

2024 – 2025 Faculty Senate – Approved 3/18/2025, FS Mtg. #26

Meeting # 25

Tuesday, March 4, 2025, 3:30 pm – 5:00 pm

Zoom only

Present: Barannyk, Borrelli, Chapman, , Hagen, , Hu, Kenyon, Kirchmeier, , Lawrence (w/o vote), Maas, , Miller, Murphy (vice chair), Pimentel, Ramirez, Raney, Remy, Rinker, Roe, Sammarruca (w/o vote), Shook, , Tohaneanu, Thorne

Absent: Corry (excused), Aus (excused), Haltinner (excused), Kolios, McKenna, Strickland (excused)

Guests: Jerry McMurtry

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

Approval of Minutes (vote):

The minutes of the 2024-25 Meeting #24, February 25, 2025, were approved as distributed.

Chair's Report (presented by the vice chair)

- **Class Schedule.** The “classic” class scheduler has not been updated with summer or fall classes at this point, and it’s not clear whether it will be updated. At the same time, the new class search tool may not be active for several months. One can still use the class search tool behind the authenticated interface, but it is also available publicly from the registrar’s website. So, everyone should be able to see their classes in there, although the new tool it’s not as user friendly as the classic version.

Discussion:

A senator, and their department, are very concerned that not having the class schedule up to date and published will impact enrollment. People reported not seeing any classes offered by their departments. Tim Murphy said that FSL will continue to seek answers and will share any information as it becomes available.

Others reported encountering similar difficulties when searching for their classes. A senator pointed out that a resolution requesting the old class schedule to continue was passed by senate earlier.

Rebecca Frost and Ted Unzicker said that, because of the switch to the four-digit course numbers, they had to build the schedule from scratch. If departments or courses are missing, it's probably because those departments have not yet sent them in, although there is a deadline. Registrar Lindsey Brown added that this page is one of the webpages.uidaho.edu that OIT plans to decommission.

Tim Murphy reiterated that the class schedule is an active issue.

The following links were placed in the chat:

<https://banner.uidaho.edu/StudentRegistrationSsb/ssb/term/termSelection?mode=search>

<https://www.uidaho.edu/registrar/classes>

<https://www.uidaho.edu/-/media/uidaho-responsive/files/registrar/faculty/scheduling/fall.pdf?la=en&rev=dcbff6ec21f54045943394f503c612c0>

[612c0](https://www.uidaho.edu/-/media/uidaho-responsive/files/registrar/faculty/scheduling/fall.pdf?la=en&rev=dcbff6ec21f54045943394f503c612c0)

Fidelity. Fidelity sent out an email for folks wanting to schedule one-on-one sessions for questions on the optional retirement plan. If you didn't receive one of those and you would like to schedule a session, let us know and we'll help you figure out how to access the registration interface. Anyone who is on the optional retirement plan should have received a personal email.

- **UI Benefits vs. State Plan.** This is an issue we're actively working on. We are making arrangements to bring in someone who can provide the necessary information and answer questions about this. Also, we still need a volunteer senator to sit on the Benefits Advisory Committee. If you would like to nominate someone or yourself, please send an email to Kristen. It's important that we are active on this committee, looking out for our benefits.
- **Who we are:** Steve Shook.
Steve shared some background about his upbringing and education. He and his seven siblings were first-generation college students. Steve attended Purdue University, where he earned BS degrees in Forest Management and in Forest Products, followed by a master's degree in Wood Science and Engineering at the University of Illinois and a PhD in Marketing at the University of Washington. Steve has been at the U of I since 1998, with appointments at CBE and CNR, which is currently Steve's home college. Steve's teaching is largely based on business management and marketing. His research is mostly focused on innovation management in the wood products and residential construction industries. Steve has served on boards for nonprofit and for-profit organizations, has been involved with the USAID project in Ukraine, and was an expert witness in international trade cases and antitrust cases. Steve's personal interests are running, hiking, reading, and beekeeping.

Provost's Report

- UI March Faculty Gathering – Tuesday, March 18, 2025, from 4:30-6:30 PM PT, in the EHHS Building, First Floor. Please complete this [RSVP form](#) if you plan to attend.
- Legislature. The university base budget has passed, but the enhancement budgets are not yet final. Information on CEC will be shared when it is final.

No questions.

Committee Reports

- Faculty and Staff Policy Group (FSPG (vote))
 - FSH 3780 – Dependent Educational Tuition and Fee Reduction – Barbara Kirchmeier. Currently, one dependent receives a 50% fee reduction. With the proposed revisions, a second dependent receives a 25% fee reduction, both attending at the same time. Tim Murphy provided some context. This was approved last week by Faculty Senate, subject to confirmation that the amended language is acceptable to DFA and consistent with the tax code, but it turned out that neither condition is satisfied. It also appears that the tax code does not define the term household in a way that is helpful to what we're trying to accomplish with this policy. So, last week's motion failed because we couldn't meet the conditions. The policy is back as a seconded motion from the Faculty and Staff Policy Group (FSPG) as originally presented, not as modified. We have the option to approve the current version from FSPG, that was also at least tentatively approved by the administration and that we are confident could be in place for the next academic year, while we continue working on the two-employee household issue going into next year (option 1). The second option is to modify the policy with language to address the two-employee household situation, pass it at Senate and send it up (option 2). If the proposed policy is not approved by the administration, there would be no modification to the policy in place for next year. The third option is not to approve

anything at this time and continue working until we have exactly what we want, and send that up, which is quite unlikely to be done this year.

Barb said that FSPG would like to make this benefit available to as many people as possible starting July 1st of this year, and then continue to work on it, rather than making no benefit extension available to anyone. FSPG supports option 1.

Discussion:

A senator spoke in favor of option 1. There were no comments against the motion.

Vote: 17/17 yes. Motion passes.

Motion to charge FSPG with investigating the issue of two-employee households (Chapman, Barannyk).

Vote: 16/16 yes. Motion passes.

- Committee on Committees (Vote)

- FSH 1620 University Level Committees – Kay Dee Holmes, Assistant Director for Research Integrity.

Tim Murphy noted that the policy cover sheet circulated in the binder was not the most updated version and displayed the correct version on the screen. There was no objection to considering the seconded motion from the Committee on Committees with the updated policy cover sheet.

Kay Dee Holmes explained that the proposed revisions ensure that the IRB, IBC, and IACUC committee meetings are not open to the public. Those committees meet regularly to discuss protocols for research with animal subjects, biohazards and human subjects. This change to the policy would allow those committees to meet and freely discuss privately. If someone wants to attend those meetings, they can send a request, and the committee chair has discretion to grant the request. This change is in line with Idaho public meetings law.

No questions.

Vote: 18/18 yes. Motion passes.

Announcements and Communications

- Discussion on Potential Impacts of Federal Grant Changes – Jerry McMurtry, Dean of COGS and Torrey Lawrence, Provost

Provost Lawrence provided some general context on possible disruptions at the federal level. One group contains federal research funding and includes both threats to the grants themselves and possible changes to F&A rates (or indirect costs). Those disruptions could have significant impact on the university, but almost all of them are held up in court. Another group includes matters around DEI at the federal level, such as executive orders from President Trump, or the “Dear Colleague” letter which came two and a half weeks ago from the Department of Education. Last Friday, they stated that the letter was clear but added a 12-page FAQ. Then, there are miscellaneous items, like President Trump’s tweet with threats against what he called illegal protests on college and university campuses in higher education. The landscape is constantly changing, and people are confused. University officials are watching carefully and working with our partners McAllister & Quinn, our primary support group in Washington, DC. Influential organizations like APLU and ACE are very engaged in this conversation. We’re communicating with some of our state legislators about the impact that some of these disruptions would have on the university, and we hope they can help advocate for us at the national level.

Next, Jerry McMurtry will talk about TAs and RAs.

We have 284 TAs across campus. They are all institutionally funded, so there's no threat to TA funding at this point. In time. The budget is robust and, so, TAs will be there to support our faculty and our students. On the other hand, RAs are primarily funded through grants and contracts. We have about 307 RAs around campus, and they could be impacted. Although there has been no impact up to this point, students and faculty are worried. If we get a “stop work” order, the work on those grants must stop. The funding is held up and the faculty can't continue their line of research. We haven't seen that yet and we don't know whether it is going to happen. We're hopeful that this will play out in the courts later and that everything will be as usual in the immediate future. We read that some large institutions (Louisiana State, Pennsylvania University of Pittsburgh, USC, University of Washington), have started to freeze graduate applications and research-based programs. We are going to continue admitting students, encourage them to apply, help them get their applications in and get them out to departments for review. We are processing all international applications and issuing I-20 s. We can't control what happens when students go for their visa interview, but we'll open that opportunity for them as rapidly as we can, and we have no intention of slowing down on the admissions side.

Discussion:

There was a question on the meaning of “illegal protest.”

Provost Lawrence mentioned that President Trump will give an address to Congress in the evening. It's not clear what an illegal protest is. Perhaps legal scholars may define what that might be. We have a solid protest policy and guidance for students. Of course, protesters cannot disrupt, and that could be the illegal part.

The discussion moved back to federal funding. A senator participated in one of the NSF review panels last week and, overall, things proceeded in a timely manner. The NSF officers said that people should submit proposals and assume that the agency is accepting them. But nobody knows what is going to happen after that.

The provost emphasized that we should not stop submitting proposals or doing the work we do. There's no reason at this point to do that. Jerry McMurtry agreed.

Graduate student senator Phillip Hagen, GPSA President, reported receiving a large volume of email with questions he cannot answer. Graduate students are pretty concerned right now. He urged the faculty to let their graduate students know they are looking out for them.

A senator pointed out that, if we lose funding that support international students or postdocs, they will lose their legal status and must leave immediately.

Dean McMurtry is communicating with IPO about circumstances that would place our international students in peril. In fact, if the funding is cut off, they'll have to find additional resources or be out of status and then have to leave. We're paying close attention to that.

Torrey Lawrence added that the key thing is to be aware of the potential impact on the students. Should we be in one of those situations, we're going to look for solutions and stay focused on the students. We are not doing anything proactively, because it would be premature. Different universities and states are taking different approaches.

- The last item on the agenda was postponed with no objections.

New Business

There was none.

Adjournment

The meeting was adjourned at 4:20pm.

Respectfully Submitted,

Francesca Sammarruca

Secretary of the University Faculty & Secretary to Faculty Senate

University of Idaho
2024 – 2025 Faculty Senate Agenda

Meeting #25
Tuesday, March 4, 2025, at 3:30 pm
Zoom Only

- I. Call to Order
- II. Approval of Minutes (Vote)
 - Minutes of the 2024-2025 Faculty Senate Meeting #24 (February 25, 2025) **Attach. #1**
- III. Chair's Report
 - Who We Are: Steve Shook
- IV. Provost's Report
- V. Committee Reports
 - Committee on Committees (Vote)
 - FSH 1620 University Level Committees – Kay Dee Holmes, Assistant Director for Research Integrity **Attach. #2**
 - Faculty Staff Policy Group (Vote)
 - Dependent Tuition Benefit Expansion – Barb Kirchmeier, Member of FSPG and Senator **Attach. #3**
- VI. Other Announcements and Communications
 - Discussion on Potential Impacts of Federal Grant Changes on UI – Jerry McMurtry, Dean of COGS and Torrey Lawrence, Provost and Executive Vice President
 - Update on Ongoing Senate Priorities – Kristin Haltinner, Senate Chair **Attach. #4/ Attach. #5 / Attach. #6**
- VII. New Business
- VIII. Adjournment

Attachments

- **Attach. #1** Minutes of the 2024-2025 Faculty Senate Meeting #24(February 25, 2025)
- **Attach. #2** FSH 1620 University Level Committees
- **Attach. #3** Dependent Tuition Benefit Expansion
- **Attach. #4** Summary of Discussion re: relationship with legislature/public
- **Attach. #5** Ongoing Senate Initiatives
- **Attach. #6** Report on impact of expanding sabbaticals to clinical faculty

2024 – 2025 Faculty Senate – Pending Approval

Meeting # 24

Tuesday, February 25, 2025, 3:30 pm – 5:00 pm

Zoom only

Present: Aus, Barannyk, Chapman, Corry, Hagen, Haltinner, Hu, Kenyon, Kirchmeier, Kolias, Lawrence (w/o vote), Maas, McKenna, Miller, Murphy (vice chair), Pimentel, Ramirez, Raney, Remy, Rinker, Roe, Sammarruca (w/o vote), Shook, Strickland, Thorne, Tohaneanu

Absent: Borrelli (excused)

Guests: Rebecca Frost

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

Approval of Minutes (vote):

The minutes of the 2024-25 Meeting #23, February 18, 2025, were approved as distributed.

Chair's Report

- **Who we are:** Dean Representative Shauna Corry, CAA, Dean Senate Representative. Shauna shared her thoughts about her job, which she sees as moving the college forward, supporting her colleagues and helping them with professional development, helping them do the best they in relationship to the University's goals and strategies. Being a dean has been a truly rewarding part of her career, and made her a better researcher, a better leader, and a better person. Shauna showed pictures from their last college meeting, and other inspiring events in CAA. Deans work with the Foundation, with Development, and with the Alumni Association. Shauna displayed photos of the integrated design lab, sponsored by the Northwest Energy Efficient Association and Idaho Power. They do research and deliver lectures and workshops for the architectural and engineering industries in the Boise area, and rural energy audits throughout the state on hospitals, high schools and elementary schools, to figure out how we can get their energy to be more efficient. They've done a lot of work in Twin Falls on modeling drought issues. And of course, CAA works with the Pritchard Gallery. Recently, her college focused on increasing donations. Shauna also mentioned her work as the chair of the General Education committee. She appreciates the university and all the units that support us and help us be successful.

Discussion:

Francesca asked Shauna what, in her experience, is the most successful strategy for recruiting students. Shauna replied that meeting with them one on one and letting them meet faculty and student they'll be working with. Faculty are the key to getting students to come.

Tim was under the impression that art and architecture has a significant presence in Boise. He wonders whether it is a significant part of CAA. Shauna said that there are 54 students, but that's the largest number of students in Boise that are actually physically there. It started 18 years ago, when we knew we needed to have an urban presence and urban projects and, with those, also internships, which are hard to get in a rural area. The key thing about Boise is that 80% of the Master students have one or more internships with major firms in Boise. A few years ago, we received many requests for interior architecture and design to be there. Now we have freshman and sophomore interior architecture and design and architecture students, as well as first year landscape students along with landscape Master students. It is a great group of students, and it allows a lot of engagement with the city of Boise and robust industry interaction. It's an important area for us. We're happy to be there and we expect to grow.

