

PERSONNEL/STUDENT AFFAIRS COMMITTEE

AGENDA

January 24, 2000
Boise State University
Boise, Idaho

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1. **COMMITTEE ACTION:** Minutes of the November, 1999 Meeting

It was moved by _____, seconded by _____ and carried to approve/disapprove/table the Personnel/Student Affairs Committee Minutes for November, 1999.

PERSONNEL/STUDENT AFFAIRS COMMITTEE

Unapproved Minutes
November 18, 1999
LCSC - SUB
Lewiston, Idaho

Board Members: Harold W. Davis

1. The minutes of the October, 1999 Meeting were approved by consensus.
2. Routine Agency/Institution Agendas

Idaho Public Television

Mr. Davis said he reviewed IPTV's agenda and felt there were several items that would be powerful statements to make during the JFAC presentation. He asked Mr. Peter Morrill to recommend how the Board should respond to JFAC if they ask if Idaho can afford IPTV. Mr. Morrill felt some of the key points would be: 1) IPTV is the only statewide medium that links the different areas of the state together, 2) public television is one of the last locally owned broadcast media in the country, 3) public television is highly valued and utilized by many people in the state, and 4) approximately 52 percent of the people in Idaho do not subscribe to cable so public television is there for those people.

Mr. Davis felt we should be gathering cost-benefit analysis information because there could be a serious challenge to the issue of whether or not we can afford IPTV. Mr. Morrill said that less than 30 percent of IPTV's operating money comes from state funds, which gives the state a great benefit without having to contribute a large amount to the operating budget. He said most public television stations have at least double the operating budget of IPTV which shows IPTV has done a good job of using its funds. He felt from an investment standpoint, the State of Idaho is getting a great deal for its money.

Mr. Davis was concerned that there could be questions about whether or not the same services could be purchased from a third party. He asked Mr. Morrill if the state of Hawaii had sold its public television system. Mr. Morrill said it did not sell their system, the license and the assets of its public television system was transferred to the Friends group. He felt it would be a challenge for the Friends

group as it was coming at a time when there is a federal mandate to convert to digital television or lose the licenses.

Mr. Morrill felt that if the state of Idaho determined it wanted to transfer its licenses to a group such as the Idaho Public Television Foundation, there would be significant impact on IPTV's ability to serve all of the people in Idaho. The pressures of meeting the yearly operating budget combined with coming up with the \$11-\$13M for digital conversation would bring forth extreme challenges in IPTV's ability to serve many rural communities.

There was no other discussion of Routine items.

3. Non-Routine Agency/Institution Agendas

Idaho State University

Item 2.9 – Request to Permit Serving of Alcohol in Selected Areas

Dr. Richard Bowen said the Alumni House has traditionally served alcohol. However, Governor Andrus came to a Board meeting several years ago and asked that all alcohol be removed from campuses (except for residential housing) and the Board complied.

Dr. Bowen said the Alumni House, while owned by the state of Idaho, is not on campus and is operated by the Alumni Association. It has traditionally been a meeting place for a variety of non-student groups such as faculty, community or club meetings. However, since the alcohol restriction, utilization of the facility has fallen considerably. The Sports Medicine facility was designed with the idea that there would be times, at the University's disposition, where alcohol could occasionally be served.

Dr. Bowen said a Board member, who was told by OSBE staff that the decision on serving alcohol was left to the presidents, told the Alumni Association and others that he had the authority. That issue was clarified, but he now has a lot of people asking him why he won't let them serve alcohol. He said he has had to explain to those people that the authority has been requested in the past and was denied. He thought it would be a good thing for the presidents to again have the option, which was why the request was brought forward. Mr. Davis asked if there were alumni houses on the other campuses. (No one indicated there was.)

Mr. Davis said he was concerned about the liability issue. Dr. Bowen said he was aware of liability concerns and has had legal advice on the procedures for approvals.

Mr. Davis said he felt uncomfortable loosening the restrictions, but felt the issue should have further discussion by the full Board.

Boise State University

Dr. Charles Ruch reviewed the non-routine items for BSU, there were no questions.

