

University of Idaho

2019 – 2020 Faculty Senate Agenda

Meeting # 5

Tuesday, September 17, 2019 at 3:30 pm

Paul Joyce Faculty- Staff Lounge & Zoom

- I. Call to Order
- II. Approval of Minutes (vote)
 - Minute of the 2019-2020 Faculty Senate Meeting # 4 (September 10, 2019) **Attach. #1**
- III. Consent Agenda (vote)
 - Committee on Committees Nominations
- IV. Chair's Report
 - University Faculty Meeting held on Wednesday, September 18, 2019 from 2:30 pm to 4:00 pm at the International Ballroom, Bruce Pitman Center.
- V. Provost's Report
- VI. Committee Reports
- VII. Other Announcements and Communications
 - Updates on Items Pending on Committees
 - Francesca Sammarruca, Faculty Secretary
 - Sustainable Financial Model Working Group
 - Chandra Zenner Ford, Executive Special assistant to the President **Attach. #2**
 - University Budget
 - Brian Foisy, Vice President for Finance and Administration, Co-chair
 - Benefits for "Other Eligible Adults"
 - Brian Foisy, Vice President for Finance and Administration, Co-chair
- VIII. Special Orders
- IX. New Business
- X. Adjournment

Attachments:

- **Attach. #1** Minutes of the 2019-2020 Faculty Senate Meeting # 4 (September 10, 2019)
- **Attach. #2** Sustainable Financial Model Working Group Presentation

University of Idaho
2019 – 2020 Faculty Senate Minutes – Pending Approval MINUTES

Meeting # 4

Tuesday, September 3, 2019, 3:30 pm
Paul Joyce Faculty- Staff Lounge & Zoom

Present: Bridges, Caplan, Chopin, Cosens, De Angelis, Dezzani, Grieb (Chair), Hill, Jeffery, Keim, Kirchmeier (Vice- Chair), Lee-Painter, Luckhart, Meeuf, Paul, Raja, Sammarruca (w/o vote), Schab, Schwarzlaender, A. Smith, R. Smith, Wiencek (w/o vote).

Present via Zoom: Kern, McKellar, Tenuto, Chapman, Sears

Absent: Bacon, Foster, Hanigan, Meeuf, Tibbals

Guests: 7.

Guest Speaker: Brian Foisy (Vice President for Finance and Administration, Co-chair)
Cher Hendricks (Vice Provost for Academic Initiatives)

- I. Call to Order.
 - The chair called the meeting to order at 3:35 pm and welcomed everyone.
- II. Approval of Minutes (vote).
 - The first item on the agenda is to approve the minutes of the last 3 meetings.
 - Minutes of the 2019-2020 Faculty Senate Meeting # 3 (September 3, 2019).
 - A motion to approve the minutes passed unanimously.
 - After the voting, A. Smith requested to abstain because he was absent from Meeting # 3 (September 3, 2019)
- III. Consent Agenda.
 - There were no Consent Agenda.
- IV. Chair's Report (Terrance Grieb).
 - Sustainable Financial Working Group Membership
 - Sustainable Financial Working Group membership has been announced last week by the President's Office. They are expecting to begin their work in October.
 - Chandra Zenner Ford will attend next week Senate meeting to give a preview of the working groups.
 - Other future working groups include Sustainable Athletics Model, Enrollment Management, Student Experience, ICCU Arena, CAFÉ, and Online Education.
 - 2019 Michael Kyte Distinguished Lecture Features Purdue's Darcy Bullock
 - The event will be held on Friday, September 13 at 4:00 pm at the IRIC Atrium. The event is free, and a reception will precede the event at 3:00 pm.
 - Speaker: Darcy Bullock, a Lyles Family Professor of Civil Engineering and Director of the Joint Transportation Research Program at Purdue University.
 - The event is hosted by the University of Idaho College of Engineering Department of Civil and Environmental Engineering's 2019 Michael Kyte Distinguished Lecture.
 - The Kyte Lecture event honors University of Idaho Emeritus Professor of Civil Engineering Michael Kyte. His research focuses on traffic signal systems, highway capacity and transportation engineering education. He received his doctorate in civil engineering from the

University of Iowa, Master's in Civil Engineering from the University of California – Berkeley, and bachelor's in systems engineering from the University of California – Los Angeles.