Provost's Report

- The provost was traveling last week. He wants to congratulate all of us for the university's remarkable achievement of reaching R-1 status.
- They continue to monitor news from both the Federal and the state Government and watch for implications of the “Dear Colleague” letter from the Department Education that came about a week ago. <https://www.ed.gov/media/document/dear-colleague-letter-sffa-v-harvard-109506.pdf>
- Many people have questions about the NIH potentially capping indirect costs.
- CALS is searching for a new dean. An online feedback opportunity will open early next week: <https://www.uidaho.edu/provost/administrative-searches/cals-dean>
- Student housing. There are rumors that over 900 students are on the waiting list for housing. In fact, the number is around 300, similar to what it was last year at this time. Many rooms are held for freshmen because they are required to live on campus the first year. Once those deadlines have passed and there is a clear idea of what is needed, they release the rooms that are left. UI cannot guarantee housing for students who are not freshmen because we don't have an unlimited supply. The requirement that freshman live on campus comes from data that students who are living on campus, whether in the Greek system or in the dorms, have a much higher success rate. Also, there seems to be a concern that there's insufficient housing off campus for our students who are not freshmen. Actually, they do have the capacity, but people shouldn't wait until late August.
For housing questions, please have students reach out to housing@uidaho.edu or 208-885-6671 rather than a specific individual. The Housing Team will get the message to the correct person.
- **Announcement** (Francesca): **COGS** will offer the course “*Prestigious Fellowships I*,” INTR 512 Section 1, CRN: 79023. Tuesdays 5-6pm PST, starting the week of March 17.
Contact/Instructor: Michael Decker (Director, Graduate Student support) mdecker@uidaho.edu

Committee Reports

- Faculty and Staff Policy Group (FSPG) (vote)
 - FSH 3780 – Dependent Educational Tuition and Fee Reduction – Barbara Kirchmeier. Currently, one dependent of a U of I employee receives a 50% fee reduction. With the proposed revisions, a second dependent receives a 25% fee reduction, both dependents attending at the same time.
Discussion:
There were some questions about households where both parents are U of I employees. If one parent or both parents work at the U of I, they can get 50% and 25% fee reduction for a first and a second child, respectively, at the same time. A third child attending U of I in the same semester as the other two does not receive any reduction. Other scenarios were discussed along with possible additional revisions to the policy. One of these included the possible of permitting each UI employee in a marriage of two UI employees to receive the benefit independent of their spouse. In this potential, two students could receive the benefit at the 50% rate, one for each UI employee in a marriage. The conversation continued about the meaning of “household” for tax purposes. Two married individuals filing taxes separately are considered two households. It was suggested to move on with the current proposal and potentially consider other revisions at a later time. Kristin will refer these ideas to FSPG as they continue to look at this policy. This way, if approved at the UFM and by the president, the changes to expand the benefit as presented today will become effective July 1, 2025.
Proposed amendment (Chapman, Barannyk) to the FSPG motion: Add the phrase “as defined by [tax law/IRS]”.
Vote: 16/21 yes; 5/21 no. Approved.
Vote on the amended motion, pending approval from DFA on the added language:

19/21 yes; 2/21 no. Motion passes.

- UCC (vote)
 - UCC 147: Regulation J-3-E Changes – Rebecca Frost, Assistant Registrar & Barb Kirchmeier, Senator and Director of General Education and Independent Study Idaho
These are yearly updates to these regulations, with all courses that are being added or removed from the regulations contained in regulation J, which lists all of the courses that have been vetted for all of the different areas. Also, these regulations currently contain the wording changes that were previously approved by the Faculty Senate for the American Experience and the change of our senior capstone down a letter since we moved out International from the American experience.
No questions.
Vote: 17/17 yes. Motion passes.
 - UCC 148: Regulation J-3-E Changes – Rebecca Frost, Assistant Registrar & Barb Kirchmeier, Senator and Director of General Education and Independent Study Idaho
Similar to UCC 147. These are removals from our social and behavioral ways of knowing.
No questions.
Vote: 17/17 yes. Motion passes.
 - UCC 149: Regulation J-3-F American Experience – Rebecca Frost, Assistant Registrar & Barb Kirchmeier, Senator and Director of General Education and Independent Study Idaho.
This is to reflect the changes to the wording as previously approved by Faculty Senate, changing the name as well. We are adding a couple of courses to this list, and we are breaking this one out individually, apart from the international requirement.
No questions.
Vote: 17/17 yes. Motion passes.
 - UCC 151: Regulation J-3-G Change to J-3-F – Rebecca Frost, Assistant Registrar & Barb Kirchmeier, Senator and Director of General Education and Independent Study Idaho
This is to reflect the capstone change to J-3-H, because we had to move that one down.
No questions.
Vote: 19/19 yes. Motion passes.
 - UCC 374: Virtual Technology & Design BS – Jean Marc Gauthier.
These are two changes regarding seminar courses that are now part of the curriculum. These changes are needed for accreditation.
No questions.
Vote: 19/19 yes. Motion passes.
- Faculty Affairs Committee
 - Update on current/upcoming initiatives – Erin Chapman, Chair of the Faculty Affairs Committee
Erin Chapman reported on current and upcoming issues the committee is working on. These include the faculty code of conduct, the post-tenure review policy, the CV template, academic freedom, the disruption policy, and consideration of whether or not Senate should add a standing “Faculty Compensation Committee” to its list of committees. See [attached slides](#) for a summary of ongoing and future initiatives at **Faculty Affairs**.
No questions.

Announcements and Communications

- Update and discussion on General Education – Barb Kirchmeier, Director of General

Education

Barb Kirchmeier gave an update on General Education at U of I. [The presentation is included with these minutes.](#)

Overview of General Education at U of I

- General Education (Gen. Ed.) at the University of Idaho is a multi-year educational experience designed to complement students' major coursework.
- The curriculum aims to equip students with skills and competencies sought by employers, ensuring career readiness or further academic pursuits.

General Education Curriculum Structure

Students must complete courses across **nine categories**:

1. **Written Communication** – 6 credits from 3 available courses.
 2. **Oral Communication** – 3 credits from 4 available courses (only 2 offered regularly).
 3. **Scientific Ways of Knowing** – 8 credits from two disciplines, including labs, or 7 credits with a core science course and a lab (28 available courses).
 4. **Mathematical Ways of Knowing** – 3 credits from 10 available courses.
 5. **Humanistic and Artistic Ways of Knowing** – 6 credits from two disciplines (69 available courses).
 6. **Social and Behavioral Ways of Knowing** – 6 credits from two disciplines (75 available courses).
 7. **American Diversity (soon to be 'American Experience')** – 1 course (45 available courses).
 8. **International Requirement** – 1 course or an approved study abroad experience (136 available courses).
 9. **Capstone Experience** – 1 course (100 available courses).
- All Gen. Ed. courses are listed in **Section J-3** of the U of I catalog.

Course Overlapping (Double Dipping): Some courses fulfill multiple requirements. American Diversity or International courses may also count for **Humanistic and Artistic** or **Social and Behavioral Ways of Knowing** courses

- The first six categories (Ways of Knowing) follow **State Board of Education Policy 3.N**.
- The last three categories are **institutionally designated** and guided by the University Committee on General Education (UCGE).
- Learning outcomes for Ways of Knowing are embedded in state policy and are reviewed at the **Idaho General Education Summit**.
- University faculty provide feedback to help shape these competencies.

Foreign Language Requirement

- U of I does **not** require foreign language courses as part of Gen. Ed.
- Some colleges may require foreign language for BA or BS degrees.
- Other countries often have different language requirements at the K-12 and university levels.

Gen. Ed. Assessment Plan

Three primary assessment tools are used:

- **Disaggregated Assessment of Student Work** – Faculty submit signature assignment scores into **Anthology**.
- **Syllabus Review** – UCGE reviews syllabi to ensure alignment with learning outcomes.
- **Satisfaction Data** – Analysis of responses from the **Graduating Senior Survey** and **National Survey of Student Engagement (NSSE)**.

Faculty Engagement & Improvements

- Recent **Ways of Knowing Faculty Meetings** regarding general education assessment identified areas for improvement with the current assessment process that can be addressed by the following:
 - **Workshops** with CETL to help faculty design signature assignments.
 - **Rubrics** for Gen. Ed. courses to standardize student learning outcomes.
 - **Mapping exercises** to align Gen. Ed. outcomes with course and program goals.
 - **Encouraging faculty participation** in Gen. Ed. assessments.

State Board of Education Innovative Educator Awards

- Six awards (one per Gen. Ed. category) are given for **innovative teaching**.
- Faculty nominations are welcome. Contact Barb Kirchmeier for submissions.

Common Read Program Update

- The **Common Read** engages students, faculty, and the community in shared intellectual activities.
- Goals:
 - Introduce academic expectations for first-year students.
 - Promote respectful discourse.
 - Build community engagement.
- **Current Selection:** *The Anthropocene Reviewed*.
- **2025-2026 Selection Process:**
 - 18 books were recommended (no duplicates).
 - The **ad hoc Common Read Committee** selected six finalists.
 - A **top three** will be chosen and reviewed

Next Steps:

- Faculty feedback on potential nominees for the **Innovative Educator Awards**.
- Continued faculty engagement in Gen. Ed. **assessment workshops**.
- Final selection of the **2025-2026 Common Read**.

Discussion:

In response to a question, Barb explained that so-called double dipping is possible. For instance, one can use an American Diversity or an International class to also fulfill a Humanistic and Artistic or a Social and Behavioral Ways of Knowing class.

A senator asked under which category foreign languages fall. Barb responded that it depends on the level of foreign language. Addressing a follow-up question from the senator, Barb confirmed that our General Education curriculum does not require students to take a foreign language. Different colleges have different requirements for their BA and BS degrees, and they might have that requirement built in at the college level or at the discipline or degree level, but we don't have it built in our overall Gen Ed requirement. All of the other public institutions in the state share the same approach.

Francesca asked about changes to assessment and accreditation. Barb said they are thinking of ways to approach it differently. Gwen Gorzelsky added that the University may not renew the contract with Anthology. The email that went out asked folks not to invest time in entering any data for the current year into Anthology, because that time might be wasted.

The remaining item on the agenda – [a discussion on ongoing senate priorities](#) – was postponed with no objections.

New Business

There was none.

Adjournment

The meeting was adjourned at 4:57pm.

Respectfully Submitted,

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



University
of Idaho

FACULTY AFFAIRS COMMITTEE

REPORT TO SENATE | FEB. 25, 2025



CURRENT MEMBERS OF FAC

(THANK YOU!)

VOTING MEMBERS

- I Leontina Hormel (CLASS)
- I Laura Holyoke (CoEHHS)
- I Michael McGriff (CLASS)
- I Sara Mahdavi (CALs)
- I Jennifer Johnson-Leung (CoS)
- I Jessica Gunder (LAW)
- I Chelsea Pennick (CNR)
- I Bob Borrelli (CoE)

EX-OFFICIO & SUPPORT

- I Francesca Sammarruca
- I Diane Kelly-Riley
- I Diane Whitney
- I Kristin Haltinner
- I Tim Murphy



FAC IS CURRENTLY REVIEWING...

(OR WILL BE SOON)

- I** Recommendation to create a Faculty Compensation/Salary Committee (per charge by Senate)
- I** FSH 3130: Disruption of University Operations (will go to FSPG next)
- I** Draft Faculty Code of Conduct (working with Office of the Provost on this)
- I** Draft Post-Tenure Review (working with Office of the Provost on this)



ADDITIONAL ITEMS FOR FAC AGENDA...

- I FSH 1565: Academic Ranks & Responsibilities (working with Office of Provost on this)
- I Brief report on by-law review process (from Office of Provost and Policy Coordinator)
- I FSH 4700: General Responsibilities of Instructor (via UTC)
- I CV Template (via working group; waiting on second round of suggested revisions)
- I Benefits/Health Insurance discussion



University
of Idaho

GENERAL EDUCATION

Barb Kirchmeier, Director of General Education
barbara@uidaho.edu

February 25, 2025

GEN ED @ U OF I



The U of I General Education Curriculum is a multi-year educational experience designed to complement the coursework in each student's major. The U of I General Education Curriculum also helps students obtain the skills and competencies employers are looking for.

Students at University of Idaho must take courses in the following nine categories to complete the U of I General Education Curriculum:

- **Written Communication** (6 credits, depending on placement; UI lists 3 classes)
- **Oral Communication** (3 credits; UI lists 4 classes, but only 2 are offered regularly)
- **Scientific Ways of Knowing** (8 credits from two different disciplines which include two accompanying labs, OR 7 credits which includes a Core Science course (CORS) and one course with an accompanying lab; UI lists 28 classes)
- **Mathematical Ways of Knowing** (3 credits; UI lists 10 classes)
- **Humanistic and Artistic Ways of Knowing** (6 credits from two different disciplines; UI lists 69 classes)
- **Social and Behavioral Ways of Knowing** (6 credits from two different disciplines; UI lists 75 classes)
- **American Diversity (American Experience)** (1 course; UI lists 45 classes)
- **International** (1 course or an approved study abroad experience; UI lists 136 classes)
- **Capstone Experience** (1 course; UI lists 100 classes)



The courses that fall into each of the above categories can be found in the [Catalog](#) in [section J-3](#).

GEN ED @ U OF I



U of I General Education Courses must work towards specific competencies or learning objectives.

- **Competencies defined by Idaho State Board of Education Policy III.N:**
 - **Written Communication**
 - **Oral Communication**
 - **Scientific Ways of Knowing**
 - **Mathematical Ways of Knowing**
 - **Humanistic and Artistic Ways of Knowing**
 - **Social and Behavioral Ways of Knowing**
- **Learning Objectives defined by University Committee on General Education (UCGE)**
 - **American Diversity (Experience)**
 - **International**
 - **Capstone Experience**

GEN ED @ U OF I – WAYS OF KNOWING REPRESENTATIVES



U of I sends ways of knowing representatives to annual Idaho General Education Summit each year.

- **GEM Area Representatives at 2024 General Education Summit:**
 - **Written Communication: Tyler Easterbrook**
 - **Oral Communication: Diane Carter**
 - **Scientific Ways of Knowing: Robert Heinse**
 - **Mathematical Ways of Knowing: Tim Boester**
 - **Humanistic and Artistic Ways of Knowing: Margot Volem**
 - **Social and Behavioral Ways of Knowing: Annette Folwell**



GENERAL EDUCATION ASSESSMENT

GEN ED ASSESSMENT @ U OF I



The General Education assessment strategy is designed to focus on evaluating the student learning competencies relative to the SBOE General Education learning Outcomes and the U of I Learning Outcomes. It is designed to be embedded, integrated, sustainable and meaningful.

The General Education assessment strategy entails a combination of three primary assessment tools :

- **Disaggregated assessment of artifacts/signature works by individual faculty.**
 - Faculty teaching in general education will select a signature assignment or artifact defined as containing two or more General Education competencies or learning outcomes.
 - Faculty enter the disaggregated data into Anthology and reflect on the findings.
 - Data will be reviewed by DGE, UCGE, and specific discipline or at the college level.
- **Rotating syllabi review by General Education category by UCGE.**
 - Completed: American Diversity (Experience), International, Social Sciences, Science, Math.
 - Current: Oral Communication and Humanities.
 - Future work: Written Communication and Senior Experience.
- **Satisfaction data from the Graduating Senior Survey & NSSE conducted by IEA.**



GEN ED ASSESSMENT @ U OF I



Meetings with "ways of knowing" faculty with goals to

1. Bring together faculty and TAs who teach in this ways of knowing area.
2. Share the results from the 2022-2023 and 2023-2024 assessment collection.
3. Identify one learning outcome that, as a group, we want to focus on improving and brainstorming ways we might do that.

Results:

- Develop workshops to help faculty design "signature assignments" that will help us capture information about how students are performing on learning outcomes.
- Build rubrics that faculty in each "ways of knowing" could use in their Canvas courses to help capture information about student performance on learning outcomes.
- Help faculty map general education learning outcomes to course and/or program learning outcomes.
- Think about ways faculty may opt to incorporate durable skills into their general education assessments.
- Consider ways to increase participation in data gathering.



GENERAL EDUCATION AWARDS

STATE BOARD OF EDUCATION AWARDS



INNOVATIVE EDUCATOR AWARDS

The 2024 award recipients stood out for their exceptional work in developing durable skills including critical thinking, problem-solving, communication, teamwork and adaptability within their general education curricula.

Award: \$500 + invitation to be recognized and speak at the 2025 General Education Summit (?)

Eligibility: U of I can nominate six faculty, one in each of the “ways of knowing” categories of general education:

- **Written Communication**
- **Oral Communication**
- **Scientific Ways of Knowing**
- **Mathematical Ways of Knowing**
- **Humanistic and Artistic Ways of Knowing**
- **Social and Behavioral Ways of Knowing**





COMMON READ

COMMON READ PROGRAM

The Common Read is a program designed to engage the UI and Moscow community, its students, staff, faculty and community members, in a unified intellectual activity. For first-year students, it introduces them to academic expectations, respectful discourse, and community building.

The 2024-2025 Common Read is *The Anthropocene Reviewed*, a collection of personal essays by John Green. Chosen by the Common Read Selection Committee, this book was a Goodreads Choice winner for nonfiction in 2021 and a #1 New York Times Bestseller. Green, known for *The Fault in Our Stars* and *Turtles All the Way Down*, also hosts a popular podcast.

