



ANNUAL REPORT



University of Idaho

MESSAGE

from the President



It has been a great year for the University of Idaho. I'm proud to share with you in this annual report some of the many ways we have worked together to fulfill our land-grant mission and move our university forward.

In FY 2015-16, we updated facilities and enhanced learning and living environments; we increased research activity and launched new programs to spur even more innovation across the university; we worked to clear the pathway for Idaho's high school seniors to pursue higher education; and we made important leadership and staff changes with a renewed commitment to building a positive professional culture that fosters excellence and creativity.

Our work last year to provide a transformative education, create ideas that matter, and build a strong team has made a great impact – for our students, our university community, our state and our world. We celebrate our achievements, but we also keep a focused eye on the future.

As we go forward, we will build on past successes with the guidance of our new 2016-2025 Strategic Plan. Developed with input from faculty, staff, alumni and stakeholders across the university, our Strategic Plan is guided by our mission – to shape the future through innovative thinking, community engagement and transformative education. This new plan will serve as our roadmap for the next nine years as we continue our journey to the highest level of excellence.

Thank you for your hard work and dedication to ensuring the continued success of our great university. We are doing well, and I am excited about the direction we are headed.

Chuck Staben

President Chuck Staben

MISSION

The University of Idaho shapes the future through innovative thinking, community engagement and transformative education.

VISION

The University of Idaho will expand the institution's intellectual and economic impact and make higher education relevant and accessible to qualified students of all backgrounds.

VALUES

Excellence
Respect
Integrity
Perseverance
Sustainability





STRATEGIC PLAN 2016-2025

As a result of the comprehensive discussion about the future, the University of Idaho community developed a long-range strategic plan for 2016-2025. The Strategic Plan is framed around our long-standing mission grounded in our land-grant status.

The plan supports the university vision articulated by President Staben and reflects our aspirations in four major areas that are vital to our success. The first three goals (Innovate, Engage, Transform) relate directly to our long-standing commitments to scholarly pursuits, community engagement and extension, and student success. The fourth goal (Cultivate) is focused on the people and relationships vital to fulfilling our mission.

uidaho.edu/provost/strategic-plan

Innovate

Goal 1: Scholarly and creative products of the highest quality and scope, resulting in significant positive impact for the region and the world.

Engage

Goal 2: Suggest and influence change that addresses societal needs and global issues, and advances economic development and culture.

Transform

Goal 3: Increase our educational impact.

Cultivate

Goal 4: Foster an inclusive, diverse community of students, faculty and staff and improve cohesion and morale.



A YEAR OF PROGRESS

Last year the UI community worked hard to move our university forward and to further define what the future looks like for our students, our university community, our state and our world.

The foundational messaging we used over the last year embodies what UI has done for 127 years since our founding. We used the words “transformative education,” “ideas that matter” and “building our team” to describe strategic areas of focus. Going forward, we will remain dedicated to these ideals but will use different words as outlined in our new Strategic Plan to keep us on track and to measure our success. This year, however, we have organized our accomplishments inside the messaging framework we used in 2015-16. Some of these achievements are listed on the following pages.

TRANSFORMATIVE EDUCATION

The University of Idaho serves every qualified student with a unique educational experience. We prepare students to become problem solvers and lifelong learners with the skills, perspectives and experiences to foster shared prosperity in an increasingly knowledge-based global economy. We achieved the following:

- Initiated and led the state's Direct Admissions program, which proactively admits Idaho high school seniors into college based on GPAs and college entrance exam scores. In support of the program, we held Enroll Idaho events at 43 locations across the state. More than 400 students and 300 families attended these events. As a result of these and other strategic efforts, our fall 2016 student enrollment increased 3.6 percent over fall 2015. This accomplishment positions UI for continued success in this area as envisioned in the Strategic Plan.
- Completed a \$1.3 million remodel that transformed the UI Library's first floor into a modern, collaborative and interdisciplinary learning space with the latest technologies.
- Addressed Idaho's doctor shortage by expanding the WWAMI medical education program to 40 students per year and implemented a major curriculum change that keeps medical students on the Palouse their first two years in the program.
- Launched seven fully online degrees within the College of Letters, Arts and Social Sciences, to include five undergraduate programs and two master's programs.
- Participated in the 2016 Idaho Indian Education Summit in Boise, where staff from the Idaho Water Resources Research Institute co-presented to educators on the impact of federal Indian policy on the education of American Indian students.
- Issued a Go On study, by UI's James A. and Louise McClure Center for Public Policy Research, that explored factors in Idaho's high school students' decisions to pursue postsecondary education. The McClure Center also partnered with the Idaho Commission on Hispanic Affairs to study demographic, labor force, and education characteristics of Idaho's Hispanic population.
- Held the 2016 University of Idaho Cultural Literacy and Competence Symposium, where students, faculty, staff and guests gathered to focus on building inclusive communities.
- Completed a \$19 million makeover of the College of Education which modernized the facility and increased student access to cutting-edge tools used in the teaching environment.
- Completed a multimillion dollar residence hall remodel, updating every living space in the Wallace Residence Center and enhancing technology capabilities in all residence halls.
- Established the Tribal Excellence Scholarship to offer the equivalent of in-state tuition for students who are members of the 10 tribes with which UI has a Memorandum of Understanding, as well as tribal college transfer students.
- Made a difficult decision to move from the National Collegiate Athletic Association's Football Bowl Subdivision (FBS) to the Big Sky, a Football Championship Subdivision (FCS) league, positioning UI for exciting regional competition.



IDEAS THAT MATTER

As Idaho's land-grant university, UI is a leader in research and engagement with Idaho communities. UI researchers, scholars and artists are dedicated to exploring, creating and executing ideas that matter to Idaho, the Northwest and the rest of the world. Some of our key achievements in this area are highlighted below. We:

- Established an Office of Undergraduate Research to better coordinate and support student engagement and opportunities in research, scholarly and creative activities across disciplines.
- Invested in our own excellence with the launch of the Vandal Ideas Project, a university-wide grant program that puts competitively awarded internal funding toward interdisciplinary research, creative work and scholarship. Last year, the program awarded a total of \$300,000 to five projects.
- Surpassed \$100 million in research expenditures for the first time in university history and experienced a 14.1 percent increase in research awards from \$71.95 million in FY15 to \$82.11 million in FY16.
- Demonstrated excellence in faculty research: two faculty members won the National Science Foundation Faculty Early Career Development, or CAREER, award. Tara Hudiburg (College of Natural Resources) will use the award to explore the effects of thinning practices on forests. Craig McGowan (College of Science) will study how anatomy and function inform each other in animals.

BUILDING OUR TEAM

The University of Idaho is a purpose-driven organization with a vibrant intellectual community that attracts, retains and develops great faculty and staff. We aim to create a professional environment that recognizes excellence, uses our resources wisely, and responds quickly and effectively to trends, challenges and opportunities. In our efforts to build a stronger team, we:

- Committed to developing and deploying a market-based compensation system with the goal of increasing salaries to 100 percent of market (on average) by 2025.
- Welcomed new leadership to the university and made strategic human resources decisions and staff changes, including the addition of a new executive director of human resources, internal hiring changes and improved faculty diversity.
- Enhanced budget transparency by revitalizing the University Budget and Finance Committee (UBFC) and improving and incentivizing the budget request process.
- Increased employee recognition with improved faculty and staff award events.

LOOKING AHEAD

We have a bright future ahead of us. Over the next decade, the University of Idaho will tackle ambitious goals to excel as a leader in research, outreach and education. In our continued journey to the highest level of excellence, we will seek new ways to become a university that reaches more people, changes more lives, and accelerates innovation and discovery on a new scale.



University of Idaho