University of Idaho

Dr. Robert Hoover reviewed the non-routine items for the UI, there were no questions.

Mr. Davis noted that one of the criteria for moving an item from routine to non-routine, was if the salary amount was \$95,000 or greater.

4. Committee Forum

Presidents, Faculty and Students

Dr. Ruch reported the Presidents' Council (PC) has compiled a list of topics for the committee to consider and #1 on the list is the issue of "faculty and staff compensation."

Faculty chairs were asked to come to the table and join in the discussion.

Dr. Ruch reported on three things which have emerged in the last several years:

- 1) Sensitivity that while we are Idaho institutions who value and cherish our environment and the state, we recruit from outside Idaho.
- 2) Salary compression.
- 3) Growing market differential among faculty members.

Dr. Ruch said they are trying to determine a benchmark or peer system to evaluate Idaho salaries against.

Dr. Linda Petlichkoff said the faculty presidents have looked at the economic impact aspect of salary compression on the institutions. They determined that there has been less than a 2% gain in moving faculty salaries up to those at peer institutions since the 1994 Hays Group study, and the lower salaries have cost the universities in their ability to retain faculty, a lowering of morale and a reduction in productivity.

Mr. Davis asked for recommendations on what the Board should do to address the problem. Dr. Ruch felt the Board has taken the lead and felt there should be a concerted effort by the Board, faculty and administrators to work with the legislators. Mr. Davis felt that while it is recognized the state can only go a certain percent, other avenues, such as the private sector, could be approached for funds.

Dr. Bowen said if the business community felt higher education is essential for economic development in Idaho, the Governor, through the Executive Budget, could assist. He felt the business community would help fund faculty salaries in some disciplines, but that it would be difficult with others. Another option would be raising student fees; however, it is felt by many that they are already too high.

Dr. James Hottois agreed with Dr. Bowen and added:

- 1) In dealing with the legislature, we have to overcome some ideas that are leading to misassumptions on what faculty is paid.
- 2) There are two sources of income: student fees and state appropriations.
- 3) Student fees have been used to finance institutional growth the past few years.

Dr. Hoover felt that in order to make the argument so it becomes a high priority, there needed to be:

- 1) Good comparison data.
- 2) Staff, faculty and students need to become organized and active in communicating the issue to the legislature.

Mr. Davis asked if there was a forum for making the presentations to the JFAC. Dr. Hoover said JFAC would give the classified people a forum and felt the same was true of faculty. He said another way was for the presidents to include them in their presentations.

Mr. Davis asked if the presidents coordinated among themselves or the Board when preparing their presentations. He was concerned there may be some detachments and felt they should be united in their presentations. Dr. Bowen agreed and said to some degree it is done. He felt; however, that if there is going to be a substantial change, the game needs to be changed. JFAC doesn't have a lot of money and is subject to projected revenues so the Executive Budget is the key and change will need to come from that budget.

Dr. Petlichkoff felt there needed to be a unified front with a definitive benchmark that everyone could potentially achieve. Mr. Davis felt if the presidents and faculty came to the Board with a united approach, the members would listen. Dr. Ruch said they would work with Dr. Fitch to see if they can come up with recommendations. He said the presidents would also work to do a better job of coordinating their JFAC presentations.

Ms. Katie Muhlfeith said she has reviewed a draft of the letter the Board will send to the governor regarding the tobacco money. She said the students support the letter and are willing to assist in any way possible to address the issues presented. Mr. Davis asked if the students could attend the JFAC presentations and/or make contact with the Governor in support of the faculty's request. Ms. Muhlfeith said

they would write to the governor and several student presidents are planning to attend the JFAC hearings.

Mr. Davis asked the presidents, if they could, to utilize the students in their JFAC presentations. Dr. Bowen suggested the students ask for their own JFAC time.

Agency Heads

Mr. Morrill advised IPTV is working with Legislative Services to expand the web broadcast of the upcoming legislative session to include the JFAC hearings.

Mr. Morrill said IPTV has concluded an arrangement with the State Capital Millennium Committee and KTVB, Channel 7 in Boise, to acquire the statewide broadcast rights for the millennium celebrations at the state capital on December 31 and January 1.