2025-2026 Selection Process:

1. Asked for recommendations from community; received 18.
2. Reviewed recommendations and picked six finalists.
3. Reading the finalists now; will select top three on Friday. Will share with UCGE chair, VPAI, CLASS Dean, etc. for feedback.
4. Announced to campus community after spring break.

IDEAS FOR IMPROVING THE COMMON READ PROGRAM



- I Find a new class (or series of classes) to “host” the book (to ensure that students are reading the whole book)
- I Schedule speakers for both the fall and spring semesters (COMM 101 requirement to attend a keynote speaker)
- I Pick a book that can easily be divided into shorter sections
- I Pick a book earlier to give people a chance to plan to use it in their classes, develop programming related to the Common Read, etc.
- I Create a Common Read standing committee staffed by Faculty Senate with representation from all colleges
- I Create a Common Read module that could be inserted into FYE courses already being taught
- I Use the Common Read at new student orientation (and transfer student orientation) events
- I Invite the Common Read author as the graduation speaker? Convocation speaker?
- I Identify a funding source for Common Read programming

HOW TO GET INVOLVED WITH GENERAL EDUCATION AND THE COMMON READ PROGRAM

Select “University Committee on General Education” on your UI committee preference form and volunteer to be a GEM area representative at the Idaho General Education Summit held in October every year.

Use the Common Read text in your classes and encourage your students to attend the Common Read Keynote event.

Send in a recommendation for a future Common Read text.

Attend General Education events and volunteer to teach a General Education course offered by your department.

QUESTIONS? FEEDBACK?

- How can I better support General Education Faculty at the U of I?





POLICY COVER SHEET

For instructions on policy creation and change, please see
<https://sitecore.uidaho.edu/governance/policy>.

All policies must be reviewed, approved, and returned by the policy sponsor, with a cover sheet attached, to ui-policy@uidaho.edu.

Faculty Staff Handbook (FSH)

Addition Revision* Deletion* Emergency Minor Amendment

Policy Number & Title: **FSH 1620, D-17**

Administrative Procedures Manual (APM)

Addition Revision* Deletion* Emergency Minor Amendment

Policy Number & Title:

*Note: If revision or deletion, request original document from ui-policy@uidaho.edu. All changes must be made using "track changes."

Originator: Kay Dee Holmes, Assistant Director for Research Integrity

Policy Sponsor, if different from Originator: Chris Nomura, VPRED

Reviewed by General Counsel Yes No **Name & Date:** Manisha Wilson, 11/26/2024

- Policy/Procedure Statement:** Briefly explain the reason for the proposed addition, revision, and/or deletion.
Ensure that IRB, IBC, IACUC committee meetings are not open to the public to protect confidentiality and to comply with Idaho Open Meetings Law. Idaho Law does not require the foregoing committee meetings to be open to the public.
- Fiscal Impact:** What fiscal impact, if any, will this addition, revision, or deletion have?
None.
- Related Policies/Procedures:** Describe other UI policies or procedures related or similar to this proposed change, or that will be impacted by it.
None.
- Effective Date:** This policy shall be effective on July 1, or January 1, whichever arrives first after final approval (see FSH 1460 D) unless otherwise specified in the policy.

UI FACULTY-STAFF HANDBOOK

CHAPTER ONE:

HISTORY, MISSION, GENERAL ORGANIZATION, AND GOVERNANCE

1620

UNIVERSITY-LEVEL COMMITTEES

LAST REVISION: January 2024

CONTENTS:

- A. Purpose
- B. Scope
- C. Function, structure, and membership of University-Level Standing Committees
- D. Regulations governing committees
- E. Guidelines for University-Level Committee Chairs

A. PURPOSE. This policy regulates university-level standing committees, including their establishment, discontinuance, responsibilities, appointment, and operation.

B. SCOPE. This policy applies to all university-level standing committees.

C. FUNCTION, STRUCTURE, AND MEMBERSHIP OF UNIVERSITY-LEVEL STANDING COMMITTEES. University-Level Standing Committees comprise all committees listed in FSH 1640 A. The function, structure, and membership of each committee is set forth in FSH 1640 B. The list of members appointed to serve on the standing committees in FSH 1640 A-1 is published on the [Faculty Senate website](#) after the beginning of the academic year by the Committee on Committees. Committees in FSH 1640 A-1 are also referred to as “standing committees under the jurisdiction of the Faculty Senate.” All faculty who qualify under FSH 1520 II and all board-appointed staff are eligible to serve on these committees.

D. REGULATIONS GOVERNING COMMITTEES. The following is a codification of the general regulations governing university-level committees:

D-1. As used here, “committee” is a general term denoting any university-level standing or special committee, subcommittee, council, board, senate or similar bodies.

D-2. The establishment, discontinuance, or restructuring of, and the assignment of responsibilities to, the University-Level Standing Committees identified in FSH 1640 A-1 are policy actions that require approval by the Faculty Senate.

D-3. *Ad hoc* committees to advise the president and university-level standing committees that are composed primarily of administrators (e.g., Publications Board) are appointed by the president.

D-4 University-Level Standing Committees identified in FSH 1640 A-2 are appointed, charged, restructured, and discontinued as specified in the committee description.

D-5. The Committee on Committees appoints, subject to confirmation by the Faculty Senate, members of FSH 1640 A-1 committees. The chair of Faculty Senate establishes special Faculty Senate committees and appoints their members.

D-6. Staff and student members of FSH 1640 A-1 committees are selected and recommended by their

respective leaderships. The Committee on Committees appoints the recommended members, subject to confirmation by the Faculty Senate. Approved service by staff members on university committees is considered a valuable service to UI, within the scope and course of employment. Provided the staff employee can be released from regular duties, time spent in committee service is not charged against the employee's annual leave or compensatory time balances, and the employee is not expected to make up time away from normal duties for committee service. (In cases where staff employees are elected to serve, e.g., on Staff Council itself, it is expected that the employee will first secure the consent of their supervisor before becoming a candidate.)

D-7. Ordinarily, no FSH 1640 A-1 committee will be chaired by an officer who is substantially responsible for implementing the policies or recommendations developed by the committee.

D-8. Unless otherwise noted within the structure of a committee in FSH 1640 A-1, chairs are selected by the Committee on Committees. The chairs of these committees generally are rotated so that no committee comes to be identified with one person.

D-9. The president of the university, or the president's designee, is a member ex officio of all UI committees, regardless of how the committees may have been established or appointed. On committees under the jurisdiction of the Faculty Senate, the president or the president's designee serves without vote.

D-10. The chair of the Faculty Senate is a member ex officio without vote of all committees under the jurisdiction of the Faculty Senate.

D-11. Students are to be represented, if they so desire, on FSH 1640 A-1 committees that deal with matters affecting them. Except for student members of the Faculty Senate, the Committee on Committees receives names of those approved by the ASUI, GPSA and SBA to fill positions established for student members of FSH 1640 A-1 committees. If, 21 days after the first day of classes of the fall semester, nominations have not been submitted to fill student positions, the committees on which the vacancies exist are authorized to disregard the vacant student positions in determining a quorum.

D-12. The membership of individual members of FSH 1640 A-1 committees may not be terminated involuntarily except for cause and with the concurrence of the Committee on Committees with the possibility of appeal by the member to the Faculty Senate.

D-13. University-level committees meet on the call of the chair. Committees under the jurisdiction of the Faculty Senate may be convened by at least 35 percent of the members of the committee with a three-day written notice to all members.

D-14. A quorum for any committee under the jurisdiction of the Faculty Senate consists of at least 50% of its voting members, unless otherwise stated in the committee structure.

D-15. Voting

a. Proxy votes are not permitted in committees under the jurisdiction of the Faculty Senate.

b. Email voting under some circumstances is allowable. However, it must be agreed to by all members at the meeting. There must be an explicit understanding that anyone can ask that voting be delayed until the next meeting as a group. Examples of allowable email voting include: committee is nearing the end of a meeting and discussion has been sufficient for the secretary/chair to draft a recommendation, confirming nominees/appointments, etc.

D-16. Unless otherwise provided, assignments to standing committees begin on the official opening date of the academic year.

D-17. Open committee meetings.

a. Meetings of university-level committees, committees of the colleges, divisions, subdivisions, and other UI units, and *ad hoc* committees, however created, are open to the public, ~~with the exception of those meetings~~ Meetings, or ~~those~~ parts of meetings, that deal with the following are exempt from being open to the public: (1) confidential employee or student matters, or (2) protocols to be reviewed for determination by the Institutional Review Board, Institutional Biosafety Committee, or Institutional Animal Care and Use Committee. ~~But Also~~ see D-17.d.

b. Observers may speak only by invitation of the chair.

c. Observers may use their own recording devices. Also, they will be provided a copy of any recordings made by the committee, if they request a copy through the appropriate channels and pay the full costs involved in producing the copy.

d. An exception to the exception stated in D-17.a is permitted in hearings on appeals when the appellant demands in writing before the hearing board's first meeting that the hearing be open to the public; nevertheless, the chair of the hearing board has the authority to close the hearing to the public if, in the chair's opinion, the atmosphere becomes detrimental to the orderly conduct of the proceeding. Moreover, the chair has the authority to exclude prospective witnesses from the hearing until they have testified.

D-18. Standing committees under the jurisdiction of the Faculty Senate are to keep minutes and to distribute them as provided in E-8.

D-19. Rules of order. See FSH 1520 VI.

E. GUIDELINES FOR FSH 1640 A-1 COMMITTEE CHAIRS. These guidelines were developed by the Committee on Committees as suggestions for the effective handling of committee business and clarification of certain minimal requirements of these committees. The Committee on Committees recognizes that not all items will apply equally to all committees and that some items will not be appropriate to some committees.

E-1. At the beginning of each semester, contact committee members to identify a set meeting time when committee members are available through the semester (for committees that do not have set meeting times already established).

E-2. Hold an organizational meeting as early as possible in the Fall semester to discuss and review the charge of the committee (see FSH 1640), its procedures, and possible agenda items, and if desirable select a secretary.

E-3. To ensure that committee business is not delayed when the semester begins, committee chairs are encouraged to recommend and submit names of faculty, staff and students for any vacant position to the Faculty Secretary's Office for consideration and confirmation. All names that are recommended will be handled following the normal approval process.

E-4. Establish the best means of getting in touch with each student member.

E-5. Issue a standing invitation to members to submit appropriate agenda items. Call a meeting when enough agenda items have accumulated to warrant it or when a particular agenda item warrants immediate attention. Alternatively, contact committee members periodically to ask if there are matters that need to be considered.

E-6. Send an agenda to all members at least one day (24 hours) in advance of the meeting, if possible.

E-7. Review the minutes of each meeting carefully to make certain that the intent of the committee is accurately represented.

E-8. Send agenda and approved minutes of each meeting of the committee to members of the committee. Also, inform other officers who are directly concerned with the work of the committee. To assist with record keeping, number meetings of the committee consecutively; e.g., “minutes#1_mmddyy.” It’s recommended that you forward the minutes to the next committee chair, after your term is completed. Committees that address confidential employee or student matters, shall keep such minutes confidential.

E-9. Hold hearings when substantive policy changes are proposed. When feasible, invite those who will be affected by the committee’s action to present their views to the committee.

E-10. Inform those who are affected by the committee’s actions of such actions.

E-11. Promptly submit reports of actions requiring approval by the Faculty Senate in care of the Office of the Faculty Secretary for placement on the Faculty Senate agenda. Be prepared to attend the Faculty Senate meeting to answer any questions that arise.

E-12. Inform the Office of the Faculty Secretary of any resignations from the committee and any excessive absences. Excessive absences will be referred to Committee on Committees to determine whether cause exists to replace the member.

E-13. Prepare a succinct year-end report for submission to the Faculty Senate in care of the Office of the Faculty Secretary for distribution as needed. The report must contain: number and approximate frequency of the committee meetings; committee goals; committee accomplishments. For committees that address confidential matters (see E-8), send the report to the Office of the Faculty Secretary for filing and archiving.

E-14. Prepare a transition file for next year’s chair highlighting past issues (year-end report could be used), issues that are in progress, or issues that still need to be addressed. Plan to attend one or two meetings of the new committee to ease transitioning.

E-15. Call on the Office of the Faculty Secretary for information and assistance concerning points not fully covered in these guidelines.

Version History

Amended January 2024. Comprehensive review. Revised throughout to clarify procedures and to highlight that all faculty with voting privileges and all board-appointed staff are welcome to serve on committees.

Amended January 2018. Changes were made to empower staff and students with making final decisions on whom they appoint.

Amended July 2017. Editorial changes.

Amended January 2017. Minor edits to update processes, to enable committees to vote by email under specific conditions, and to ensure that committee business is not delayed due to staff and student groups who sometimes struggle in finding individuals early in the fall semester.

Amended July 2015. Edit to ensure any major changes go forward to the general faculty to ensure faculty governance.

Amended July 2014. Edits to conform to change in quorum requirements in University Judicial Council/Student Disciplinary Review Board which came about due to student code of conduct policy changes.

Amended January 2014. This edit brought 1620 B-10 into conformity with FSH 1640.93 C which states that “Five members, at least two of which must be students” constitutes a quorum for the University Judicial Council.

Amended July 2010. Faculty Council was changed to Faculty Senate and B-7 was revised to address chair appointments.

Amended July 2008. Minor changes were made to B-2, 13 and C-13.

Amended January 2007. This section was substantially revised to reflect current process.

Amended July 2000. Editorial changes.

Adopted: No adoption date is available for this policy.



POLICY COVER SHEET

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Faculty Staff Handbook (FSH)

Addition Revision* Deletion* Interim Minor Amendment

Policy Number & Title: **FSH 3780 – Dependent Educational Tuition and Fee Reduction**

Administrative Procedures Manual (APM)

Addition Revision* Deletion* Interim Minor Amendment

Policy Number & Title:

*Note: If revision or deletion, request original document from ui-policy@uidaho.edu. All changes must be made using “track changes.”

Policy originator: Faculty Senate

Policy sponsor, if different from originator: Brian Foisy, VPFA

Reviewed by General Counsel: __ Yes Name & Date: Karl Klein, 2/20/25

Comprehensive review? __ No

1. **Policy/Procedure Statement:** Briefly explain the reason for the proposed change.

In 2024 Faculty Senate created an ad hoc committee to examine the possibility of expanding the dependent tuition benefit to include more than one child/dependent at a time. This committee worked with the DFA and President’s Office to develop the changes herein. These changes include the addition of a second eligible dependent at a rate of 25% off tuition. (The first child will continue to receive the 50% reduction).

2. **Fiscal Impact:** What fiscal impact, if any, will this change have?

<\$55,000 (estimated)

3. **Related Policies/Procedures:** Describe other UI policies or procedures related or similar to this proposed change, or that will be impacted by it.

N/A

4. **Effective Date:** This policy shall be effective on July 1, or January 1, whichever arrives first after final approval (see FSH 1460 H) unless otherwise specified.

July 1

3780

DEPENDENT EDUCATIONAL TUITION AND FEE REDUCTION

LAST REVISION: January 1, 2012.

A. General: The dependent educational tuition and fee reduction benefit (benefit) is a ~~50%~~ reduction in residential (in-state) ~~student~~ tuition and fees for ~~dependents of eligible employees~~ for up to two eligible dependents enrolled in University of Idaho ~~undergraduate or graduate academic credit courses in the same semester~~. The benefit is a 50% reduction of resident tuition and fees for a first dependent and a 25% reduction of resident tuition and fees for a second dependent. No other fees are waived by this benefit; for example, the benefit does not include additional fees associated with specific courses (e.g., web-based courses or special course and lab fees), specific academic programs (e.g., professional fees), or specific services (e.g., insurance or student activities). The benefit does not apply to noncredit courses, winter intersession or summer session courses, continuing education courses, professional development courses, or courses offered through ~~but not limited to~~, Independent Study in Idaho, Institutional Online Programs, Self-Support Programs, the College of Law, the Executive MBA Program, the Doctorate of Athletic Training, Professional Practices Doctorate, the McCall Outdoor Science School or the WWAMI Medical Program. There is no limitation on the number of credits that may be taken per semester.

