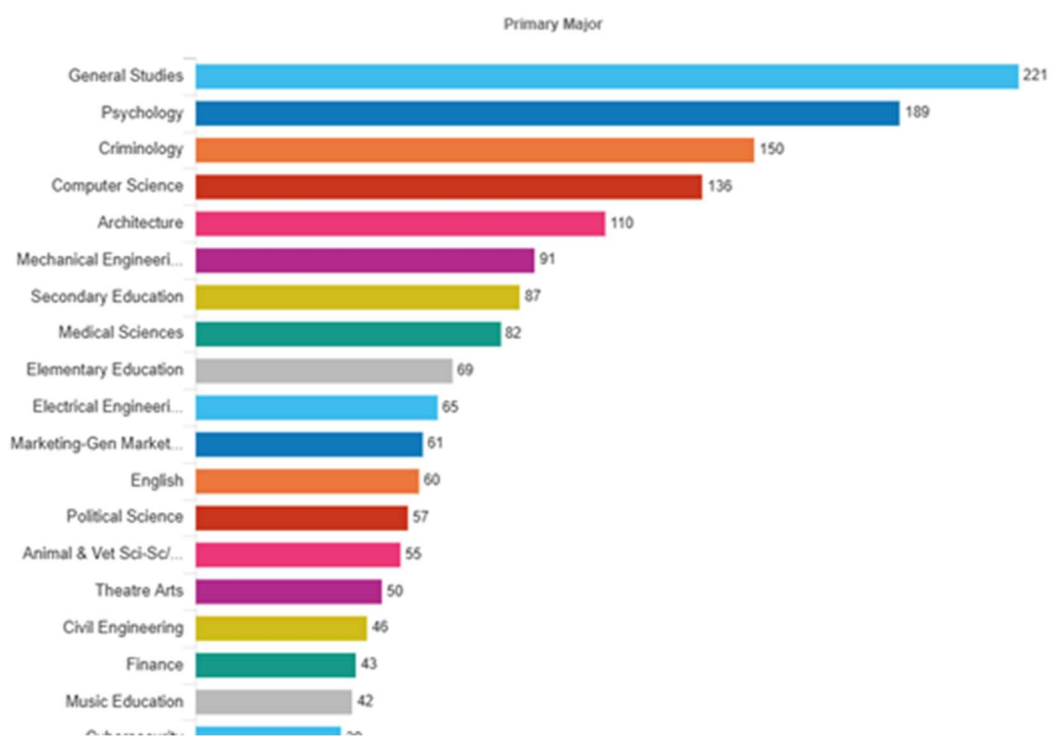
The agenda being completed, the meeting was adjourned at 4:35pm PDT (5:35 MT).

Respectfully Submitted,

Francesca Sammarruca

Secretary of the University Faculty & Secretary to Faculty Senate





Attach #2**2025 – 2026 Faculty Senate – Pending Approval****Meeting # 9** Approved Mtg #10 10.21.25

Tuesday, October 14, 2025, 3:30 pm – 5:00 pm

Zoom only

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

Absent: Kolios

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 #8 (October 7, 2025) will be recirculated and approved next time, pending clarification.

Chair's Report

- P&T Committees. Senators have received a chart (see email from Haltinner) of how many members are needed from each college. Nominations deadline is October 22nd.
- Ph.D. Completion Incentive Program. President Green and Vice President Nomura will visit Senate on November 4, 2025.
- Textbooks. Tim spoke with the external vendor, Vital Source, about ongoing issues and service expectations. They are committed to doing better in the spring. We'll continue to follow up.
- State Board policy revisions. The revisions on Section II.G, which concerns university faculty, are posted at <https://boardofed.idaho.gov/meetings/board/archive/2025/101525/03%20BAHR.pdf> pp. 5-40. We'll discuss them next week.

There were no questions or comments.

Provost's Report.