Student Presidents

Mr. Mahmood U. Sheikh introduced Mr. Bart Cochran, who was elected as president of the ASUI and will take office on December 10. Mr. Cochran is a sophomore from Sandpoint who is majoring in accounting.

Mr. Sheikh suggested students who have just graduated from high school be asked to serve on committees or pilot programs relating to exiting standards.

Mr. Davis asked if the student body presidents from Northwest Nazarene, Ricks College, etc. have been invited meet with the public school student body presidents. Mr. Sheikh said they felt the Board should take the lead and invite the administrators to attend Board meeting as well. Mr. Davis said that was something the Board needed to take a look at. Mr. Peterson said invitations were extended by telephone to students at the private institutions to join in the education weekend and activities, but they did not receive many responses or interest in participation. However, they will keep them informed and continue to invite them to activities.

5. Other

Dr. Fitch reported the management letters were nearly completed and would be finalized shortly.

Mr. Davis said he has suggested the Legislative Affairs Committee look at recommending a change in the rotation of Board appointments, e.g. from 2-2-1-1-1 to 2-1-2-1-1.

2. BOARD ACTION: Routine Agenda Items

It was moved by _____ and carried to approve/disapprove/table the Routine Agency and Institution Agenda Items for:

Division of Professional-Technical Education
Idaho Division of Vocational Rehabilitation
Idaho Public Television
Idaho School for the Deaf and the Blind
Boise State University
Idaho State University
Lewis-Clark State College
University of Idaho

DIVISION OF PROFESSIONAL-TECHNICAL EDUCATION Jan 24-25, 2000

**PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA**

2.1 Appointments

2.11 Administrative

Cathy Strough Program Manager (PCN 0006)
FTE/Term: Acting full-time exempt
Annual Salary: \$24.00 per hour
Effective Date: January 3, 2000 through June 30, 2000
Department/Funding: Business & Office Education/State General Account

IDAHO DIVISION OF VOCATIONAL REHABILITATION January 24-25, 1999

**PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA**

2.1 Appointment

2.11 Other

Cheryl Neilson Huchel Rehabilitation Counselor I with CRC
FTE/Term: 1.0/12 months
Proposed Annual Salary: \$30,264.00
Effective Date: January 3, 2000
Rationale: Replacement

2.3 Changes in Salary, Rank, Title, Duties or Status

2.31 Other

Sue A. Payne Chief Bureau of Field Services
FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$60,548.80
Current Annual Salary: \$57,678.40
Amount and Percent: 5%
Effective Date: November 28, 1999
Rationale: Merit Increase

John Orose Rehabilitation Counselor II
FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$34,548.80
Current Annual Salary: \$32,905.60
Amount and Percent: 5%
Effective Date: December 12, 1999
Rationale: Promotion from Counselor I

**PERSONNEL/STUDENT AFFAIRS COMMITTEE
Routine Agenda**

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2.9 Items Not Covered in Other Sections

To: State Board of Education
Fr: Peter W. Morrill, General Manager
Dt: 12/27/99
Re: System Report

IdahoPTV's Annual Audit Released, No Findings, Page 2

Fund-Raiser Exceeds Goal, Page 2

IdahoPTV Prepares DTV Federal Funding Grant, Page 2

"Idaho Public Television Reaches Out 1999" and IdahoPTV DTV Materials,
Page 2

Morrill Prepares For Ed Committee Public Hearings and JFAC, Page 3

Development Director/Station Manager Retires, New Hire, Page 3

IdahoPTV "Reading Spots" Win Parents' Choice Award, Page 3

Idaho New Year's Eve Celebration Airs Statewide, Page 4

IdahoPTV'S IDAHO REPORTS Returns In January, Page 4

IdahoPTV'S HOMEFIX Distributed Nationally, Page 5

In The Pipeline..., Page 5

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IdahoPTV'S ANNUAL AUDIT RELEASED, NO FINDINGS

The Legislative Auditor has conducted and released Idaho Public Television's annual audit and has reported no findings.