B. Employee: ~~A:~~ A board-appointed University employee on regular appointment who works at least half-time (including those on official leave) is eligible for the dependent educational tuition reduction benefit. A dependent may receive the benefit if the employee is eligible on the first day of the academic term. Only ~~a single~~ two dependents per household, per semester, are at a time is eligible for this benefit.

C. Dependent: A dependent of a University employee is eligible as defined by the Federal income tax code, Section 152. The University reserves the right to request copies of tax returns or other supporting documentation.

C-1. An eligible dependent:

- (a) must be an admitted, degree-seeking student who has met all normal academic requirements for the course(s) taken;
- (b) may receive only one ~~50%~~ dependent educational tuition and fee reduction per semester, and may use the tuition and fee reduction benefit for a maximum of eight semesters (applies to both full and part time students);
- (c) of an employee whose employment terminates due to death or permanent disability shall continue to be eligible for this program until the dependent meets one of the below, whichever comes first:
 - completes a degree
 - reaches the maximum number of eight semesters

D. Application: Applications require approvals/signatures signed approvals of the employee, and the dependent(s), and Human Resources. ~~Applications must be filed before tuition is paid for the semester in which the benefit will be applied.~~ The benefit is not automatically renewed; it must be applied for each semester. Fraudulent certification of dependent eligibility by an employee is grounds for discharge and the employee shall be required to repay all costs associated with the benefit.

E. Termination: If an employee's appointment is terminated during a semester for which the employee's dependent(s) is/are registered for academic work under this policy, the academic work must be terminated unless the applicable tuition is paid, except in the case where employment is terminated due to death or permanent disability.

Version History

Adopted January 2012.

Ideas from Senate Discussion (and Subsequent Constituent Emails) Regarding Our Relationship with the Legislature and Public Image

I. Core Challenges

False perception of how contemporary classrooms are run (no longer a top down/lecture-based model, but a rich discussion – mutual exchange of ideas)

False perception that UI is “too contemporary” – that we deviate from what Idaho is – but we are Idaho. Our land grant mission is not a new idea!

We hear a lot about what the legislature thinks of us, but we do not (know how to?) create/capitalize on/have opportunities to share who we know ourselves to be

We spend a lot of time responding to the legislature but not sharing the beauty that is us

II. Ideas for Improving Relationship with Legislature

Talk to SBOE as a starting point

Work with SBOE to remind state legislature that they are the ones charged with much of what the legislature seems to be doing

Enlist the help of students/send additional delegations of students to legislature – have them talk about their learning experiences

Send a delegation of faculty to the legislature build relationships with policymakers

Enlist the help of honorary degree recipients to engage with and lobby policymakers

Enlist the help of alumni to engage with and lobby policymakers

Provide opportunities for the directors of different centers to create relationships with law makers

Consider messaging that forefronts the economic impact we have on the state/the historical impact we have on the state

Invite legislators to come to campus and see what we do first hand

Help policymakers see the value faculty can offer in decision-making around legislative goals such as water use/conservation

III. Ideas for Improving Public Image

Marketing campaign based on our legacy in Idaho – potential slogan: “We are Idaho”

- Underlying themes/tones: pride in the work we do; our legacy in the state

Feature faculty on social media to help people see/understand the knowledge production we do and how important it is

Feature faculty/student efforts on social media to showcase the cool things we do (example, archaeology digs at high school)

Work with JAMM students to develop sizzle reels featuring key aspects of the university/what we do

Write op-eds about the cool work we do

IV. Internal Things to Work on

Communicate about legislature with other institutions/faculty senates

Talk the language of the people (not academic-speak/jargon) so people understand

Attach. #5

Issue	Primary Directors	Secondary Directors	Process Followed/Status	Relevant	Other Info or Questions
Accommodation Exhaustion from Faculty	Teaching Committee		Discussed at FS priorities meeting. Referred to UTC. UTC worked with CETL and CDAR to develop training programs for staff but was unable to envision ways to alleviate burden. Now sent to CETL to consider UDL trainings or other options to support faculty by reducing the lift. Kristin met with CETL on 2.4, planning a UDL Training for Spring		
Class Scheduler Elimination	UCC	Advising Committee?	UCC brought resolution to FS. FS drafted modified resolution. Sent issue to UAC. UAC drafted a list of features required of the (new) course schedule that the (old) course schedule had. FSL sent this to Registrar with request to work with Ellucian (software developer) to make improvements. Registrar responded to each feature with the work they've been doing to try to improve. Registrar, FSL, UAC representative to met with software developer in January. Identified four changes to program that would meet needs. Developer is working on incorporating those. 2/20/25 update - Lindsey checked with Ellucian and their timeline is to roll out updates this summer but it may be delayed a bit in implementation on UI's side for testing.		
Class Location Process	Teaching Committee		FS discussed issue as a priority in August. Sent to UTC. UTC affirms it is a priority. Registrar's office offers that the software doesn't permit this feature. UTC requests FSL to work with Registrar on this moving forward.		
Flex Work Policy	FSL	FAC	Constituents brought concerns to FSL. FSL to meet with Provost on this issue. 2.21.25, constituents request revisions to FSH 3250. Kristin to support them in their efforts. Bring through FSPG when/if changes are made.		add information about appeals process, do we also need to revise language in FAHB to include this then? How do we define the amount of time TT faculty need to be on campus? How do we enforce this for people who teach online from home and don't come in?
Sabbaticals for NTT	FSL	FAC	Recommendations and report made by Ad Hoc NTT committee with help of FSL. FSL brought topic to Deans. Support from some, concerns about costs from others. FSL brings topic to GC - confusion about SBOE policy. TEM and KMH discussion with SBOE suggests willingness to edit language to expand eligibility. Policy review in April for other changes to same section. Kristin to serve on committee		
Extended contracts for NTT	FSL		NTT Ad Hoc Committee brought issue to FSL. Initial conversation (2/25) with SBOE suggests willingness to discuss further.		
Tuition Benefit for Dependents	Ad Hoc Committee	FSL	Ad Hoc Committee Created (AY 23-24), discussions with DFA/President, DFA writes redline. Next steps - reviewed by FSPG and GC. Coming to Senate 2/25/25		
Parking for Adjuncts	Parking Committee	FAC	Issue originated with NTT Ad Hoc Committee. Discussions at Parking Committee with Office of Security and Parking. Discussions at FAC. Conversation with TL indicates policy is accurate and passes can be purchased for people whose primary work location is not Moscow campus (i.e. judges, etc)	APM	

Issue	Primary Directors	Secondary Directors	Process Followed/Status	Relevant	Other Info or Questions
Change to Fee Structure re: Parking	Parking Committee	FSL	Priority mentioned at August retreat. FSL brought to Parking Committee. Parking Committee talked with Office of Security and Parking. No traction as yet. On hold as we prioritize the adjunct parking issue. KH met with Lee Espey in January - broader issue is this will cause an increase in demand and there is no parking available. Cost to build ramps is quite high.		
Prorated Reimburesment for Parking	FAC	Parking Committee	Torrey followed up. No traction.		
Health Care	Benefit Advisory Committee		Talking with Brandi, trying to charge advisory committee. Concerns about whether or not the state plan is better for employees than the UI plan. Concerns about whether the state plan is available for unmarried domestic partners. Brandi to come offer a comparison at a March 25 meeting. Seeking senator to serve on committee.		
Salaries	Ad Hoc Committee	FSL	Ad Hoc Committee Created (AY 24-25). Representation from UBFC, FAC, Staff Compensation Committee. Recommendations presented at senate. Motion made/seconded. Unanimous support. Letter drafted for Torrey. Sent 12/17. Likely discussion on merit pay other salary issues will go to FAC. February, 2025 update - committee requests new structure, to be voted on by Senate		
Grade Rollout Timing	Lyudmila	Teaching Committee?	Lyudmila discussed in October, soliciting input from others		
APM vs. FSH	FSPG	FS	Originated as priority at August/September retreat. DW, TM, KH looking through list of all FSH and APM policies and assigning faculty committees to them for relevant reviews as appropriate	FSH 1460, FSH 1520	FSH 1460 is the source of authority for policy approval procedure. It gives jurisdiction to senate over policies "within the purview of faculty governance." Some issues are unambiguously within the purview of faculty governance, specifically those enumerated in FSH 1520 Article IV; however, that's where the clarity ends. Under the current system, the issue technically is not whether an item is "in the APM" or "in the FSH," because that's not defined in policy; rather, the issue is what is within the purview of faculty governance.
Advising Policy	Advising Committee	FSPG?	Topic came from Provosts office and EC as a residual priority from years past that got lost. FSL charged UAC. UAC continues efforts on revisions to policy - giving consideration to white paper		
FS Leadership Continuity	FSL	FSPG?	FSL brought topic to Senate. Senate voted 19:0 to refer it to FSPG to approve a redline. FSPG voted unanimously to approve the redline. Next steps: review by GC/back to Senate for approval. Senate approved Feb 25, to UFM in May		Related poilcy for review at ConC - should position be assigned to chair a committee?
Erosion of Faculty Governance			Ongoing conversations with FSL and Provost office		
Faculty Appeals Hearing Board Redlines	FAHB	Provost Office	AFT and Provost office joint concerns discussed AY 23-24. FSL broad draft redline from AFT to Provost. Redline with DKR and Torrey, AK (chair of FAHB) waiting for edited redline		

Issue	Primary Directors	Secondary Directors	Process Followed/Status	Relevant	Other Info or Questions
VGP Review	UCC	Faculty Senate	UCC instigated scheduled review of VGP. UCC developed metrics to assess VGP success. EJ (UCC Chair), FSL, CLASS leadership, VGP staff, IR met to discuss and plan assessment. Data should be ready to present end of February/March		
Public School Academic Calendar	Faculty Senate		Priority identified at FS retreat in August/September. Email discussions with school board. Kristin on school district calendar committee to recommend perspectives approved at FS meeting. Calendar committee to meet in January		Request - earlier start for MSD 281
Senate Member on Strategic Plan	FSL		Barb appointed - request update at FS		Barb said yes!
Identify staffing loss/shortages	FSL/Staff Council		Priority identified at FS retreat, shared by staff counsel (in discussions with FSL). FSL trying to get data from HR		
Faculty Compensation Committee Permanent?	Ad Hoc Committee and FAC		Priority identified at FS retreat. FS charged FAC to make recommendation. On FAC's agenda for January, partnering with Ad Hoc Committee and Staff Compensation		
Staff Council Position	FSL	Provost Office	Idea originated by Staff Council. FSL and Staff Council discussing		
Faculty classifications (1565)	FAC	Faculty Senate	Not sure origin - Provost office? Redline with DKR and Torrey, FAC waiting		
Clinical Tenure			State Board Policy seems to suggest intention for Clinical Faculty and Instructors to have tenure		
Meaningful Presence on Campus Meaning	FSL/Provost		Conversation with FSL/Provost		
FSH 3320 - Merit Raises Policy	Ad Hoc Committee and FAC		Priority identified at FS retreat. Charged Ad Hoc committee to consider. Ad Hoc committee or FAC will consider in spring		
Faculty Code of Conduct?	Might be mandated by State Board		Likely to be mandated by SBOE. Provost office to take first draft, send to FSL for first review. Then likely to FAC. Recently learned may not need to do until next year.		
Senate Newsletter			Kristin project. Working with UCM to distribute week of 12/16, finals week in May or end of April		
Promotion Amount Increase			FS charged Ad Hoc committee to consider salaries. Ad Hoc committee identified lack of change to promotion level as a problem. Ad Hoc committee or FAC will consider in spring		
T&P Schedule (5 years instead of 6)			Perhaps something to consider in partnership with creation of post tenure review process. FSL/Provost discussion		
Post Tenure Review			Mandated by SBOE. Provost office to take first draft, send to FSL for first review. Then likely to either FS, FAC, FSPG depending on nature of code. Discussions with SBOE in February suggest this should be delayed until next AY.		
Staff Recognition for Service			Met w/ Brandi on Feb. 3. Currently is an individualized determination by relevant supervisor. No clear path to achieve this other than rewriting all staff contracts. Staff Council is continuing to work on this.		
Staff Council position					
Conception of FSL					
Panic Buttons in 1-2 classrooms	FSL	UAT	Quick chat with TL and LE - need to assess cost, practicality, training, scheduling restraints. Suggest instead to install keycard locks to two classroom as a pilot project this year. Support by provosts office, campus security, registrar. Next step - discuss with instructional space committee		

Issue	Primary Directors	Secondary Directors	Process Followed/Status	Relevant	Other Info or Questions
Diploma Names			Lindsey checking with GC; Kristin to follow up		
Long term campus plan			Ensure they work with campus planning committee - particular issues: family locker rooms in mem gym, ADA accessibility (Vincent's project)>. KH to meet with Steve, Bruce, and Lee in February		
Intercollege curriculum	UCC	Ad Hoc Committee	Redlines to two policies forthcoming - 1640 (will go through ConC) and 4120 (to be reviewed by ConC and come through FAC)		
Academic Freedom Policy?	FAC		Currently we just refer to SBOE policy. We do not do that anywhere else in FSH (that I know of). This results in a situation in which SBOE can change the policy and faculty wouldn't know. Do we want to make the current SBOE policy our policy in FSH? To discuss at FAC		
Other Issues Not in Committee	Next Steps				
After school care					
Childcare					
Campus Safety					
Transparency in Clinical vs. Tenure Lines	Torrey/DRK to discuss at March meeting				
Inequitable Administrative Stipends	Ad Hoc Salary committee to review in Spring				
Staffing shortages	Trying to get data from HR/elsewhere				
Faculty approval of new hire offers					
Potential Resolutions/Other Issues					
Request parking offer prorated refunds to people affected by Gold lot closure					
Outline of priorities for senate so KH has them when going to the public school calendar meeting	Done				
Clarifying metric for merit pay raises					
In support of equity programs	Done				
In support of DOS's desire to expand childcare options					
Resolution - APMs should be under the purview of Senate					
Return to Pensions	Identified as priority at FS retreat. FSL contacted Brandi to learn history. Waiting to get information from Brandi				
Questions re: Deferred pay and benefits					

SABBATICAL ANALYSIS REPORT

Prepared by Kristin Haltinner, Faculty Senate Chair; Tim Murphy, Faculty Senate Vice Chair; Erin Chapman, Chair of Faculty Affairs Committee; and Florian Justwan, Chair of the Ad Hoc Committee on Non-Tenure Track Faculty

HISTORY OF SABBATICALS AT THE UNIVERSITY OF IDAHO

The University of Idaho Sabbatical Leave Policy (FSH 3720) was adopted in 1979. The articulated purpose of sabbatical is to “encourage scientific inquiry, research, artistic creation, technical expertise, innovation in teaching or to acquire professional skills or training.”

Until approximately 2013, sabbaticals were centrally funded by the Provost’s Office. Under this model, there was a set amount of funding available for sabbaticals. Sabbatical proposals were ranked by the Sabbatical Leave Evaluation Committee and the top ranked sabbaticals were awarded until funding was exhausted. From 2008-2013 an average of 5.6 sabbaticals were awarded per academic year.

	Number of Sabbaticals Taken*
AY 08-09	4
AY 09-10	5
AY 10-11	7
AY 11-12	4
AY 12-13	8
AY 13-14	15
AY 14-15	12
AY 15-16	24
AY 16-17	20
AY 17-18	10
AY 18-19	16
AY 19-20	36
AY 20-21	20
AY 21-22	24
AY 22-23	21
AY 23-24	36
AY 24-25	26

*Data Provided by Vice Provost for Faculty Affairs

	Number of Sabbaticals Taken*
AY 19-20	36
AY 20-21	20
AY 21-22	24
AY 22-23	21
AY 23-24	36
AY 24-25	26
Total Over Six Years	163
Average Per Year	27.16666667
Median Per Year	25

*Data Provided by the Vice Provost for Faculty

Around 2013, funding for sabbaticals shifted to the colleges. Different colleges have different policies regarding the availability of semester vs. academic year sabbaticals due to their financial impacts. Since this shift, the average number of sabbaticals taken per academic year has risen to 21.7. In the last six years the average number of sabbaticals taken was 27, the median 25.