- Deadline for spring semester textbooks is this Friday, October 17. Link for textbook course adoptions: <https://akademos-uidaho.verbacollect.com/>
- Midsemester grades are due Monday, October 20. This is a critical moment for retention.
- Benefits annual enrollment opens on the 20th. There is a window from Oct. 20 to Nov. 4 for employees to make their selections. After that, changes are no longer possible. See <https://vandalsuidaho.sharepoint.com/sites/InsideUI-Benefit-Services/SitePages/Annual-Enrollment.aspx#information-sessions>
- P&T Committees. University P&T Committee meeting dates:
Silver Committee, Friday, January 30, 2026, 8:00am PT, via zoom
Gold Committee, Friday, January 31, 2026, 8:00am PT, via zoom
Link to the form for submitting nominations:
https://forms.office.com/Pages/ResponsePage.aspx?id=Y2u8fpJXGUqyCwS4JgSIU8wgEFrYhyNO_n_qCDVIL5jNUREVSNURESkRCUzFFVlpUSFMxNFdNVk0xOS4u
- Faculty Gatherings.
 - October 22nd from 4:30 to 6:30, in the Vandal Ballroom. It's hosted by COGS, that will celebrate its 100th anniversary of COGS.

<https://vandalsuidaho.sharepoint.com/sites/InsideUI-Vice-Provost-Faculty/SitePages/Faculty-Gatherings.aspx?csf=1&web=1&e=7485po>

- October 20th, 12:30 to 2pm, including lunch, in Coeur d'Alene, for our people at the Coeur d'Alene campus.

Discussion

Regarding the compact sent by the Trump's administration to a selected group of universities, a senator asked whether there has been any conversation with President Green about plans, should all universities be asked to respond. Provost Lawrence has not yet met with President Green on this matter, but he will do so shortly. If all universities are asked to respond, these discussions will definitely rise to the board's level.

Invited Guest Presentations

- CAPE Initiatives – Ken Udas, Vice Provost for Digital Learning, Nicole Remy, and Travis Averett. Continuing, Adult, and Professional Education (CAPE) is a platform launched about two years ago as a pilot and now in production for about a year. Ken introduced the other members of the CAPE Management Team, Nicole Remy (Program Manager), Travis Averett (Technical Product Manager), and Jenine Goodman-Grey (Instructional Media Designer). [Home | University of Idaho Keep Learning](#). The goal is to create a platform that's simple and easy, especially for non-traditional learners. It's an environment where one selects their course and puts it in their "carriage" at check out. It's also easy to get a receipt or invoice to show to the employer, as well as a record of study or an official non-academic transcript.

They offer enterprise services such as technology and system onboarding, consultation, and facilitating communities of practices. They also do some instructional design development, market analysis, video editing, and some post-production work.

The fee structure is straightforward. They charge 10% fee that comes right off the learner's registration fee and goes to CAPE, whereas 90% of those dollars go directly to the unit who's offering the course. They are exploring other options as alternatives to registration fees. There is a service agreement, which is not a contract. The idea is to keep it as transparent as possible. CAPE operations are designed to strive for sustainability. So, they try to get as much revenue as quickly as possible back to the unit offering the program or course.

There is a governance process, which functions more like an advisory process, with regular meetings with the people who are responsible directly for programming.

Ken expressed gratitude to their partners and all the people who are supporting them. Travis Averett highlighted additional benefits of working with CAPE: Potential to expand the user base and diversify the target audience; consistent enrollments; ability to reach alumni and lifelong learners; grow programs revenue; opportunity to expand programs; room for growth. The program also offers considerable flexibility in the registration process (no V-number is required) and course structure. CAPE can issue transcripts for non-credit continuing education activities.

(See attached slides for more information on CAPE partners, featured programs, course search, and sample registration page.)

Discussion

There were questions focused on the benefits of an adult learner taking courses with CAPE. The team replied with examples. The College of Education delivers all of their teacher professional development courses through CAPE, primarily for teachers who are looking to recertify or get promotions in their district or at their school. They don't need academic credit for that, but they do get professional development credit. Extension Services courses are taken by learners who want more experience or knowledge but don't necessarily need credit for it. Some of these enrichment programs offer a certificate as a record of study.