FUND-RAISER EXCEEDS GOAL

On Sunday, December 5, 1999, Idaho Public Television held its annual fall, one night fund-raiser. The event featured A CHILD'S CHRISTMAS IN WALES, IDAHO: AN AERIAL TAPESTRY, JOHN DENVER: LET THIS BE A VOICE, and ANDREA BOCELLI: SACRED ARIAS. The goal was \$25,000, by evening's end we had reached \$29,365 not including challenge grants and matching gifts.

IdahoPTV PREPARES DTV FEDERAL FUNDING GRANT

The U.S. Department of Commerce's NTIA/PTFP (Public Telecommunications Facilities Program) grant program has announced that it will be accepting grant applications for equipment required to meet the federally mandated transition to digital television (DTV) in 2003. The grant deadline is February 17.

Our staff has begun the highly detailed grant application process in the context that Congress has yet to appropriate any substantial DTV funding to date. NTIA/PTFP has decided that it would be wise to have applications on hand in the event that Congress does appropriate funding to assist stations in this un-funded federal mandate.

"IDAHO PUBLIC TELEVISION REACHES OUT 1999" AND IdahoPTV DTV MATERIALS

For your interest we are including "Idaho Public Television Reaches Out 1999", which is an overview of some of the services we provide to Idahoans, and a DTV brochure.

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MORRILL PREPARES FOR ED COMMITTEE PUBLIC HEARINGS AND JFAC

Earlier this month, Idaho Public Television learned that Representative Fred Tilman, Chair, House Education Committee plans to hold public hearings at the request of the leadership of the Joint Finance and Appropriations Committee (JFAC) on the need for IdahoPTV and it's funding.

As of this writing, the exact date of the House Education Committee public hearing has not been set, but Tilman expects it to occur sometime at the end of the second week or early the third week of the session.

The format will include a detailed overview of the history, current services and the background on the federally mandated conversion to digital television (DTV). In addition, testimony from the public will be taken.

Chairman Tilman expects to have his committee's recommendations ready in time for the deliberations of JFAC.

DEVELOPMENT DIRECTOR/STATION MANAGER RETIRES, NEW HIRE

After more than 13 years of service, Marcia Hosking, KISU Development Director/Station Manager will retire effective December 31.

Terri Bergmeier has been hired as Development Director/Station Manager. She will begin on Monday, January 24, 2000. Ms. Bergmeier has been the Executive Director of Aid for Friends organization in Pocatello that works to meet the needs of the homeless.

IdahoPTV "READING SPOTS" WIN PARENTS' CHOICE AWARD

Last winter, Idaho Public Television produced a series of public service announcements encouraging parents to read to their children. In December 1999, they were presented with a Public Service Award by Parents' Choice, a national non-profit organization dedicated to better informing parents and caregivers. For more information check out their website (<http://www.parents-choice.org>) and then click on awards and then public service announcements.

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IDAHO NEW YEAR'S EVE CELEBRATION AIRS STATEWIDE

Idaho Public Television brought Idaho together New Year's Eve with a statewide broadcast of festivities at the state capital to usher in the new century.

The Idaho celebration coverage was made available to IdahoPTV through special arrangements with KTVB News Channel 7 of Boise and featured musical programs and other entertainment leading up to the midnight countdown. The Idaho program began Friday at 10:45/9:45 p.m. MT/PT and continued until 12:15/11:15 p.m. MT/PT.

IdahoPTV'S IDAHO REPORTS RETURNS IN JANUARY

IDAHO REPORTS returns to the air with its coverage of the Idaho Legislature with the statewide broadcast of the State of the State Address and the State of the Budget Address by Governor Kempthorne. The State of the State Address will air live on Monday, January 10th at 1:00/12:00 am MT/PT, repeating that evening at 7:00 p.m. The State of the Budget Address will air live on Wednesday, January 12th at 11:00/10:00 am MT/PT, repeating at 10:00 p.m. that evening.

The first weekly program will air Friday, January 14, at 8pm MT/PT and continue throughout the session, hosted by Joan Cartan-Hansen and John Crancer. The weekly program will repeat Sundays at 5:30/4:30 p.m. MT/PT.