SABBATICAL PROCESS AND CURRENT ELIGIBILITY

Currently a tenured faculty member is eligible to apply for sabbatical after six years of employment at UI. Once a sabbatical is taken, they are then eligible to reapply six years after their previous leave.

A sabbatical may be either one semester or one academic year long. A faculty member taking a semester long sabbatical receives their full salary. An awardee taking a yearlong sabbatical receives half of their salary for the year. The availability of semester-long sabbaticals is limited

in some colleges due to the nature of sabbatical funding. During a sabbatical a faculty member continues to receive benefits.

A faculty member interested in taking a sabbatical must apply through the Sabbatical Evaluation Committee and is assessed on the level of preparation, thought, and documentation of the project; the project's benefit to UI and the applicant (including contribution to teaching); and the applicant's record of success at UI. Upon returning from sabbatical, an applicant must return to UI for at least one academic year or repay the money they received while on sabbatical.

RATIONALE FOR EXPANDING SABBATICALS TO CLINICAL AND INSTRUCTIONAL FACULTY AT UI

UI policy regarding sabbaticals includes a recognition of the importance of facilitating faculty in their pursuit of "innovation in teaching" and "to acquire professional skills or training." For clinical faculty members and instructors, many of whom are teaching as many as eight courses per year, there is little time to reimagine, expand, update, and renovate courses in light of contemporary and emerging scholarship. There is, similarly, little time to develop new skills in their work.

The mission of the University of Idaho is to "shape the future through innovative thinking, community engagement, and transformative education." This is to be accomplished, in part, through "excellence in teaching" and engagement with the Idaho community.

As clinical faculty and instructors contribute significantly to the education of undergraduate and graduate students, it is imperative to the University's mission that they have ample time to stay abreast of contemporary scholarship, emerging pedagogical developments, novel technological advances in teaching, and to update their courses accordingly. Doing so requires leave from teaching to provide the time required for such engagement. Additionally, some clinical faculty engage in scholarship (in both traditional research areas and in pedagogy), yet they currently lack the ability to take a sabbatical to focus on these activities.

Sabbaticals also intend to provide time for faculty to engage in "scientific inquiry, research, artistic creation, [and] clinical/technical expertise." Position descriptions vary by program, but some clinical faculty also conduct research or are in technical fields. There are also some faculty who are "research faculty" who are also clinical faculty.

Other universities in our region offer sabbatical to clinical faculty and/or instructors, not just tenured faculty. Idaho State University outlines its sabbatical leave policy in ISUPP 403 which states that "members of the tenured or clinical faculty who have completed at least six years of full-time employment since appointment to the faculty or since their last sabbatical are eligible

FSH 3720 – Sabbatical Leave

B. PURPOSE. Sabbaticals are designed to encourage scientific inquiry, research, artistic creation, clinical/technical expertise, innovation in teaching or to acquire professional skills or training.

for sabbatical leave.” Lewis-Clark State College does not distinguish between the type of faculty eligible for sabbatical and extends it to faculty after “six (6) full academic years of service at Lewis-Clark State college or after six (6) full academic years have elapsed since the faculty member’s most recent sabbatical leave.”

Washington State University refers to sabbatical as “professional leave and retraining” and is currently running a pilot program to allow “associate or professor rank career-track faculty who are on continuous or multiyear appointments and have at least six years of service” to apply. The current WSU policy only applies to “faculty on permanent appointment” who have “completed at least five years of active service for Washington State University.”¹

Many of our peer or aspirational peer institutions also extend sabbaticals to faculty not on the tenure track. For example, the University of Washington extends sabbaticals to “faculty and librarians” in their “seventh academic year... or their seventh academic year of service after returning from a previous sabbatical leave.” The University of Minnesota grants sabbatical for tenure track and “contract” (what we would call clinical) faculty after their sixth year of employment and six years after a previous sabbatical. Several additional land-grant, R1 institutions also offer sabbaticals to groups beyond tenure track faculty.

CURRENT RATE OF SABBATICAL AWARDING – UNIVERSITY WIDE

To assess the financial and/or practical impact of providing sabbaticals to non-tenure-track faculty, we reviewed historical numbers for sabbaticals taken at UI. Assessing the rate at which faculty take sabbaticals is not straightforward, however. Over the past six years fewer than 30% of eligible faculty have taken sabbaticals. This is an overestimate calculated by dividing the number of people taking sabbatical by the number of faculty members in their 6th, 12th, 18th, 24th, 30th, 36th (etc) year. However, if people opt not to apply for sabbatical in their 6th year, they remain eligible to apply. This calculation assumes everyone applies according to a 6-year schedule and thus overestimates the rate at which people take sabbaticals. Table 1 shows the number of faculty in their 6th, 12th, 18th (etc) year, the number taking sabbatical each year, and the percentage of eligible faculty taking sabbaticals.

In sum, the following assumptions were made in these calculations:

- People applied for sabbatical in their 6th, 12th, 18th, 24th, 30th, 36th, or 42nd (etc.) year. (Many faculty apply at longer intervals which would make our estimate higher than reality.)
- People with over six years of service have not left UI in the last six years. (Many have; thus our estimate is, again, higher than reality.)

¹ Note: Washington State does not use the term clinical faculty or instructor – they use “career track” and “short term track.”

	AY 19-20	AY 20-21	AY 21-22	AY 22-23	AY 23-24	AY 24-25	Total across all years
Number of Eligible Faculty (6th, 12th, 18th, 24th, 30th, 36th, etc year of service)	59	77	82	58	78	88	442
Total Sabbaticals Taken	28	13	14	24	32	23	134
Percentage	47%	17%	17%	41%	41%	26%	30%

ESTIMATED IMPACT OF EXPANDING SABBATICALS TO CLINICAL AND INSTRUCTIONAL FACULTY AT UI – UNIVERSITY WIDE

To estimate the impact that expanding sabbaticals to clinical faculty and instructors would have, we took the total number of people in each group, looked at their years of service, and used the same rate of sabbatical use (30%) (See Appendix A for the full list). This number, again, is an overestimate both in the case of tenure track faculty but also in the case of clinical faculty and sabbaticals. Given that many colleges offer only full academic year sabbaticals and that these are paid at a rate of 50% of one’s salary, it is likely that many clinical faculty (with target salaries at approximately 80% of their tenure track peers) and instructors (with target salaries at approximately 65% of their tenure track peers) will struggle to afford sabbaticals each time they are eligible.

In sum, the following assumptions were made in these calculations:

- People will apply for sabbatical in their 6th, 12th, 18th, 24th, 30th, 36th, or 42nd year. (Many wait and apply on a longer time table which would make our estimate higher than reality.)
- People with over six years of service have not left UI in the last six years. (Many people may have; thus, our estimate would be lower than reality.)
- Clinical faculty and instructors would take sabbaticals at the same rate as tenured faculty. (Many colleges require yearlong sabbaticals during which awardees receive 50% of their salary. For many clinical and instructor faculty this financial burden might reduce the frequency at which they take sabbaticals, thereby making our estimate higher than reality.)
- Colleges would offer additional sabbaticals to this group. (Many may try to keep the number of sabbaticals steady, resulting in no financial impact.)

CLINICAL FACULTY

There are 71 clinical faculty members (including 15 research faculty) who have served more than six years at UI (See Appendix B for the list of clinical faculty by years of service). Clinical faculty can be promoted through the ranks of assistant professor, associate professor, and full professor.

The table below shows the number of faculty who have been employed at UI in six-year increments from each sabbatical year. So, for example, the faculty in our assessment of those eligible for sabbatical in AY 24-25 include those who were in their 6th, 12th, 18th, 24th, 30th, 36th, or 42nd year of employment at UI. Again, it is the case that people can apply for sabbatical on an extended schedule thus the number of eligible faculty each year is not a determinable number.

To estimate the number of additional sabbaticals that would be awarded if sabbaticals were available to clinical faculty, we took the number of eligible faculty and multiplied it by 30% - the estimated rate at which tenured faculty take sabbaticals (outlined above). This is likely an overestimate of the number of clinical faculty who will take sabbatical for the reasons described above.

As indicated in the table below, if clinical faculty had been eligible to apply for sabbaticals over the last six years it would have resulted in an increase of 71 eligible faculty members over the past six years. Using that 30% rate of sabbatical use, we estimate an additional 21.3 sabbaticals could be taken if the benefit is extended to clinical faculty. This is an average increase of 3.55 sabbaticals per year across the university – less than one per college.

	AY 19-20	AY 20-21	AY 21-22	AY 22-23	AY 23-24	AY 24-25	Total across all years
Number of Additional Eligible Faculty	9	11	8	10	15	18	71
Estimate of Additional Sabbatical Awards (Total number * 30%)	2.7	3.3	2.4	3	4.5	5.4	21.3
							Average Additional Sabbaticals Per Year
							3.55

INSTRUCTORS

There are 75 instructors throughout the university including the extension offices. Most are junior faculty (fewer than six years) and are not included in the estimated impacts of tenure over

the past six years. If retention rates remain the same, it is unlikely that these estimates will change. There are 32 instructors who would have been eligible for sabbaticals over the last six years.

The table below shows the number of faculty who have been employed at UI in six year increments from each sabbatical year (See Appendix C for list of eligible instructors by years of service). So, for example, the faculty in our assessment of those eligible for sabbatical in AY 24-25 include those who were in their 6th, 12th, 18th, 24th, 30th, 36th, or 42nd year of employment at UI. Again, it is the case that people can apply for sabbatical on an extended schedule thus the number of eligible faculty each year is not a precisely determinable number.

To estimate the number of additional sabbaticals that would be awarded if sabbaticals were available to instructors, we took the number of eligible faculty and multiplied it by 30% (the estimated rate at which tenured faculty take sabbaticals). This is likely an overestimate of the number of instructors who will take sabbatical (see rationale above).

As indicated in the table below, if instructors had been eligible to apply for sabbaticals over the last six years it would have resulted in an increase of 32 eligible faculty over the past six years. Using that 30% rate of sabbatical use we estimate an additional 9.6 sabbaticals if the benefit is extended to instructors. This is an average increase of 1.6 sabbaticals per year across the university – less than one per college.

	AY 19-20	AY 20-21	AY 21-22	AY 22-23	AY 23-24	AY 24-25	Total across all years
Number of Additional Eligible Faculty	3	6	7	4	4	8	32
Estimate of Additional Sabbatical Awards (Total number * 30%)	0.9	1.8	2.1	1.2	1.2	2.4	9.6
							Average Additional Sabbaticals Per Year
							1.6

ESTIMATED IMPACT OF EXPANDING SABBATICALS TO CLINICAL AND INSTRUCTIONAL FACULTY AT UI BY COLLEGE

Recognizing that colleges differ both in the rate at which faculty take sabbaticals and also the proportion of clinical faculty or instructors employed, we further examined these factors by college.

A summary chart shows the number of currently eligible faculty (total over six years), the rate of sabbatical use, the potential number of new faculty that would be eligible if sabbatical was extended to clinical faculty and instructors respectfully, and the number of additional sabbaticals this would lead to (if awarded) by college.

Over the past six years the colleges with the highest rate of sabbatical use (with the assumptions listed above) are CLASS and CLAW, both at 64%. The lowest rate is in CALS and COE at 9%. The only college that would see an impact of more than one sabbatical annually if leave is extended to clinical faculty is CLASS (1.7 people annually). The only college that would see an impact of at least one additional sabbatical per year if the leave is extended to instructors is also CLASS (1/year). CLASS is also the only college that would see an increase of more than one sabbatical if the leave is extended to both clinical faculty and instructors. This information is provided in more detail below.

	Number of Tenured Faculty with 6+ Years of Service	Total Number of Sabbaticals Over Six Year	Rate of Sabbaticals	Number of Clinical Faculty with 6+ Years of service	Number of Instructors with Over 6+ Years of Service	Potential Annual Increase in Sabbaticals if Extended to Clinical	Potential Annual Increase in Sabbaticals if Extended to Instructors
CAA	21	4	19%	5	1	<1 (0.2)	<1 (0.03)
CALS	117	10	9%	6	7	<1 (0.1)	<1 (0.1)
CBE	19	6	32%	2	4	<1 (0.1)	<1 (0.2)
EHHS	21	8	38%	11	3	<1 (0.7)	<1 (0.2)
CLASS	58	37	64%	16	9	1.7	1
CLAW	14	9	64%	4	0	<1 (0.4)	0
CNR	41	19	46%	5	1	<1 (0.4)	<1 (0.1)
COE	64	6	9%	7	1	<1 (0.1)	<1 (0.1)
COS	65	18	28%	4	6	<1 (0.2)	<1 (0.3)
At Large (Library)	9	2	22%	7	0	<1 (0.3)	0
At Large (WWAMI)	9	1	11%	7	0	<1 (0.1)	0
Other (Provost Office, Student Affairs, University Research)	9	1	11%	7	0	<1 (0.1)	0

ELIGIBLE TENURED FACULTY PER YEAR

To assess the impact of expanding sabbatical leave to clinical faculty by college, we first identified the *current* number of sabbatical-eligible faculty. This is presented in the table below by college and year of sabbatical eligibility. The far-right columns reflect the total number of sabbatical-eligible faculty across six years as well as the average and median per year.

	AY 19-20	AY 20-21	AY 21-22	AY 22-23	AY 23-24	AY 24-25	Total	Average Per Year	Median Per Year
CAA	3	6	2	5	3	2	21	3.5	3
CALS	26	16	16	15	23	21	117	19.5	18.5
CBE	2	2	3	5	6	1	19	3.2	2.5
EHHS	9	2	3	2	3	2	21	3.5	2.5
CLASS	11	18	6	8	7	8	58	9.7	8
CLAW	4	3	1	5	1	0	14	2.3	2
CNR	10	7	10	7	2	5	41	6.8	7
COE	14	8	12	9	14	7	64	10.7	10.5
COS	9	7	7	18	13	11	65	1.5	1.5
At Large (Library and WWAMI)	1	1	2	2	4	2	11	0.5	0
Other (Provost Office, Student Affairs, University Research)	1	3	1	0	4	0	9	1.5	1

We then identified the number of clinical faculty by college who would be eligible if sabbatical was expanded. The table below shows the number of clinical faculty eligible by college and across the six-year period. The far right columns express the total number of would-be eligible clinical faculty over six years as well as the average and median per year.

CLINICAL FACULTY:

	AY 19-20	AY 20-21	AY 21-22	AY 22-23	AY 23-24	AY 24-25	Total Over Six Years	Average Per Year	Median Per Year
CAA	2	1	1	0	1	0	5	0.8	1
CALS	1	2	0	1	2	0	6	1	1
CBE	0	0	1	0	1	0	2	0.3	0
EHHS	0	3	0	2	2	4	11	1.8	2
CLASS	2	0	4	4	3	3	16	2.7	3
CLAW	2	1	0	0	0	1	4	0.7	0.5
CNR	0	0	0	0	1	4	5	0.8	0
COE	0	2	0	0	2	3	7	1.2	1
COS	1	0	2	1	0	0	4	0.7	0.5

At Large (Library)	0	0	0	0	0	0	0	0	0
At Large (WWAMI)	0	0	0	2	3	2	7	1.2	1
Other (Provost Office, Student Affairs, University Research)	0	0	0	0	0	0	0	0	0

We then identified the number of clinical faculty and instructors by college who would be eligible if sabbatical was expanded. The table below shows the number of instructors eligible by college and across the six-year period. The far right columns express the total number of would-be eligible instructors over six years as well as the average and median per year.

INSTRUCTORS:

	AY 19-20	AY 20-21	AY 21-22	AY 22-23	AY 23-24	AY 24-25	Total	Average Per Year	Median Per Year
CAA	0	0	0	0	0	1	1	0.2	0
CALS	0	1	3	1	2	0	7	1.2	1
CBE	0	2	2	0	0	0	4	0.7	0
EHHS	0	2	0	0	0	1	3	0.5	0
CLASS	2	0	2	0	2	3	9	1.5	2
CLAW	0	0	0	0	0	0	0	0	0
CNR	0	0	0	0	0	1	1	0.2	0
COE	0	0	0	0	0	1	1	0.2	0
COS	1	0	2	1	1	1	6	1	1
At Large (Library)	0	0	0	0	0	0	0	0	0
At Large (WWAMI)	0	0	0	0	0	0	0	0	0
Other (Provost Office, Student Affairs, University Research)	0	0	0	0	0	0	0	0	0

To estimate the potential impact on each college, given their individual practices and population, we next calculated the rate of sabbatical use for each college.