Departments or units interested in learning more about Cape – such as for connection to alumni or to run virtual conferences – can get in contact with any member of the team.

A senator inquired about the availability of business courses. There are none at this time, but the team thought it would be an excellent idea to pursue. The dean of CBE added that her college would love to have Vandal-branded learning around the business basics, as well as AI and analytics.

Addressing a question, the team responded that there is no discount for seniors at the moment. They pointed to the variable cost of credits for different courses. They also reiterated that, essentially, anything can be offered.

A senator asked whether a faculty needs approval from, say, their dean to offer a CAPE course, and whether the course can be used to supplement one's teaching duties. Ken replied that, usually, those who are interested have already chatted with a dean or supervisor before making contact with CAPE. The CAPE team does not double-check. A faculty can teach in this modality beyond the teaching load in their position description and get compensation for doing so. Vice Provost Kelly-Riley clarified that, for U of I full-time faculty, this would be handled as additional compensation, not as a part of the faculty's regular load.

Committee Voting Items and Reports

- UCC 250: Engineering Technology (BSTECH) – Indrajit Charit, COE.
This is a CIP code change from 15.0612 (Industrial Technology/Technician) to 14.9999 (Engineering, Other). Also, IND 4070 was added to the Technical and Free Electives section. Rationale: The recent name changes from “Industrial Technology” to “Engineering Technology” was approved, but a request for the corresponding change of CIP code was not placed at that time. The proposed CIP code is more reflective of the type of program.
Discussion
There was a brief discussion generated by a typographical error in the submitted material. The issue was resolved.
A senator asked whether the change of CIP code will involve salary raises. The answer is no, because, with the old CIP code, some faculty were at 121% of the market base. Adjusting the code will not cost anything.
Vote: 20/23 yes; 3/23 no. Motion passes.

New Concerns or Issues

- Any updates on the availability of the COVID vaccine? Provost Lawrence will inquire.

- A senator brought up an earlier idea to consider a fall break in October – a four-day weekend – with two teaching days at the beginning of the Thanksgiving Fall recess. Tim will think of a suitable group to look into this proposal.

Adjournment

With the agenda being completed, the meeting was adjourned at 4:36pm PDT (5:36pm MT).

Respectfully Submitted,
Francesca Sammarruca
Secretary of the University Faculty & Secretary to Faculty Senate

Attach #2A



Campus 360
University
of Idaho

Continuing Adult
Professional Education
KEEP LEARNING

CAPE OVERVIEW

OCTOBER 2025



CAPE MANAGMENT

OFFICE OF DIGITAL LEARNING INITIATIVES

 Ken Udas, Vice Provost for Digital Learning Initiatives

 Nicole Remy, Program Manager

 Travis Averett, Technical Product Manager

 Jenine Goodman-Grey, Instructional Media Designer

WHAT IS CAPE?

GOAL: KEEP IT SIMPLE

- I Make the shopping and study experience easy and enjoyable for prospective and enrolled learners.
- I Provide a registration and delivery environment designed to accommodate non-traditional learners and programs.
- I Reduce administrative overhead for those offering programs.
- I Drive as much revenue as possible as soon as possible to the programs while being self-sustaining.

CAPE SERVICES

- Technology and system onboarding
- Consultation
- Second Tier Support for the technology platforms
- Working iteratively on better practices, processes and policies surrounding non-credit opportunities
- Facilitation of communities of practice

CAPE FEES

- 10% of enrollment fee
- Options for grant funded/gift funded/other program types available



University of Idaho

College of Education,
Health and Human Sciences



University of Idaho

Center on Disabilities
and Human Development



University of Idaho

Indigenous Knowledge for
Effective Education Program



University of Idaho
Extension

Independent
Study | in Idaho



CAPE PARTNERS

SO FAR...