This session also sees the expansion of the IDAHO REPORTS web coverage (<http://idahoptv.org/idreports>) to include audio streaming of the live proceedings of the House, Senate and...new this year...budget presentations in the Joint Finance and Appropriation Committee.

The website will also contain video streamable, archive copies of the weekly IDAHO REPORTS program, STATE OF THE STATE and STATE OF THE BUDGET messages, as well as SAVED BY THE BILL video, produced by Idaho PTV for high school government classes.

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IdahoPTV'S HOMEFIX DISTRIBUTED NATIONALLY

Idaho's home improvement television show, HOMEFIX, will soon be seen nationally on nearly 30 public television stations, according to an early poll of stations by the national distributor.

The series, which Idaho Public Television introduced in 1998, airs Saturdays in Idaho at 5:00/4:00 p.m. MT/PT. Each week Joe Prin and Stan McKie concentrate on projects that average homeowners can tackle themselves. The series is produced by Boise-based Bent Nail Productions; Sue Roesberry, Producer/Director.

IdahoPTV Director of Broadcasting Ron Pisaneschi said the National Educational Telecommunications Association (NETA) reported 12 stations ready to air the show in cities such as Salt Lake, San Francisco, Indianapolis and Cocoa, Florida, plus three statewide systems with 17 stations among them. Pisaneschi said the positive early response to NETA's recent national offer indicates more of the nation's public television stations may also schedule the series. "This is a terrific response for a first-time national debut," Pisaneschi said. "We are very pleased at how the series has been received."

IN THE PIPELINE...

DIGITAL DIVIDE

In January, Idaho Public Television will present DIGITAL DIVIDE, the four-part series that examines the growing divide between technology "Haves" and "Have-Nots." Airing Sundays at 10:00/9:00 p.m. MT/PT beginning January 8th, DIGITAL DIVIDE asks the questions: How is the computer revolution impacting the wide spectrum of American youth? How should computers be best integrated into the schools? How can all children have equal access to computers? And how can all children learn to use computers to their best advantage? David Bolt, the producer of the program, will also be coming to Idaho to meet with education leaders and appear on our DIALOGUE program.

FRONTLINE "Hating Gays"

Airing nationally and on IPTV on Tuesday February 15th at 9:00 p.m., this program from the award winning PBS series explores the roots of homophobia in America and probes the attitudes, beliefs and fears that have fueled anti-gay hate crimes in the 1990s. In February 1999, in Sylacauga, Alabama, 30-year-old computer programmer Bill Jack Gaither was murdered, the victim of a violent hate crime. The accused killer, a known

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white supremacist, testified he killed Gaither because he was "queer." The program will examine this case as well as the case of Matthew Shepherd in Wyoming to help understand why gays have become the target of such brutality? Forrest Sawyer is the correspondent.

IDAHO ISSUES

Beginning February 12, we will begin airing a new public affairs series produced by independent producer John Bradbury in association with LCSC. The four programs produced to date are on school funding, future of logging, the farm crisis, and gambling in Idaho. IDAHO ISSUES will air Saturdays at 9:00/8:00 a.m. MT/PT.

PAST DIALOGUES:

On December 2nd, DIALOGUE examined the issue of paying for Safe Schools. Host Joan Cartan-Hansen was joined by Dr. Tom Morley, Governor Dirk Kempthorne's education policy advisor; Senator Darrel Deide, R-Dist. 10 and Senate Education committee member; Milford Terrell, Chair of the Statewide School Facilities Needs Assessment committee; and Robert Huntley, the attorney for the school districts challenging the state's funding for school facilities.

On December 9th, DIALOGUE's guest was Representative Mike Simpson. Simpson reviewed the recent Congressional session and its impact on Idaho.

On December 16th, DIALOGUE asked, Who was Idaho's most influential person of this century? What event had the greatest impact on this state? Idaho historians gave their choices. Viewers voted too. Host Joan Cartan-Hansen was joined by author Carlos Schwantes, Marty Peterson, executive director of Idaho Centennial Commission, and Judy Austin, editor of "Idaho Yesterdays," the quarterly journal of the Idaho Historical Society .