	Number of Tenured Faculty with 6+ Years of Service	Total Number of Sabbaticals Over Six Year	Rate of Sabbaticals
CAA	21	4	19%
CALS	117	10	9%
CBE	19	6	32%
EHHS	21	8	38%
CLASS	58	37	64%

CLAW	14	9	64%
CNR	41	19	46%
COE	64	6	9%
COS	65	18	28%
At Large (Library)	9	2	22%
At Large (WWAMI)	9	1	11%
Other (Provost Office, Student Affairs, University Research)	9	1	11%

Finally, using the calculated sabbatical rate for tenured faculty by college, we estimated the potential increase in sabbaticals that would be awarded if sabbaticals were extended to clinical faculty. As mentioned earlier, we do suspect that clinical faculty and instructors will apply at a lower rate – especially in some colleges – due to the financial constraints of year long sabbaticals, but we used the rate of current sabbatical use to make these estimates. Therefore, we expect these rates to be higher than actual use. Also, as with the current model, departments, colleges, and the sabbatical leave committee will continue to have discretion over awarding sabbaticals.

CAA

CAA would see an average of 0.83 additional faculty eligible for sabbatical annually if the benefit was extended to clinical faculty and an additional 0.17 faculty if extended to instructors. If these groups were to take sabbatical at the same rate as currently eligible CAA faculty (19%) they would see an average increase in annual sabbaticals of 0.16 for clinical faculty and 0.03 for instructors (less than 1 person per year).

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 19% - the college rate of sabbatical awarding)	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 19% - the college rate of sabbatical awarding)
AY 19-20	2	0.38	0	0
AY 20-21	1	0.19	0	0
AY 21-22	1	0.19	0	0
AY 22-23	0	0	0	0
AY 23-24	1	0.19	0	0
AY 24-25	0	0	1	0.19
Average Per Year	0.83	0.16	0.17	0.03
Median Per Year	1	0.19	0	0
Total Increase Over Six Years	5	0.95	1	0.19

CALS

CALS would see an average of 1 additional faculty eligible for sabbatical annually if the benefit was extended to clinical faculty and an additional 1.2 faculty if extended to instructors. If these groups were to take sabbatical at the same rate as currently eligible CALS faculty (9%) they would see an average increase in annual sabbaticals of 0.09 for clinical faculty and 0.11 for instructors (less than 1 person per year).

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 9% - the college rate of sabbatical awarding)	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 9% - the college rate of sabbatical awarding)
AY 19-20	1	0.09	0	0
AY 20-21	2	0.18	1	0.09
AY 21-22	0	0	3	0.27
AY 22-23	1	0.09	1	0.09
AY 23-24	2	0.18	2	0.18
AY 24-25	0	0	0	0
Average Per Year	1	0.09	1.2	0.11
Median Per Year	1	0.09	1	0.09
Total Over Six Years	6	0.54	7	0.63

CBE

CBE would see an average of 0.33 additional faculty eligible for sabbatical annually if the benefit was extended to clinical faculty and an additional 0.67 faculty if extended to instructors. If these groups were to take sabbatical at the same rate as currently eligible CBE faculty (32%) they would see an average increase in annual sabbaticals of 0.10 for clinical faculty and 0.21 for instructors (less than 1 person per year).

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 32% - the college rate of sabbatical awarding)	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 32% - the college rate of sabbatical awarding)
AY 19-20	0	0	0	0
AY 20-21	0	0	2	0.64
AY 21-22	1	0.32	2	0.64
AY 22-23	0	0	0	0
AY 23-24	1	0.32	0	0
AY 24-25	0	0	0	0
Average Per Year	0.33	0.10	0.67	0.21
Median Per Year	0	0	0	0

Total Over Six Years	2	0.64	4	1.28
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EHHS

EHHS would see an average of 1.83 additional faculty eligible for sabbatical if the benefit was extended to clinical faculty and an additional 0.5 faculty if extended to instructors. If these groups were to take sabbatical at the same rate as currently eligible CAA faculty (38%) they would see an average increase in annual sabbaticals of 0.70 for clinical faculty and 0.19 for instructors (less than 1 person per year).

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 38% - the college rate of sabbatical awarding)	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 38% - the college rate of sabbatical awarding)
AY 19-20	0	0	0	0
AY 20-21	3	1.14	2	0.76
AY 21-22	0	0	0	0
AY 22-23	2	0.76	0	0
AY 23-24	2	0.76	0	0
AY 24-25	4	1.52	1	0.38
Average Per Year	1.83	0.70	0.5	0.19
Median Per Year	2	0.76	0	0
Total Over Six Years	11	4.18	3	1.14

CLASS

CLASS would see an average of 2.67 additional faculty eligible for sabbatical annually if the benefit was extended to clinical faculty and an additional 1.5 faculty if extended to instructors. If these groups were to take sabbatical at the same rate as currently eligible CLASS faculty (64%) they would see an average increase in annual sabbaticals of 1.71 for clinical faculty and 0.96 for instructors.

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 64% - the college rate of sabbatical awarding)	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 64% - the college rate of sabbatical awarding)
AY 19-20	2	1.28	2	1.28
AY 20-21	0	0	0	0
AY 21-22	4	2.56	2	1.28

AY 22-23	4	2.56	0	0
AY 23-24	3	1.92	2	1.28
AY 24-25	3	1.92	3	1.92
Average Per Year	2.67	1.71	1.5	0.96
Median Per Year	3	1.92	2	1.28
Total Over Six Years	16	10.24	9	5.76

CLAW

CLAW would see an average of 0.67 additional faculty eligible for sabbatical annually if the benefit was extended to clinical faculty. They currently have no qualified instructors. If clinical faculty were to take sabbatical at the same rate as currently eligible CLAW faculty (64%) they would see an average increase in annual sabbaticals of 0.43 for clinical faculty (less than 1 person per year).

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 64% - the college rate of sabbatical awarding)	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 64% - the college rate of sabbatical awarding)
AY 19-20	2	1.28	0	0
AY 20-21	1	0.64	0	0
AY 21-22	0	0	0	0
AY 22-23	0	0	0	0
AY 23-24	0	0	0	0
AY 24-25	1	0.64	0	0
Average Per Year	0.67	0.43	0	0
Median Per Year	0.5	0.32	0	0
Total Over Six Years	4	2.56	0	0

CNR

CNR would see an average of 0.83 additional faculty eligible for sabbatical annually if the benefit was extended to clinical faculty and an additional 0.17 faculty if extended to instructors. If these groups were to take sabbatical at the same rate as currently eligible CNR faculty (46%) they would see an average increase in annual sabbaticals of 0.38 for clinical faculty and 0.08 for instructors (less than 1 person per year).

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 46% - the college rate of	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 46% -
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		sabbatical awarding)		the college rate of sabbatical awarding)
AY 19-20	0	0	0	0
AY 20-21	0	0	0	0
AY 21-22	0	0	0	0
AY 22-23	0	0	0	0
AY 23-24	1	0.46	0	0
AY 24-25	4	1.84	1	0.46
Average Per Year	0.83	0.38	0.17	0.08
Median Per Year	0	0	0	0
Total Over Six Years	5	2.3	1	0.46

COE

COE would see an average of 1.17 additional faculty eligible for sabbatical annually if the benefit was extended to clinical faculty and an additional 0.17 faculty if extended to instructors. If these groups were to take sabbatical at the same rate as currently eligible COE faculty (9%) they would see an average increase in annual sabbaticals of 0.11 for clinical faculty and 0.02 for instructors (less than 1 person per year).

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 9% - the college rate of sabbatical awarding)	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 9% - the college rate of sabbatical awarding)
AY 19-20	0	0	0	0
AY 20-21	2	0.18	0	0
AY 21-22	0	0	0	0
AY 22-23	0	0	0	0
AY 23-24	2	0.18	0	0
AY 24-25	3	0.27	1	0.09
Average Per Year	1.17	0.11	0.17	0.02
Median Per Year	1	0.09	0	0
Total Over Six Years	7	0.63	1	0.09

COS

COS would see an average of 0.67 additional faculty eligible for sabbatical annually if the benefit was extended to clinical faculty and an additional faculty if extended to instructors. If these groups were to take sabbatical at the same rate as currently eligible COS faculty (28%) they would see an average increase in annual sabbaticals of 0.19 for clinical faculty and 0.28 for instructors (less than 1 person per year).

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 28% - the college rate of sabbatical awarding)	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 28% - the college rate of sabbatical awarding)
AY 19-20	1	0.28	1	0.28
AY 20-21	0	0	0	0
AY 21-22	2	0.56	2	0.56
AY 22-23	1	0.28	1	0.28
AY 23-24	0	0	1	0.28
AY 24-25	0	0	1	0.28
Average Per Year	0.67	0.19	1	0.28
Median Per Year	1	0.14	1	0.28
Total Over Six Years	4	1.12	6	1.68

AT LARGE – LIBRARY

The Library would see an average of 1.17 additional faculty eligible for sabbatical annually if the benefit was extended to clinical faculty. There are currently no eligible instructors. If eligible clinical faculty were to take sabbatical at the same rate as currently eligible Library faculty (22%) they would see an average increase in annual sabbaticals of 0.26 for clinical faculty (less than 1 person per year).

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 22% - the college rate of sabbatical awarding)	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 22% - the college rate of sabbatical awarding)
AY 19-20	0	0	0	0
AY 20-21	0	0	0	0
AY 21-22	0	0	0	0
AY 22-23	2	0.44	0	0
AY 23-24	3	0.66	0	0
AY 24-25	2	0.44	0	0
Average Per Year	1.17	0.26	0	0
Median Per Year	1	0.22	0	0
Total Over Six Years	7		0	0

AT LARGE – WWAMI

WWAMI would see an average of 1.17 additional faculty eligible for sabbatical annually if the benefit was extended to clinical faculty. There are currently no eligible instructors. If eligible clinical faculty were to take sabbatical at the same rate as currently eligible WWAMI faculty (11%) they would see an average increase in annual sabbaticals of 0.13 for clinical faculty (less than 1 person per year).

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 11% - the college rate of sabbatical awarding)	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 11% - the college rate of sabbatical awarding)
AY 19-20	0	0	0	0
AY 20-21	0	0	0	0
AY 21-22	0	0	0	0
AY 22-23	2	0.22	0	0
AY 23-24	3	0.33	0	0
AY 24-25	2	0.22	0	0
Average Per Year	1.17	0.13	0	0
Median Per Year	1	0.11	0	0
Total Over Six Years	7	0.77	0	0

OTHER (PROVOST OFFICE, STUDENT AFFAIRS, UNIVERSITY RESEARCH)

Other at large programs collectively would see an average of 1.17 additional faculty eligible for sabbatical annually if the benefit was extended to clinical faculty. There are currently no eligible instructors. If eligible clinical faculty were to take sabbatical at the same rate as currently eligible other at large faculty (11%) they would see an average increase in annual sabbaticals of 0.13 for clinical faculty (less than 1 person per year).

	Number of Clinical Faculty Eligible	Estimated Additional Clinical Sabbaticals (Number x 11% - the college rate of sabbatical awarding)	Number of Instructors Eligible	Estimated Additional Instructor Sabbaticals (Number x 11% - the college rate of sabbatical awarding)
AY 19-20	0	0	0	0
AY 20-21	0	0	0	0
AY 21-22	0	0	0	0
AY 22-23	2	0.22	0	0
AY 23-24	3	0.33	0	0
AY 24-25	2	0.22	0	0
Average Per Year	1.17	0.13	0	0
Median Per Year	1	0.11	0	0

Total Over Six Years	7	0.77	0	0
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CURRENT ALTERNATIVE TO SABBATICAL: PROFESSIONAL IMPROVEMENT LEAVE

The University of Idaho also provides “Professional Improvement Leave.” This leave is available to all faculty “with instructor rank or above, exempt employees and classified staff.”

Like sabbatical, professional improvement leave is paid and one taking such leave retains their benefits. The goal for this leave includes time away for an employee to “attain or enhance a skill set that will result in a mutual benefit to both the university and the employee.” The leave only applies in cases in which people will be gone more than two weeks. People eligible to take this leave must have served at UI for at least four years and two years must have passed since their sabbatical or last professional leave.

People requesting professional improvement leave must submit a letter to their supervisor at least three months in advance of their anticipated leave. This letter must explain the need for leave, its duration, and any funding associated. As with sabbaticals, one must return to service at the university for at least one year after their leave or pay back the money they were paid during the leave.

Professional improvement leave must be approved by one’s supervisor, their dean or director, and the provost’s office. Professional improvement leave is funded by one’s college. It is often difficult for people with teaching contracts to access this leave, given their course commitments.

Professional improvement leave is different than sabbatical in that a) it does not go through the peer review process of the Sabbatical Leave Evaluation Committee, b) it is not awarded for a set length of time, c) it does not carry the same level of prestige as associated with tenure (in that tenure projects are required to improve one’s ability to contribute to the mission of the university), and d) because it is not advertised in the way that sabbatical is,² many non-tenure-track faculty are not even aware that this type of leave is available to them.

STATE BOARD POLICY

There has been some debate as to whether state board policy allows sabbaticals for clinical faculty and instructors. This confusion is in part due to a lack of consistency in the terms used to refer to types of faculty between the University of Idaho and the State Board of Education. The State Board defines sabbatical eligible faculty as those who are either tenured or a “professional-technical faculty member.” However, nowhere in the governing policies do they define what

² Multiple times per year, reminders are sent out about the application deadlines for sabbaticals.

“professional-technical faculty” means - rather, they discuss "academic faculty" which includes instructors, and “career technical faculty” which includes instructors and only applies to people teaching under the Division of Career Technical Education.

The state board policy also supports the right of tenure for all “academic faculty,” including instructors. Thus, it appears the policy implies sabbaticals are similarly available to clinical faculty and instructors as, under state board policy, they are also eligible for tenure.

Idaho State University calls their policy “Faculty Sabbatical Leave” and Lewis and Clark State College uses the name “Sabbatical Leave.” Both institutions offer sabbaticals to clinical faculty.

RECOMMENDATION

The faculty senate chair, vice chair, and chair of the Faculty Affairs Committee, in consultation with the Non-Tenure Track Ad Hoc Senate Committee recommend that the University of Idaho include clinical faculty and instructors in the existing sabbatical leave policy.

This would require the following changes to FSH:

- FSH 3720: Rename the policy “sabbatical and career development leave”; change the eligibility to include “all faculty who have served six years or more at UI or after six years have elapsed since their most recent sabbatical or professional leave”; change references throughout the policy from “sabbatical” to “sabbatical and career development leave”
- FSH 1640.74: Rename the “Sabbatical Leave Evaluation Committee” to the “Sabbatical and Career Development Leave Evaluation Committee”

Commented [KH1]: This may or may not be necessary - pending discussion with General Counsel

The University should preserve the professional improvement leave policy (FSH 3710) as it currently stands such that it is available to faculty for special projects (such as an extended training or visiting professorship) and staff.

We conclude that extending this benefit is a net positive for the University of Idaho. Doing so will enable teaching faculty to contribute to the fulfillment of the mission of the University of Idaho to provide “transformative education” through excellence in teaching. It also fits the purpose of sabbatical which includes the development of new “innovation in teaching.” It will also extend the ability to develop one’s scholarship to clinical faculty who hold research positions, in part or full.

Second, offering this benefit will strengthen the University of Idaho’s ability to recruit and retain clinical faculty and instructors. Several peer institutions already extend this benefit to teaching faculty. As the target salaries for clinical faculty and instructors are lower than that of tenure track faculty, extending sabbatical is an essential part of supporting clinical faculty and

instructors and demonstrating our commitment to excellence in teaching through facilitating their professional development.