Projects in process with:

- Institute for Health in the Human Ecosystem
- Department of Theatre Arts
- Engineering Outreach
- College of Business & Economics

WORKING WITH CAPE

Return to Keep Learning Idaho

Campus 360 University of Idaho Continuing Adult Professional Education SUPPORT

Search the client portal Sign In

Home Services Knowledge Base

Service Catalog / CAPE Help

+ Show Help - Hide Help

CAPE Help

Please fill the following form out to request help from us

Title * ⓘ

A short description to explain the nature of a ticket.

I need help with... *

☐ Tech Support

☐ Professional Development courses

☐ Independent Study in Idaho (ISI) courses

☐ Ag Extension courses

☒ Setting up a new program or course

☐ Other

Description * ⓘ

SUPPORT REQUESTS: please describe issue, include your username and course ID.
NEW PROGRAM REQUESTS: describe the program and any special features it has.

Format Font Size A B I U S x x² I_x

☰ ☲ ☳ ☴ ☵ ☶ ☷

- Discuss professional development/continuing education course ideas
- Consult on non-credit programming options
- Design support for CAPE courses
- Microcredentials and non-traditional learning

[Home | University of Idaho Keep Learning](#)

Contact us:

keeplearning@uidaho.edu

nremy@uidaho.edu

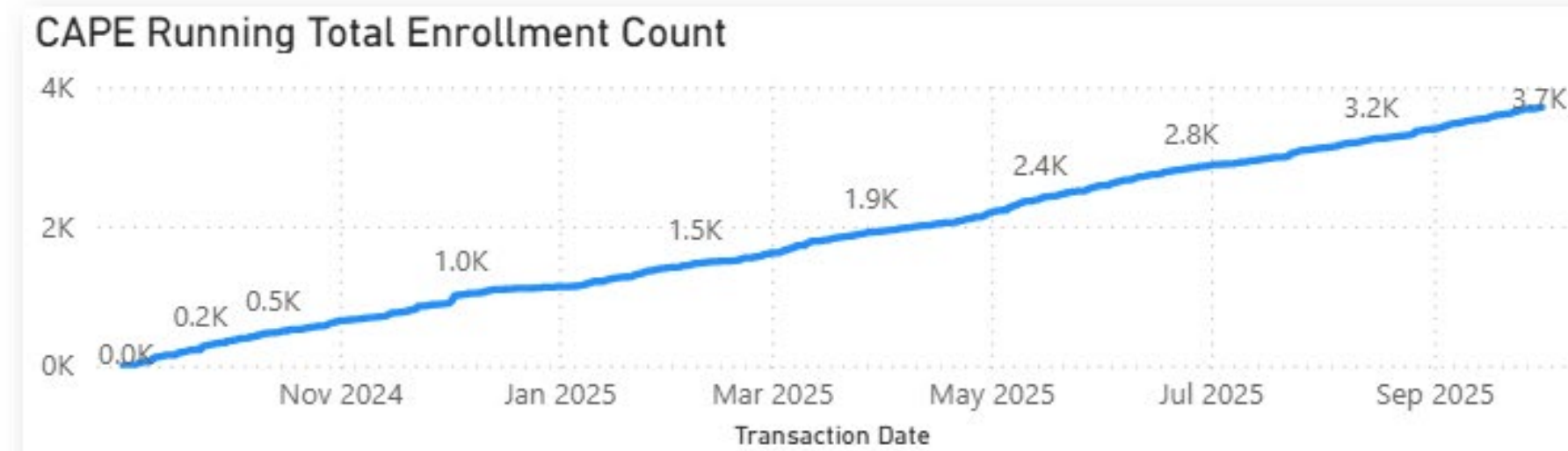
kudas@uidaho.edu

taverett@uidaho.edu

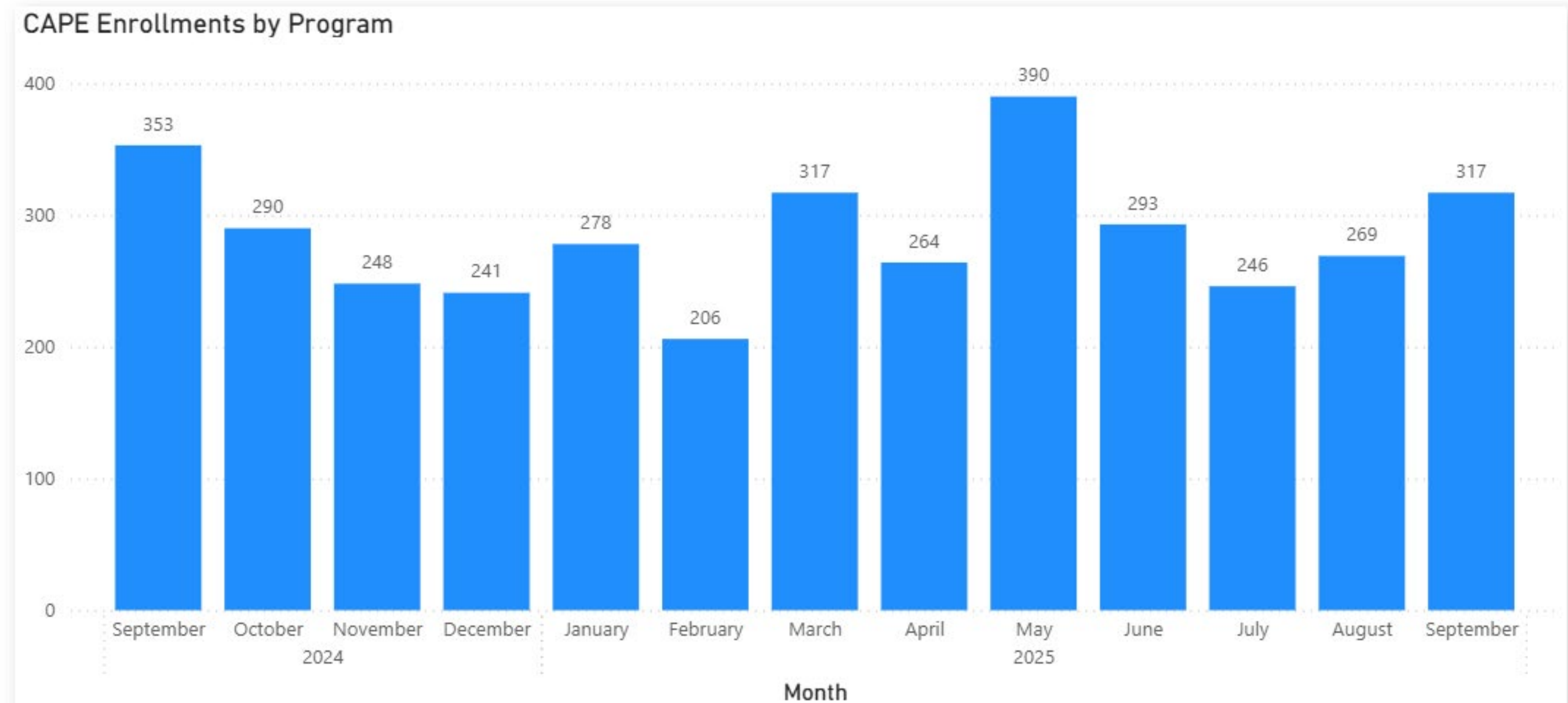
EXPANDING YOUR PROGRAM



- I Expand To New User Base
- I Consistent Enrollments
- I Diversify Your Target Audience
- I Maintain Alumni Connections
- I Grow Your Programs Revenue
- I Room For Growth