On December 23rd, a special one-hour DIALOGUE commemorated the centennial of author Ernest Hemingway's birth. Hemingway, who would have been 100 this year, spent the last years of his life in Ketchum, where he died in 1961. To commemorate his life and writing, the Idaho Humanities Council invited several noted Hemingway scholars to Sun Valley to work with Idaho teachers.

DIALOGUE host Marcia Franklin talked with four scholars about Hemingway; the discussion included his style, his personal life and the influence of Idaho on his work. Guests were: Michael Reynolds, author of a five-volume series on the life

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of Hemingway; Susan Beegel, the editor of the Hemingway Review; J. Gerald Kennedy, an expert on Hemingway's life abroad; and Nancy Comley, a scholar specializing in the role of women in Hemingway's work.

UPCOMING DIALOGUES:

On January 6th, DIALOGUE will feature a Legislative preview with political reporters Betsy Russell of the Spokesman Review, Bob Fick of the Associated Press, Mike Wickline of the Lewiston Morning News, and Gene Fadness of the Post Register.

On January 13th, Host Marcia Franklin visits with DIGITAL DIVIDE producer David Bolt. (See Above)

On January 20th, DIALOGUE will examine the Gray Wolf Recovery Program on its fifth anniversary. The guests are still being booked.

UPCOMING OUTDOOR IDAHOS:

On January 6th, OUTDOOR IDAHO will present a new program on Idaho Tribes and the Environment. Idaho Indians take a major role in natural resource management today using revenues from gaming and other tribal enterprises, plus federal grants. The program will examine how some state tribes help protect the air, water, land and wildlife.

On February 3rd, OUTDOOR IDAHO presents a new program on Winter Recreation. It will feature the many activities available and their impact on the economy of the state.

**PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA**

2.1 Appointment

2.12 Academic/Instructional

Wade, Angela L. - Counselor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$23,937

Effective Date: January 5, 2000

Department/Funding: Residential/Fiscal Year

**PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA**

2.1 Appointments

2.11 Administrative

Dwight Berreth—Financial Aid Counselor

FTE/Term: 1.0/6 month

Proposed Annual Salary: \$32,540

Effective Date: January 16, 2000

Department/Funding: Financial Aid/6 month, Appropriated Funds

Jacqueline Brathwaite—Financial Aid Counselor

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$33,509

Effective Date: January 4, 2000

Department/Funding: Financial Aid/Fiscal, Appropriated Funds

Stanford Clements—Technology Training Specialist

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$35,009

Effective Date: December 13, 1999

Department/Funding: College of Education/Fiscal, Grant Funds

Jan Johns—General Book Buyer

FTE/Term: .75/12 month

Proposed Annual Salary: \$22,698

Effective Date: December 20, 1999

Department/Funding: Bookstore/Fiscal, Local Funds

Pamela Jo Sup Lange—Developer Analyst

FTE/Term: .75/12 month

Proposed Annual Salary: \$36,000

Effective Date: November 29, 1999

Department/Funding: Office of Information Technology/FY, Appropriated Funds

Joshua Marsh—Assistant IT Resource Manager

FTE/Term: 1.0/12 month
Proposed Annual Salary: \$33,000
Effective Date: December 27, 1999
Department/Funding: College of Business and Economics/FY, Approp Funds

C. Ryan McCaene—Project Manager I

FTE/Term: 1.0/12 month
Proposed Annual Salary: \$33,000
Effective Date: November 15, 1999
Department/Funding: Architectural & Engineering Services/Fiscal, Appropriated Funds (50%)/Local Funds (50%)

Thomas Puga, Jr. – Recruiter

FTE/Term: .625/8 month
Proposed Annual Salary: \$11,495
Effective Date: October 25, 1999
Department/Funding: College Assistance Migrant Program/8 month, Grant Funds

2.12 Academic/Instructional

Peggy S. Cooper—Collections Development Librarian and Assistant Professor

FTE/Term: 1.0/12 month
Proposed Annual Salary: \$39,000
Effective Date: January 10, 2000
Department/Funding: Library/Fiscal, Appropriated Funds