Finally, extending sabbaticals will boost morale at the University of Idaho by demonstrating to everyone that we listen to, hear, and support all of our team members – that all of our faculty's time and contributions to the university are valued.

DRAFT

APPENDIX A: NUMBER OF TENURE TRACK FACULTY WITH OVER SIX YEARS OF SERVICE SORTED BY COLLEGE

DRAFT

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

First Name	Last Name	College	POSN Title	Current Faculty Rank	Current Tenure Status	Faculty Type	Years of Service
		CAA College of Art & Architecture	Dean	Associate Professor	Tenured	Regular Faculty D-2	23.31
		CAA College of Art & Architecture	Department Chair	Professor	Tenured	Regular Faculty D-2	26.3
		CAA College of Art & Architecture	Regular Faculty	Assistant Professor	On track	Regular Faculty D-2	10.09
		CAA College of Art & Architecture	Regular Faculty	Professor	Tenured	Regular Faculty D-2	28.25
		CAA College of Art & Architecture	Regular Faculty	Professor	Tenured	Regular Faculty D-2	26.3
		CAA College of Art & Architecture	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	22.31
		CAA College of Art & Architecture	Regular Faculty	Professor	Tenured	Regular Faculty D-2	21.93
		CAA College of Art & Architecture	Regular Faculty	Professor	Tenured	Regular Faculty D-2	20.17

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

CAA College of Art & Architecture	Regular Faculty	Professor	Tenured	Regular Faculty D-2	18.28
CAA College of Art & Architecture	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	17.17
CAA College of Art & Architecture	Regular Faculty	Professor	Tenured	Regular Faculty D-2	13.19
CAA College of Art & Architecture	Regular Faculty	Professor	Tenured	Regular Faculty D-2	13.19
CAA College of Art & Architecture	Regular Faculty	Professor	Tenured	Regular Faculty D-2	11.16
CAA College of Art & Architecture	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.31
CAA College of Art & Architecture	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.2
CAA College of Art & Architecture	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.17
CAA College of Art & Architecture	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.17

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

CAA College of Art & Architecture	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.13
CAA College of Art & Architecture	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17
CAA College of Art & Architecture	Research Faculty	Associate Professor	Ineligible	Research Faculty D-3	12.42
CAA College of Art & Architecture	Research Faculty	Associate Professor	Ineligible	Research Faculty D-3	10.87
CAA College of Art & Architecture	Research Faculty	Professor	Tenured	Research Faculty D-3	11.16
CALS Col of Agri & Life Sciences	District Director	Professor	Tenured	Area Extension Educator D-4	24.57
CALS Col of Agri & Life Sciences	Extension Faculty	Professor	Tenured	Area Extension Educator D-4	36.66
CALS Col of Agri & Life Sciences	Extension Faculty	Professor	Tenured	Area Extension Educator D-4	34.81
CALS Col of Agri & Life Sciences	Extension Faculty	Professor	Tenured	Area Extension Educator D-4	29.29
CALS Col of Agri & Life Sciences	Extension Faculty	Professor	Tenured	Area Extension Educator D-4	17.31
CALS Col of Agri & Life Sciences	Extension Faculty	Associate Professor	Tenured	Area Extension Educator D-4	17.1

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CALS Col of	Agri & Life	Extension	Associate	Tenured	Area Extension	16.88
	Sciences	Faculty	Professor	Educator D-4			
	CALS Col of	Agri & Life	Extension	Associate	Tenured	Area Extension	10.95
	Sciences	Faculty	Professor	Educator D-4			
	CALS Col of	Agri & Life	Associate	Professor	Tenured	County Extension	25.3
	Sciences	Dean	Educator D-4				
	CALS Col of	Agri & Life	Extension	Professor	Tenured	County Extension	30.15
	Sciences	Faculty	Educator D-4				
	CALS Col of	Agri & Life	Extension	Associate	Tenured	County Extension	28.37
	Sciences	Faculty	Professor	Educator D-4			
	CALS Col of	Agri & Life	Extension	Professor	Tenured	County Extension	25.13
	Sciences	Faculty	Educator D-4				
	CALS Col of	Agri & Life	Extension	Professor	Tenured	County Extension	25.12
	Sciences	Faculty	Educator D-4				
	CALS Col of	Agri & Life	Extension	Professor	Tenured	County Extension	24.9
	Sciences	Faculty	Educator D-4				
CALS Col of	Agri & Life	Extension	Professor	Tenured	County Extension	24.76	
Sciences	Faculty	Educator D-4					
CALS Col of	Agri & Life	Extension	Professor	Tenured	County Extension	24.74	
Sciences	Faculty	Educator D-4					
CALS Col of	Agri & Life	Extension	Professor	Tenured	County Extension	24.73	
Sciences	Faculty	Educator D-4					
CALS Col of	Agri & Life	Extension	Professor	Tenured	County Extension	23.46	
Sciences	Faculty	Educator D-4					
CALS Col of	Agri & Life	Extension	Associate	Tenured	County Extension	23.42	
Sciences	Faculty	Professor	Educator D-4				

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CALS Col of					
	Agri & Life	Extension	Associate		County Extension	
	Sciences	Faculty	Professor	Tenured	Educator D-4	23.36
	CALS Col of					
	Agri & Life	Extension			County Extension	
	Sciences	Faculty	Professor	Tenured	Educator D-4	20.39
	CALS Col of					
	Agri & Life	Extension	Associate		County Extension	
	Sciences	Faculty	Professor	Tenured	Educator D-4	19.25
	CALS Col of					
	Agri & Life	Extension			County Extension	
	Sciences	Faculty	Professor	Tenured	Educator D-4	18.94
	CALS Col of					
	Agri & Life	Extension			County Extension	
	Sciences	Faculty	Professor	Tenured	Educator D-4	17.29
	CALS Col of					
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	16.76	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	15.99	
CALS Col of						
Agri & Life	Extension			County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	15.95	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	15.93	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	15.14	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	13.82	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	13.24	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	12.52	

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CALS Col of					
	Agri & Life	Extension	Associate		County Extension	
	Sciences	Faculty	Professor	Tenured	Educator D-4	11.97
	CALS Col of					
	Agri & Life	Extension	Associate		County Extension	
	Sciences	Faculty	Professor	Tenured	Educator D-4	11.87
	CALS Col of					
	Agri & Life	Extension	Associate		County Extension	
	Sciences	Faculty	Professor	Tenured	Educator D-4	11.25
	CALS Col of					
	Agri & Life	Extension	Associate		County Extension	
	Sciences	Faculty	Professor	Tenured	Educator D-4	11.14
	CALS Col of					
	Agri & Life	Extension	Associate		County Extension	
	Sciences	Faculty	Professor	Tenured	Educator D-4	9.52
	CALS Col of					
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	9.39	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	9.2	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	8.89	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	8.79	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	8.17	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	7.78	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	7.36	
CALS Col of						
Agri & Life	Extension	Associate		County Extension		
Sciences	Faculty	Professor	Tenured	Educator D-4	7.06	

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CALS Col of Agri & Life Sciences	District Director	Professor	Tenured	Extension Specialist	34.08
	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Extension Specialist	31.85
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	42.76
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	25.85
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Associate Professor	Tenured	Extension Specialist	25.12
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	24.74
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	24.21
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	24.15
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	22.77
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	20.99
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Associate Professor	Tenured	Extension Specialist	18.03

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	16.56
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	15.77
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	14.37
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Associate Professor	Tenured	Extension Specialist	12.08
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Associate Professor	Tenured	Extension Specialist	11.18
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Associate Professor	Tenured	Extension Specialist	11.05
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Associate Professor	Tenured	Extension Specialist	10.12
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Associate Professor	Tenured	Extension Specialist	9.43
	CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	9.08

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Associate Professor	Tenured	Extension Specialist	8.59
CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Associate Professor	Tenured	Extension Specialist	8.37
CALS Col of Agri & Life Sciences	Research Faculty-Ext Spec	Associate Professor	Tenured	Extension Specialist	8.21
CALS Col of Agri & Life Sciences	Dean	Professor	Tenured	Regular Faculty D-2	8.7
CALS Col of Agri & Life Sciences	Regular Faculty	Assistant Professor	On track	Regular Faculty D-2	17.35
CALS Col of Agri & Life Sciences	Regular Faculty	Assistant Professor	On track	Regular Faculty D-2	8.82
CALS Col of Agri & Life Sciences	Regular Faculty	Professor	Tenured	Regular Faculty D-2	44.29
CALS Col of Agri & Life Sciences	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	32.79
CALS Col of Agri & Life Sciences	Regular Faculty	Distinguished Professor	Tenured	Regular Faculty D-2	29.2
CALS Col of Agri & Life Sciences	Regular Faculty	Professor	Tenured	Regular Faculty D-2	25.17

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CALS Col of Agri & Life Sciences	Regular Faculty	Professor	Tenured	Regular Faculty D-2	25.16
	CALS Col of Agri & Life Sciences	Regular Faculty	Professor	Tenured	Regular Faculty D-2	24.78
	CALS Col of Agri & Life Sciences	Regular Faculty	Professor	Tenured	Regular Faculty D-2	24.77
	CALS Col of Agri & Life Sciences	Regular Faculty	Professor	Tenured	Regular Faculty D-2	21.05
	CALS Col of Agri & Life Sciences	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	19.95
	CALS Col of Agri & Life Sciences	Regular Faculty	Distinguishe d Professor	Tenured	Regular Faculty D-2	18.65
	CALS Col of Agri & Life Sciences	Regular Faculty	Professor	Tenured	Regular Faculty D-2	16.22
	CALS Col of Agri & Life Sciences	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	16.18
	CALS Col of Agri & Life Sciences	Regular Faculty	Professor	Tenured	Regular Faculty D-2	16.12
	CALS Col of Agri & Life Sciences	Regular Faculty	Professor	Tenured	Regular Faculty D-2	12.17

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CALS Col of Agri & Life Sciences	Regular Faculty	Professor	Tenured	Regular Faculty D-2	11.16
	CALS Col of Agri & Life Sciences	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.17
	CALS Col of Agri & Life Sciences	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.21
	CALS Col of Agri & Life Sciences	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.1
	CALS Col of Agri & Life Sciences	Sr Associate Dean	Professor	Tenured	Regular Faculty D-2	16.33
	CALS Col of Agri & Life Sciences	Associate Dean	Professor	Tenured	Research Faculty D-3	27.12
	CALS Col of Agri & Life Sciences	Research Faculty	Assistant Professor	Ineligible	Research Faculty D-3	11.17
	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Ineligible	Research Faculty D-3	11.16
	CALS Col of Agri & Life Sciences	Research Faculty	Distinguished Professor	Tenured	Research Faculty D-3	36.2
	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D-3	35.78

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D- 3	34.62
	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D- 3	31.25
	CALS Col of Agri & Life Sciences	Research Faculty	Distinguishe d Professor	Tenured	Research Faculty D- 3	29.12
	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D- 3	25.05
	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D- 3	24.05
	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Tenured	Research Faculty D- 3	23.98
	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D- 3	17.33
	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D- 3	16.72
	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Tenured	Research Faculty D- 3	15.99
	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D- 3	15.7

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D-3	15.68
	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D-3	14.76
	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Tenured	Research Faculty D-3	11.78
	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Tenured	Research Faculty D-3	9.2
	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Tenured	Research Faculty D-3	8.17
	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Tenured	Research Faculty D-3	7.17
	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Tenured	Research Faculty D-3	7.17
	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Tenured	Research Faculty D-3	7.17
	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D-3	7.17
	CALS Col of Agri & Life Sciences	Research Faculty	Professor	Tenured	Research Faculty D-3	7.17
	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Tenured	Research Faculty D-3	7.17
	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Tenured	Research Faculty D-3	7.17

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CALS Col of Agri & Life Sciences	Research Faculty	Associate Professor	Tenured	Research Faculty D- 3	7.17
	CBE College of Business & Economics	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	60.12
	CBE College of Business & Economics	Regular Faculty	Professor	Tenured	Regular Faculty D-2	33.2
	CBE College of Business & Economics	Regular Faculty	Professor	Tenured	Regular Faculty D-2	29.2
	CBE College of Business & Economics	Regular Faculty	Professor	Tenured	Regular Faculty D-2	28.29
	CBE College of Business & Economics	Regular Faculty	Professor	Tenured	Regular Faculty D-2	27.44
	CBE College of Business & Economics	Regular Faculty	Professor	Tenured	Regular Faculty D-2	26.3
	CBE College of Business & Economics	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	17.29
	CBE College of Business & Economics	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	17.29
	CBE College of Business & Economics	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.17

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CBE College of Business & Economics	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	16.3
	CBE College of Business & Economics	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	16.22
	CBE College of Business & Economics	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	13.3
	CBE College of Business & Economics	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	11.77
	CBE College of Business & Economics	Regular Faculty	Professor	Tenured	Regular Faculty D-2	11.2
	CBE College of Business & Economics	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.31
	CBE College of Business & Economics	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.2
	CBE College of Business & Economics	Regular Faculty	Professor	Tenured	Regular Faculty D-2	8.29
	CBE College of Business & Economics	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CBE College of Business & Economics	Temporary Faculty	Associate Professor	Tenured	Regular Faculty D-2	33.2
	CEHHS CoEd, Health & Human Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	44.29
	CEHHS CoEd, Health & Human Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	27.06
	CEHHS CoEd, Health & Human Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	25.16
	CEHHS CoEd, Health & Human Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	19.78
	CEHHS CoEd, Health & Human Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	18.17
	CEHHS CoEd, Health & Human Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.29
	CEHHS CoEd, Health & Human Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	16.16

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

CEHHS CoEd, Health & Human Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	16.16
CEHHS CoEd, Health & Human Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	13.8
CEHHS CoEd, Health & Human Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	13.8
CEHHS CoEd, Health & Human Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	13.19
CEHHS CoEd, Health & Human Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	12.42
CEHHS CoEd, Health & Human Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	11.31
CEHHS CoEd, Health & Human Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	11.31

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

CEHHS CoEd, Health & Human Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.8
	Regular Faculty	Professor	Tenured	Regular Faculty D-2	9.32
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.17
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.55
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17
	CLASS Col of Letters, Arts & SocSci	Department Chair	Professor	Tenured	Regular Faculty D-2

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

CLASS Col of Letters, Arts & SocSci	Assoc Department Chair	Professor	Tenured	Regular Faculty D-2	9.32
CLASS Col of Letters, Arts & SocSci	Dean	Professor	Tenured	Regular Faculty D-2	23.31
CLASS Col of Letters, Arts & SocSci	Regular Faculty	Assistant Professor	On track	Regular Faculty D-2	9.83
CLASS Col of Letters, Arts & SocSci	Regular Faculty	Assistant Professor	On track	Regular Faculty D-2	7.17
CLASS Col of Letters, Arts & SocSci	Regular Faculty	Distinguishe d Professor	Tenured	Regular Faculty D-2	47.2
CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	38.2
CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	37.13
CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	32.2
CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	31.2

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	28.29
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	26.35
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	26.3
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	26.29
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	26.2
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	24.73
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	24.31
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	23.31
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	22.31

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	18.28
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	18.28
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	18.28
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.29
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	16.3
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	16.3
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	14.3
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	14.3

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	14.3
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	14.17
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	13.3
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	12.31
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	12.31
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	12.19
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	11.31
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	11.31
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	11.31

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.31
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.31
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.31
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.31
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.8
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.32
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.32
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	9.16
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.76

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	8.76
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.76
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.17
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.17
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.17
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Professor	Tenured	Regular Faculty D-2	8.17
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17
	CLASS Col of Letters, Arts & SocSci	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17
	CLASS Col of Letters, Arts & SocSci	Temporary Faculty	Associate Professor	Tenured	Regular Faculty D-2	38.79
	CLAW College of Law	Regular Faculty	Associate Professor	Tenured	Law Librarian D-5	19.03
	CLAW College of Law	Regular Faculty	Associate Professor	Tenured	Law Librarian D-5	8.62
	CLAW College of Law	Regular Faculty	Associate Professor	Tenured	Law Librarian D-5	8.29
	CLAW College of Law	Associate Dean	Professor	Tenured	Regular Faculty D-2	10.31
	CLAW College of Law	Regular Faculty	Assistant Professor	On track	Regular Faculty D-2	7.17
	CLAW College of Law	Regular Faculty	Professor	Tenured	Regular Faculty D-2	20.32