3712
Enrollments



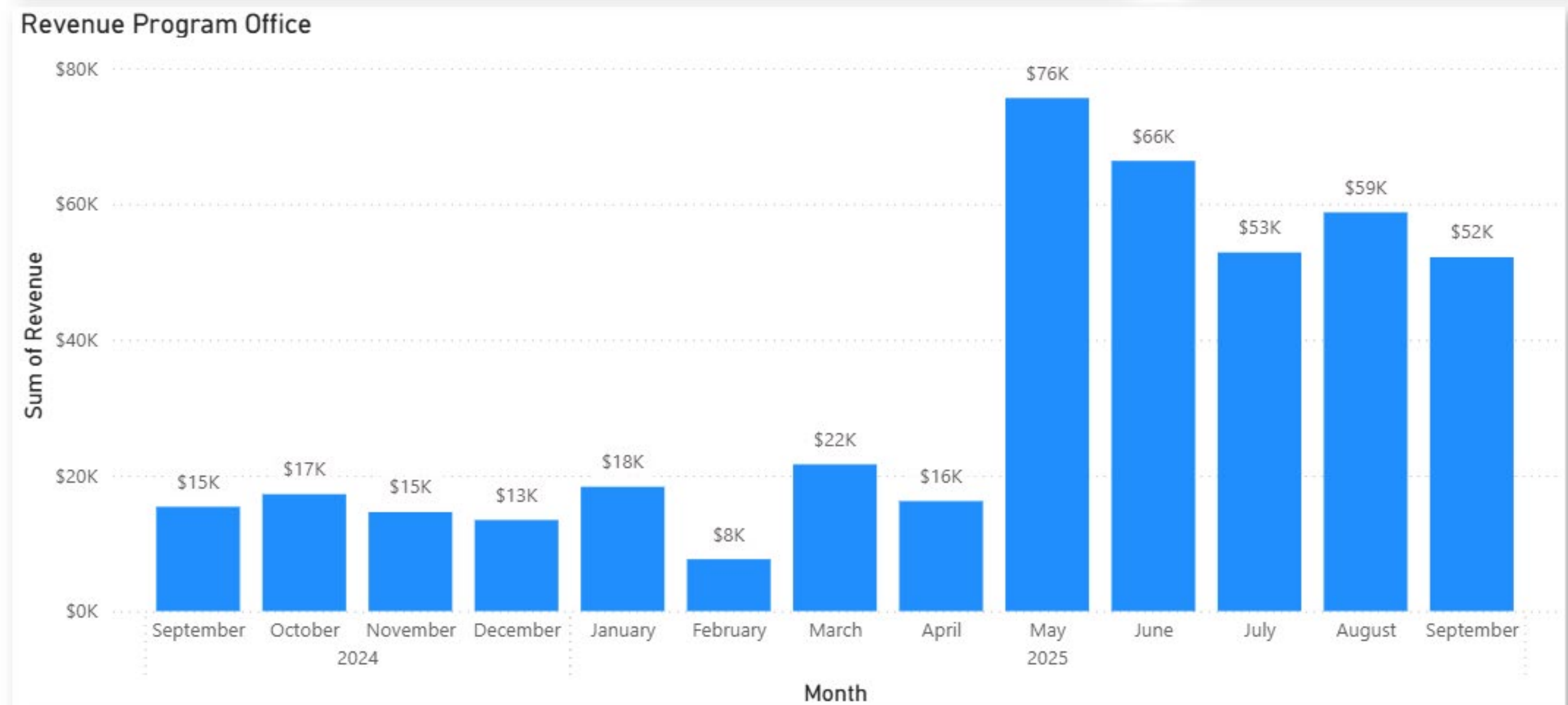
EXPANDING YOUR PROGRAM



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- I Room For Growth



\$430.2K
Revenue



CAPE USER EXPERIENCE

- I Register and take payment for short or long courses and workshop programming
- I Issue transcripts for non-credit continuing education activities
- I Ability to market offerings to those who have already taken courses in the system

- I Dedicated Separate Canvas instance
- I Sign on that doesn't require V-number
- I Flexibility of course structure





Continuing your education begins here!

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What do you want to learn?

POPULAR LINKS ▾

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Featured Programs



Professional Development

Courses available for *Professional Development (PD) credit*, designed to support educators and administrators in maintaining credentials and staying updated on policies and procedures.

[VIEW PD COURSES](#)



University of Idaho Extension

UI Extension partners with local communities to deliver research and knowledge to you — wherever you are, whenever it's convenient.