Joseph Hartman—Associate Professor

FTE/Term: 1.0/9 month
Proposed Annual Salary: \$60,000
Effective Date: January 10, 2000
Department/Funding: Electrical Engineering/Academic, Appropriated Funds

Chang Sun Kim—Assistant Research Professor

FTE/Term: 1.0/12 month
Proposed Annual Salary: \$32,000
Effective Date: November 19, 1999
Department/Funding: Electrical Engineering/Fiscal, Grant Funds

2.14 Technical College

Susan Berning—Business Facilitator

FTE/Term: .75/10 month
Proposed Salary: \$29,135
Effective Date: December 1, 1999
Department/Funding: School to Work/10 month, Grant Funds

David E. Davis—Interim Instructor

FTE/Term: 1.0/9 month
Proposed Annual Salary: \$36,000
Effective Date: November 29, 1999
Department/Funding: Refrigeration, Heating, AC/FY, Vocational Funds

Al Sanchez—Regional Co-Facilitator

FTE/Term: .8/12 month
Proposed Annual Salary: \$37,773
Effective Date: December 1, 1999
Department/Funding: School to Work/Fiscal, Grant Funds

William L. Jarocki--Director

FTE/Term: 1.0/12 month
Proposed Salary: \$59,509
Current Annual Salary: \$56,659
Amount & Percent: +\$2,850/+5%
Effective Date: November 1, 1999
Department/Funds: Environmental Finance Center/12 month, Grant Funds
Justification: Reappointment.

2.3 Reallocation of Position or Changes in Salary, Rank, Title, Duties or Status.

2.31 Administrative

Kristin Covington—from HRMS Coordinator to Payroll Manager

FTE/Term: 1.0/12 month
Proposed Annual Salary: \$38,000
Current Annual Salary: \$33,010
Amount & Percent: +\$4,990/+15.1%
Effective Date: October 31, 1999
Department/Funds: Human Resources/Fiscal, Appropriated Funds
Justification: Promotion within the Finance and Administration Division.

Stacy Pearson—Change title from Associate Vice President to Associate Vice President and Controller, Safety and Security

FTE/Term: 1.0/12 month
Proposed Annual Salary: \$84,365
Current Annual Salary: \$84,365
Amount & Percent: 0
Effective Date: January 1, 2000
Department/Funds: Finance and Administration/Fiscal, Appropriated Funds
Justification: Change in title only.

Suzanne White—from Accountant to Senior Accountant

FTE/Term: 1.0/12 month
Proposed Annual Salary: \$34,507
Current Annual Salary: \$32,968
Amount & Percent: +\$42,549/+4.7%
Effective Date: January 2, 2000
Department/Funds: Administrative Accounting/Fiscal, Appropriated Funds
Justification: Promotion within the Finance and Administration Division.

2.34 Technical College

Tori Beauclaire--Counselor

FTE/Term: from .8 FTE to 1.0 FTE/12 month
Proposed Annual Salary: \$32,198 (1.0 FTE)
Current Annual Salary: \$25,759 (.8 FTE)
Amount & Percent: 0
Effective Date: October 31, 1999
Department/Funds: Student Support Division/Fiscal, Vocational Funds
Justification: Change in FTE only from .8 to 1.0 FTE.

Barbara Hawkins—From Employee Training Manager, Center for Workforce Training to Director, Student Support Division

FTE/Term: 1.0/12 month
Proposed Annual Salary: \$45,011
Current Annual Salary: \$38,293
Amount & Percent: +\$6,718/+17.5%
Effective Date: January 3, 2000
Department/Funds: Student Support Division/Fiscal, Vocational Funds
Justification: Promotion within the Selland Coll of Applied Technology.

Scott Shaw—from Director to Educational Specialist

FTE/Term: 1.0/12month
Proposed Annual Salary: \$47,195
Current Annual Salary: \$47,195
Amount & Percent: 0
Effective Date: January 3, 2000
Department/Funds: Student Support Division/Fiscal, Vocational Funds
Justification: Change in title and responsibilities.