- Link: https://www.uidaho.edu/news/news-articles/faculty-staff-news/2019-september/090519-michaelkytedistinguishedlecture?utm_source=University+of+Idaho&utm_campaign=e7b4cbfc39-daily_register_042219_COPY_01&utm_medium=email&utm_term=0_18a9cb4835-e7b4cbfc39-77923641

- Take Back the Night hosted by the Women Center
 - Take Back the Night is scheduled for September 19th beginning at 7:30pm at the Ag Sci Auditorium. Take Back the Night is a rally and march spread awareness of interpersonal violence on campus and to show support for those affected by it. Email Bekah MillerMacPhee at bekam@uidaho.edu for more information.
 - Link: <https://www.uidaho.edu/diversity/edu/womens-center/events/take-back-the-night>
- Questions:
 - Senator A. Smith: He expressed concern about the absence of representation from the Colleges of Arts and Architecture and the College of Natural Resources in the Working Groups.
 - Chair Grieb: Noted the comment. Chair Grieb said that as a member of a committee he will express this to the Co-Chairs of the Sustainable Financial Model Group. He has not yet communicated with Chandra Zenner Ford about this. His understanding is that they are trying to have broad representation of faculty on campus.

V. Provost's Report (John Wiencek).

- The Provost expressed appreciation to those who supported the Science Diplomacy Lecture by Dr. Bill Colglazier (09/09/2019). Those include: The Martin Institute, the James A. and Louise McClure Center, and the College of Science.

VI. Other Announcements and Communications.

- Fall University Faculty Meeting will be held on September 18, 2019 from 2:30 pm to 4:00 pm in the International Ballroom at the Bruce Pitman Center.
- Chair Grieb called for a motion to suspend the rules and change the agenda. If such motion is made and passes, we will invite Vice President Brian Foisy to make a presentation related to the current changes in the Employee Health Insurance.
 - A motion to approve suspension of the rules and invite Vice President Brian Foisy to speak instead of Diana Whitney (as planned in the original agenda) passed unanimously.
- Pending Health Insurance Open Enrollment for the 2020 Calendar Year (Brian Foisy).
 - Chair Grieb:
 - The recommendation by the Benefit Advisory Group (BAG) to eliminate coverage for "Other Eligible Adult" (OEA) is in contradiction with FSH 3705. If we go with the current plan as recommended by BAG, we need to repeal FSH 3705. Otherwise, retaining coverage for OEA will result in significant additional costs for everyone. A tentative schedule is to hold a Senate vote 2 weeks from today and potentially (if the Senate vote is to repeal FSH 3705) and Emergency UFM on October 8, 2019. If the faculty vote to repeal, the President will sign it. The open enrollment period is between October 21 and November 1.
 - B. Foisy.:

- Introduced the Director and executive Director of HR, Brandi Terwilliger and Wes Matthews. He mentions that the President Scott Green has made it very clear that he will not fight with the faculty's decision. He began to explain the recommendations in the decision that needs to be vote. Both Finance and Management Division needs to Balance the Budget.
- Question by A Senator: Who was on BAG?
 - B.Foisy provided the names.
- In response to an additional question, B. Foisy and Brandy Terwilliger (HR, Director) clarified that it was not within BAG's scope to consider policy. BAG was charged with the task of designing a plan change to off-set 1.2M in reduced funding from the State. B. Foisy observed that the 2012 memo by Liz Brandt in support of the FSH 3705 policy focused on same-sex couples and possible issues of discrimination if a same-sex partner cannot be covered, since at that time same-sex couples could not marry in Idaho. However, since 2015 same-sex couples can marry in Idaho. Of the 28 couples impacted by the change in OEA coverage, all are heterosexual. Thus, B. Foisy noted, we are not serving the population for which the policy in FSH 3705 was intended. Of the 28 impacted couples, 5 are faculty and 23 are staff. B. Foisy reiterated that President Green intends to go along with what the faculty chooses.
- B. Foisy proceeded to explain the impact of keeping OEA coverage: considering only medical (not dental or vision), it would amount to about 220k/year. When employees receive benefits that they are not in title to according to federal law, such benefits are considered income, and thus taxed accordingly. The employer must match the taxes paid by the employee. B. Foisy proceeded to give some estimates for the rate increase which will have to be absorbed by the employees in the two categories:
 - 1) PPO (or Preferred Provider Option), and
 - 2) the high-deductible option.
- The university does not cross-subsidize the two groups, meaning that it contributes to both in the same way. If the OEA coverage remains in place, it is estimated that the PPO group will have to absorb an increase in insurance costs of about 20% (as opposed to 8%) whereas the high-deductible group will move to about 60% (as opposed to 37%). B. Foisy noted that about 65-70% of all employees are currently on the high-deductible plan, because it allows for less money withheld from their paycheck.
- B. Foisy mention that they will send an unpleasant memo to 28 people indicating that the OEA coverage will be eliminated. These people will have a direct impact by January 1st. The other alternative will affect around 2,500 people. At the end is reducing the impact in the employees.
- Chair Grieb: this was a part that the FSL was not aware of and was brought after the meeting. Now that FSH 3705 is impacted, the decision comes to the Senate. He mentions that B. Foisy will be back next week with more information about the topic.
- Questions by several Senators:
 - They requested clarifications on how the specific numbers come out.
 - How can 28 employees (about 1% of all employees) have such a large impact on everyone else? Senators would like to see the data and have more information.
 - B. Foisy provided some additional examples, although, he noted, these are just estimating (and include only medical).
 - The senators will like to have the information before next week Senate Meeting.
- Question by E. Chapman (Zoom): Can B. Foisy re-state the estimated percentage increases? Was it 20% for PPO and 60% for HDHP?

- Respond by B. Foisy: He proceeded to give the information again.
 - Assuming that we eliminate the OEA coverage, the increase on the PPO is 8% and in the HDHP is 37%. The estimates that will be increase eliminating the OEA on the PPO plan on the neighborhood of 20 and in the HADHD plan on the neighborhood of 60%.
 - Secretary Sammarruca mentioned to B. Foisy that if he can provide a more detail information.
 - Senator M. Chopin: Mention that the is one of the people that use the OEA. He talks about how the numbers are calculated, the impact will affect the staff members that are not prepared to absorb that impact. He will plan to help his staff members and look for other ways to cover the plan. He mentions that he will vote on not to retain that program.
 - A Senator explained that she represents more than 50 people and would like to be able to explain the issue to her constituency in a simple way. Senators asked to have more data before next meeting.
 - Another Senator added that it was clarified that OEA concerns only unmarried partners, not relatives such as parents or other dependent adults.
 - As B. Foisy's presentation approached the end (due to the late hour)
 - Chair Grieb reminded everybody that there will be more discussion and more information in the coming weeks. Potentially there will be an open forum, an idea welcomed by the Senators
- Guidelines for Choosing Peer Institutions for Idaho Public Four- Year Institutions (Cher Hendricks).
- Vice Provost Hendricks took the floor to present about benchmark institutions. She gave a summary of the SBOE guidelines attached to the agenda as Attach.#3. SBOE sent a list of institutions and their methodology and asked us for feedback to be provided sometimes in the Summer. The only parameters to be used are graduation and retention rates. The deadline was later extended to November 1. Our job is to identify 10 peer (benchmark) institutions and 3 "aspirational" peers.
 - A Senator asked what does "aspirational" mean. Institutions can design their own methodology to select aspirational peers. Also, we should look at the College Score Card for any number of data.
 - A Senator asks whether there will be a similar benchmarking also for graduate students. Hendricks replies in the negative.
 - Comment from the Provost: it's not clear how SBOE will used the data. They may apply a funding model based on performance.
 - A Senator comments that indicators such as research expenditures are not considered all by the SBOE. Only retention and graduation rates may be too limited.
 - At this point, Chair Grieb asked how we want to proceed. A Qualtrics survey was sent out to Senators in the Summer. Should we resurrect the survey? If you sort out by graduation and retention rates, he noted, the choices seem clear and one can get 10 reasonable benchmarks.
 - Perhaps SBOE does not fully appreciate us as a graduate research land grant institution.
 - Senator: Perhaps we shouldn't just focus on graduation rate but also on the quality of the education our students receive. What about employment? Do they get good jobs with decent salaries?
 - There were no more questions or comments on this matter.