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

CLAW	College of Law	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.4
CLAW	College of Law	Regular Faculty	Distinguished Professor	Tenured	Regular Faculty D-2	16.18
CLAW	College of Law	Regular Faculty	Professor	Tenured	Regular Faculty D-2	13.3
CLAW	College of Law	Regular Faculty	Professor	Tenured	Regular Faculty D-2	10.31
CLAW	College of Law	Regular Faculty	Professor	Tenured	Regular Faculty D-2	10.31
CLAW	College of Law	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.31
CLAW	College of Law	Regular Faculty	Professor	Tenured	Regular Faculty D-2	9.16
CLAW	College of Law	Regular Faculty	Professor	Tenured	Regular Faculty D-2	7.17
CNR College of Natural Resources	Extension Faculty	Professor	Tenured	Area Extension Educator D-4	24.3	
CNR College of Natural Resources	Research Faculty-Ext Spec	Professor	Tenured	Extension Specialist	33.44	
CNR College of Natural Resources	Dean	Professor	Tenured	Regular Faculty D-2	9.16	

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	34.29
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	28.1
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	27.45
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	27.29
	CNR College of Natural Resources	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	27.29
	CNR College of Natural Resources	Regular Faculty	Distinguished Professor	Tenured	Regular Faculty D-2	26.95
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	25.87
	CNR College of Natural Resources	Regular Faculty	Distinguished Professor	Tenured	Regular Faculty D-2	24.88
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	24.62

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	23.77
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	22.89
	CNR College of Natural Resources	Regular Faculty	Distinguished Professor	Tenured	Regular Faculty D-2	22.86
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	21.24
	CNR College of Natural Resources	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	20.17
	CNR College of Natural Resources	Regular Faculty	Distinguished Professor	Tenured	Regular Faculty D-2	20.07
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	20.07
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	19.73
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.29

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	16.3
	CNR College of Natural Resources	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	15.78
	CNR College of Natural Resources	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	13.56
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	12.19
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	10.31
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	10.16
	CNR College of Natural Resources	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.32
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	9.16
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	8.97

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CNR College of Natural Resources	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.63
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	7.17
	CNR College of Natural Resources	Regular Faculty	Professor	Tenured	Regular Faculty D-2	7.09
	CNR College of Natural Resources	Temporary Faculty	Professor	Tenured	Regular Faculty D-2	7.09
	CNR College of Natural Resources	Program Director	Associate Professor	Tenured	Research Faculty D-3	8.7
	CNR College of Natural Resources	Research Faculty	Associate Professor	Ineligible	Research Faculty D-3	19.44
	CNR College of Natural Resources	Research Faculty	Associate Professor	Ineligible	Research Faculty D-3	18.28
	CNR College of Natural Resources	Research Faculty	Assistant Professor	Ineligible	Research Faculty D-3	7.78
	CNR College of Natural Resources	Research Faculty	Assistant Professor	Ineligible	Research Faculty D-3	7.33

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	CNR College of Natural Resources	Research Faculty	Assistant Professor	Ineligible	Research Faculty D- 3	7.06
	CNR College of Natural Resources	Research Faculty	Professor	Tenured	Research Faculty D- 3	15.76
	COE College of Engineering	Instructor Faculty	Senior Instructor	Tenured	Instrutor or Sr Instructor D-1	27.02
	COE College of Engineering	Clinical Faculty	Associate Professor	Ineligible	Regular Faculty D-2	11.51
	COE College of Engineering	Regular Faculty	Associate Professor	On track	Regular Faculty D-2	10.16
	COE College of Engineering	Regular Faculty	Assistant Professor	On track	Regular Faculty D-2	10.05
	COE College of Engineering	Regular Faculty	Assistant Professor	On track	Regular Faculty D-2	7.43
	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	47.23
	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	38.2
	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	37.62
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	37.2

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	35.2
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	33.5
	COE College of Engineering	Regular Faculty	Distinguished Professor	Tenured	Regular Faculty D-2	33.2
	COE College of Engineering	Regular Faculty	Distinguished Professor	Tenured	Regular Faculty D-2	32.2
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	32.2
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	31.79
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	31.17
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	30.15
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	24.88
	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	24.84
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	24.15

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	24.15
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	23.31
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	23.23
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	22.77
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	22.14
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	20.76
	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	18.88
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.29
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.29
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.29
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.17

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	16.3
	Regular Faculty	Professor	Tenured	Regular Faculty D-2	15.79
	Regular Faculty	Professor	Tenured	Regular Faculty D-2	13.19
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	12.19
	Regular Faculty	Professor	Tenured	Regular Faculty D-2	11.26
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	11.23
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	11.16
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.31
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.16
	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.16

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.16
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	9.32
	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.24
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	9.2
	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.2
	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.2
	COE College of Engineering	Regular Faculty	Professor	Tenured	Regular Faculty D-2	9.16
	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.16
	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.16
	COE College of Engineering	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.28

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	COE College of Engineering	Research Faculty	Associate Professor	Ineligible	Research Faculty D-3	11.01
	COE College of Engineering	Research Faculty	Assistant Professor	Ineligible	Research Faculty D-3	7.15
	COE College of Engineering	Research Faculty	Professor	Tenured	Research Faculty D-3	23.45
	COGS College of Graduate Studies	Dean	Professor	Tenured	Regular Faculty D-2	29.13
	COS College of Science	Dean	Professor	Tenured	Regular Faculty D-2	7.55
	COS College of Science	Regular Faculty	Assistant Professor	On track	Regular Faculty D-2	17.83
	COS College of Science	Regular Faculty	Assistant Professor	On track	Regular Faculty D-2	7.17
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	36.87
	COS College of Science	Regular Faculty	Distinguished Professor	Tenured	Regular Faculty D-2	36.2
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	35.77
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	35.08

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	34.29
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	29.2
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	28.29
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	27.29
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	27.29
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	27.2
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	26.78
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	26.3
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	25.3
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	25.17

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	24.31
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	24.23
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	24.15
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	24.15
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	22.54
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	22.22
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	21.37
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	21.02
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	20.2
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	19.28
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	18.28

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	18.17
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	18.17
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	18.15
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.29
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	17.29
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.29
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	17.29
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	16.63
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	16.16
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	16.1
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	14.76

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	14.19
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	13.3
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	13.19
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	12.31
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	11.77
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	11.77
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	11.16
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	11.16
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.94

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	10.78
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.78
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	10.31
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.31
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.31
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.2
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.16
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	10.01
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	9.78
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.76
	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	8.17
	COS College of Science	Regular Faculty	Professor	Tenured	Regular Faculty D-2	7.17

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	COS College of Science	Regular Faculty	Associate Professor	Tenured	Regular Faculty D-2	7.17
	COS College of Science	Temporary Faculty	Professor	Tenured	Regular Faculty D-2	23.23
	COS College of Science	Research Faculty	Associate Professor	Ineligible	Research Faculty D-3	16.03
	COS College of Science	Research Faculty	Associate Professor	Ineligible	Research Faculty D-3	10.12
	COS College of Science	Research Faculty	Distinguished Professor	Tenured	Research Faculty D-3	63.7
	GL General Library	Dean	Professor	Tenured	Librarian Data Sys Tech	18.34
	GL General Library	Library Faculty	Associate Professor	Tenured	Librarian Data Sys Tech	24.73
	GL General Library	Library Faculty	Professor	Tenured	Librarian Data Sys Tech	17.1
	GL General Library	Library Faculty	Professor	Tenured	Librarian Data Sys Tech	15.16
	GL General Library	Library Faculty	Professor	Tenured	Librarian Data Sys Tech	14.2
	GL General Library	Library Faculty	Associate Professor	Tenured	Librarian Data Sys Tech	9.18
	GL General Library	Library Faculty	Associate Professor	Tenured	Librarian Data Sys Tech	7.13
	GL General Library	Library Faculty	Associate Professor	Tenured	Librarian Reference & Teach	34.83
	GL General Library	Library Faculty	Associate Professor	Tenured	Librarian Reference & Teach	29.17
	PROV Provost/Exec VP Area	Provost & Exec VP	Professor	Tenured	Regular Faculty D-2	26.3

Appendix B: Number of Tenured Faculty With Over Six Years of Service Sorted by College

	SA Student Affairs	Licensed Psychologist	Professor	Tenured	Licensed Psychologist D-6	35.11
	SA Student Affairs	Psychologist	Professor	Tenured	Licensed Psychologist D-6	8.29
	UR University Research	Regular Faculty	Professor	Tenured	Regular Faculty D-2	21.17
	UR University Research	Regular Faculty	Professor	Tenured	Regular Faculty D-2	8.82
	VPAI Vice Provost for Acad Initiatives	Director	Associate Professor	Tenured	Regular Faculty D-2	23.13
	VPF Vice Provost for Faculty	Director	Professor	Tenured	Regular Faculty D-2	7.21
	VPF Vice Provost for Faculty	Vice Provost	Professor	Tenured	Regular Faculty D-2	11.31
	WWAMI Medical Education Program	Director	Professor	Tenured	Regular Faculty D-2	17.29
	WWAMI Medical Education Program	Regular Faculty	Associate Professor	On track	Regular Faculty D-2	11.39
	WWAMI Medical Education Program	Regular Faculty	Professor	Tenured	Regular Faculty D-2	10.78

APPENDIX B: NUMBER OF CLINICAL FACULTY WITH OVER SIX YEARS OF SERVICE SORTED BY COLLEGE

DRAFT

Clinical Faculty Who Have Served More Than Six Years Sorted by College

First Name	Last Name	College	Department	Current POSN Title	Current Faculty Rank	Tenure Status	Faculty Type
		CAA College c	CAA Art & E	Clinical Facul	Assistant Prof	Ineligible	Clinical Faculty
		CAA College c	CAA Virtual	Research Fac	Associate Pro	Ineligible	Research Facu
		CAA College c	CAA Virtual	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CAA College c	CAA AA Inte	Research Fac	Associate Pro	Ineligible	Research Facu
		CAA College c	CAA Interio	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CALS Col of A	CALS Ag Ec	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CALS Col of A	CALS Famil	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CALS Col of A	CALS Entor	Research Fac	Associate Pro	Ineligible	Research Facu
		CALS Col of A	CALS Soils	Research Fac	Assistant Prof	Ineligible	Research Facu
		CALS Col of A	CALS Famil	Clinical Facul	Professor	Ineligible	Clinical Faculty
		CALS Col of A	CALS Soils	Clinical Facul	Assistant Prof	Ineligible	Instrutor or Sr I
		CBE College c	CBE Colleg	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CBE College c	CBE Busine	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CEHHS CoEd	CEHHS Dej	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CEHHS CoEd	CEHHS Dej	Clinical Facul	Assistant Prof	Ineligible	Clinical Faculty
		CEHHS CoEd	CEHHS Lez	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CEHHS CoEd	CEHHS Dej	Clinical Facul	Assistant Prof	Ineligible	Clinical Faculty
		CEHHS CoEd	CEHHS Lez	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CEHHS CoEd	CEHHS Dej	Clinical Facul	Professor	Ineligible	Clinical Faculty
		CEHHS CoEd	CEHHS Dej	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CEHHS CoEd	CEHHS Dej	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CEHHS CoEd	CEHHS Dej	Clinical Facul	Assistant Prof	Ineligible	Instrutor or Sr I
		CEHHS CoEd	CEHHS Dej	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CEHHS CoEd	CEHHS Ctr	Clinical Facul	Assistant Prof	Ineligible	Clinical Faculty
		CEHHS CoEd	CEHHS Dej	Temporary Fa	Associate Pro	Ineligible	Clinical Faculty
		CLASS Col of	CLASS Poli	Clinical Facul	Assistant Prof	Ineligible	Clinical Faculty
		CLASS Col of	CLASS Psyc	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CLASS Col of	CLASS Sch	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CLASS Col of	CLASS Lion	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CLASS Col of	CLASS Lion	Temporary Fa	Associate Pro	Ineligible	Clinical Faculty
		CLASS Col of	CLASS The:	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CLASS Col of	CLASS Psyc	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CLASS Col of	CLASS The:	Clinical Facul	Associate Pro	Ineligible	Clinical Faculty
		CLASS Col of	CLASS Jour	Temporary Fa	Assistant Prof	Ineligible	Clinical Faculty
		CLASS Col of	CLASS Lion	Clinical Facul	Professor	Ineligible	Clinical Faculty
		CLASS Col of	CLASS Mar	Assoc Directo	Professor	Ineligible	Clinical Faculty

Clinical Faculty Who Have Served More Than Six Years Sorted by College

Years of
Service

8.66
10.87
11.16
12.42
18.21
8.94
9.16
11.16
11.17
14.17
19.32
22.89
32.74
7.17
7.17
7.28
8.17
8.17
9.32
11.23
13.17
16.16
17.29
17.41
18.17
7.17
7.17
7.17
8.92
9.2
10.16
10.31
10.31
12.17
14.35
15.16

Clinical Faculty Who Have Served More Than Six Years Sorted by College

15.3
15.93
22.31
24.11
26.16
12.11
12.31
13.51
17.14
7.06
7.33
7.78
14.78
18.28
19.44
7.15
7.17
7.17
8.75
11.01
11.51
14.57
9.21
10.12
16.03
24.76
29.06
35.37
7.17
7.11
7.79
8.17
8.17
8.84
9.16
9.16

APPENDIX C: NUMBER OF INSTRUCTORS WITH OVER SIX YEARS OF SERVICE SORTED BY COLLEGE

DRAFT

Instructors Who Have Served Over Six Years By College

First Name	Last Name	College	Current Faculty Rank	Current Tenure	Years of Service
		CAA College of A	Senior Instructor	Ineligible	26.33
		CALS Col of Agri	Senior Instructor	Ineligible	8.17
		CALS Col of Agri	Senior Instructor	Ineligible	8.45
		CALS Col of Agri	Senior Instructor	Ineligible	9.78
		CALS Col of Agri	Senior Instructor	Ineligible	10.36
		CALS Col of Agri	Senior Instructor	Ineligible	10.43
		CALS Col of Agri	Senior Instructor	Ineligible	18.28
		CALS Col of Agri	Senior Instructor	Ineligible	28.14
		CBE College of E	Senior Instructor	Ineligible	11.92
		CBE College of E	Senior Instructor	Ineligible	12.19
		CBE College of E	Senior Instructor	Ineligible	17.94
		CBE College of E	Senior Instructor	Ineligible	24.76
		CEHHS CoEd, H	Instructor	Ineligible	7.17
		CEHHS CoEd, H	Senior Instructor	Ineligible	18.21
		CEHHS CoEd, H	Senior Instructor	Ineligible	18.28
		CLASS Col of Lei	Senior Instructor	Ineligible	7.17
		CLASS Col of Lei	Senior Instructor	Ineligible	13
		CLASS Col of Lei	Senior Instructor	Ineligible	14
		CLASS Col of Lei	Instructor	Ineligible	15.16
		CLASS Col of Lei	Senior Instructor	Ineligible	17.53
		CLASS Col of Lei	Senior Instructor	Ineligible	23.34
		CLASS Col of Lei	Senior Instructor	Ineligible	25.17
		CLASS Col of Lei	Senior Instructor	Ineligible	26.49
		CLASS Col of Lei	Senior Instructor	Ineligible	34.95
		CNR College of I	Senior Instructor	Ineligible	14.39
		COE College of E	Senior Instructor	Ineligible	7.17
		COS College of S	Senior Instructor	Ineligible	10.31
		COS College of S	Senior Instructor	Ineligible	11.16
		COS College of S	Senior Instructor	Ineligible	14.45
		COS College of S	Senior Instructor	Ineligible	17.29
		COS College of S	Senior Instructor	Ineligible	21.66
		COS College of S	Senior Instructor	Ineligible	25.53