[VIEW EXTENSION COURSES](#)



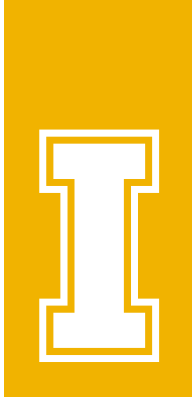
Independent Study in Idaho

Flexible learning for professionals, parents, and students seeking career advancement or college credit. No residency requirements and come in-state and out.



K12 Outreach

Courses hosted by Idaho K-12 schools that equip teachers with the essential skills and strategies needed in today's ever-changing classrooms.



Course Search Results

SEARCH AGAIN

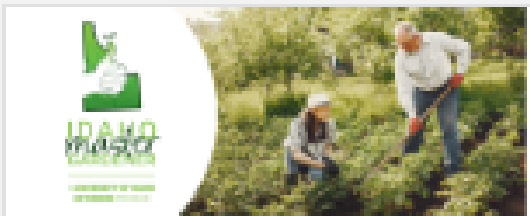
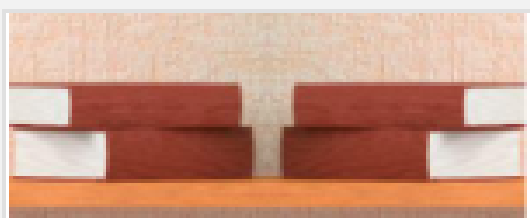
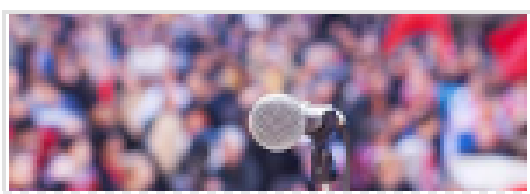
To view the description, dates and times offered, and additional information about a course, click a course name below.

Narrow Your Results

+

List

Grid

Course	Location	Delivery Options	Availability
 Abnormal Psychology ISI - PSYC 3110		Online	Available
 Adolescent Literature for Teacher Librarians ISI - LIBS 4310		Online	Available
 Advanced/Veteran Idaho Master Gardener Program XHSF 502.MG		Online	Available
 American Literature I ISI - ENGL 277		Online	Available
 American Literature II ISI - ENGL 278		Online	Available
 American National Government ISI - POLS 1101		Online	Available



Course Description

College Algebra covers algebraic, exponential, logarithmic functions; graphs of conics; zeros of polynomials; systems of equations, induction.

This course introduces the concept and examples of real functions. Topics include definition, domain and range of a function; composition and inverse of functions, transformations; linear, quadratic and higher degree polynomials; rational, exponential and logarithmic functions; and representations (formulas, graphs) and applications.

UI students: Carries no credit after Math 160 Survey of Calculus or Math 170 Calculus I

REQUIRED: Exam proctor required for this course.

Learner Outcomes

Student will understand domain and range of a function; composition and inverse of functions, transformations; linear, quadratic and higher degree polynomials; rational, exponential and logarithmic functions; and representations (formulas, graphs) and applications.

Required Course Materials

Stewart, James, Lothar Redlin, and Saleem Watson.
Precalculus: Mathematics for Calculus. 5th ed. Belmont, CA: Thomson Brooks/Cole, 2006. ISBN-10: 0-534-49277-0. ISBN-13: 978-0534492779

Enroll Now - Select a section to enroll in

ISI - MATH 1143 - 001	College Algebra This is a self-paced section	Online	—
Expand to view schedule			
Available			

ADD TO CART

Section Title:	College Algebra
Type:	self-paced
Dates:	Start Now, you have 365 days to complete this course once enrolled.
Delivery Options:	Online
Course Fee(s):	ISI Undergrad Course Registration Fees credit (3 units) \$510.00 ⓘ
Available for Credit:	3 units
Drop Request Deadline:	45 days after enrollment

COURSE
REGISTRATION PAGE
SAMPLE



University
of Idaho

QUESTIONS?