VII. Committee Reports.

- There were no Committee Reports.

VIII. Special Orders.

- There were no Special Orders.

IX. New Business.

- Memo: Off- campus participation in the UFM
 - Secretary Sammarruca briefly presented the content of the memo included in the agenda for this meeting as Attach. # 4
 - Vote to suspend the FSH 1540 A-1
 - A motion to approve the suspend the FSH 1540 A-1 passed unanimously.
 - It was moved, seconded, and approved unanimously to suspend FSH policy 1540 A-1 and allow every extension faculty to actively participate in UFM's effective immediately. In the meantime, Secretary Sammarruca will work with the University Multi-Campus Communication Committee on changing the FSH 1540 A-1 policy.

X. Adjournment.

- Motion to adjourn. Seconded. Motion carries.
- Meeting adjourned at 5:00PM.

Respectfully Submitted,

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



University
of Idaho

WORKING GROUPS UPDATE

CHANDRA ZENNER FORD

OFFICE OF THE PRESIDENT

STRATEGIC INITIATIVES



WORKING GROUPS AT U OF I

GUIDES TO DECISION-MAKING

- I** President Green is using the working group model to garner input and support decision making. The groups will help address challenges focused on his identified strategic initiatives, and include stakeholders from inside and outside the university.
- I** Working group recommendations will be presented to the cabinet, Faculty Senate and Staff Council for feedback.
- I** President Green will make decisions at the conclusion of the input-gathering process and ask for roadmaps to implementation based on the recommendations.

“To succeed in our mission to support students, conduct research and scholarship, and serve our state, we have to work collaboratively but efficiently, and with the big-picture goals at the center of our target. This can be difficult work. But we’re Idaho’s brave and bold university. I know our Vandal Family is up to the challenge.” – President C. Scott Green

SUSTAINABLE FINANCIAL MODEL

OVERVIEW AND CONTEXT

- I The sustainable financial model is separate from the immediate need to replenish reserves and address current budget shortfalls.
- I This working group will be focused on high-level financial model options to move away from the existing structural deficit and build in support for investment in strategic priorities and initiatives.
- I A facilitator will walk the group through sessions with the goal of reporting conclusions and recommendations in early 2020.



SUSTAINABLE FINANCIAL MODEL

INTERNAL AND EXTERNAL PARTICIPANTS

I John Wiencek, Provost and EVP (co-chair)

I Jerrold Long, Dean, College of Law

I Brian Foisy, VP for Finance and Administration (co-chair)

I Jacob Lockhart, ASUI President

INTERNAL

I Alexis Murray, SArB President

I Margarita Cardona, Director, Administrative Services, CALS

I Brad Ritts, Associate Vice President, ORED

I Cari Espenschade, Vice Chair, Staff Council, LHSOM

EXTERNAL

I Stephanie Fox, Manager, Facilities & Operations, UI Boise

I Sharon Allen, Deloitte, Chairman (retired)

I Terry Grieb, Chair, Faculty Senate, Business faculty

I Annette Elg, Simplot, CFO (retired)

I Patrick Hrdlicka, Chemistry faculty

I Craig Olson, Albertsons, CFO (retired)

I Brian Johnson, Engineering faculty

I Carson Howell, Idaho State Board of Education, CFO

WORKING GROUP FUTURE PLANS

UPCOMING GROUPS & PARTICIPANTS

- I Identified working groups: sustainable financial model, athletics sustainability, enrollment management, the student experience, online education, and special projects such as ICCU Arena and Idaho CAFE.
- I Nominations have been taken both internally and externally.
 - Internal: Seeking broad representation from faculty, students, staff and administration.
 - External: Seeking background or expertise related to the subject.
 - Groups are vetted with leadership before extending invitations.
 - 15-17 in each group