Deborah Teater--Counselor

FTE/Term: from .8 FTE to 1.0 FTE/12 month
Proposed Annual Salary: \$32,198 (1.0 FTE)
Current Annual Salary: \$25,759 (.8 FTE)
Amount & Percent: 0
Effective Date: October 31, 1999
Department/Funds: Student Support Division/Fiscal, Vocational Funds
Justification: Change in FTE only from .8 to 1.0 FTE.

2.6 Request for New Positions

2.61 Administrative

Title: Accountant
Type: Professional
FTE/Term: .5/12 month
Annual Salary: \$15,132 (plus benefits of \$4,237)
Effective Date: January 24, 1999
Department/Funding: BSU Foundation/Local Funds
Duties/Responsibilities: With the Foundation substantial growth in the last few years, an additional half-time accountant is needed.

Title: Human Performance/Workforce Specialist
Type: Professional
FTE/Term: 1.0/12 month
Annual Salary: \$36,000 (plus benefits of \$10,080)
Effective Date: January 24, 1999
Department/Funding: Idaho Small Business Develop Center—TechHelp Program/Grant Funds
Duties/Responsibilities: Will work directly with manufacturers and regional manufacturing specialists in assessing and monitoring manufacturer’s needs, providing training solutions, and coordinating with universities, technical colleges, federal, state and local service providers.

Title: Project Associate
Type: Professional
FTE/Term: 1.0/12 month
Annual Salary: \$30,264 (plus benefits of \$8,474)
Effective Date: January 24, 1999
Department/Funding: Environmental Finance Center/Appropriated Funds
Duties/Responsibilities: Provides technical assistance, training and education to federal, regional, state, local and tribal officials in environmental finance with primary focus on environmental infrastructure financing. Assists with third-party review and analysis of Drinking Water State Resolving Funds loans and assists in designing technical assistance tools related to utility financing.

2.63 Other

Title: Senior Buyer
Type: Classified
FTE/Term: 1.0/12 month
Annual Salary: \$30,264 (plus benefits of \$11,803)
Effective Date: January 24, 1999
Department/Funding: Purchasing/Appropriated Funds
Duties/Responsibilities: Leader of commodities buying team. Determine product and equipment requirements, resolve vendor, user conflicts, perform detailed review of purchasing documents and supervise purchasing activities of two assistants.

2.8 Athletics (All Personnel Actions and Positions)

2.81 Appointments

Mark Tichenor—Head Women’s Tennis Coach
FTE/Term: 1.0/12 month
Proposed Annual Salary: \$34,000
Effective Date: November 1, 1999
Department/Funding: Intercollegiate Athletics/Fiscal, Appropriated Funds

2.85 Extra Compensation

Tricia Bader, Women’s Basketball Summer Camp--\$400
Don Kenney, Men’s Basketball Summer Camp--\$3,000
Janet Soderberg, Women’s Basketball Summer Camp--\$2,690
Trisha Stevens, Women’s Basketball Summer Camp--\$3,440
Margaret Swadener, Women’s Basketball Summer Camp--\$2,990

PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA

2.1 Appointments/Reappointments

2.12 Academic/Instructional

Beckham, Nancy - Clinical Assistant Professor & Family Nurse Practitioner

FTE/Term: .75/12 Months

Proposed Annual Salary: \$43,014.80

Effective Date: November 15, 1999

Department/Funding: Nursing/FY/State (50%) and Local (50%) Funds

El-Shazley, Aley - Visiting Assistant Professor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$36,004.80

Effective Date: January 3, 2000

Department/Funding: Geology/FY/State Funds

2.13 Other

Cole-Hansen, JoAnn - Fiscal Officer

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$47,008.00

Effective Date: December 6, 1999

Department/Funding: Athletics/FY/State Funds

DeLoach, Robert V. - Accountant

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$34,008.00

Effective Date: January 4, 2000

Department/Funding: Grants & Contracts Accounting/FY/Local Funds

Miller, Jerry G. - Interim Radio Station Manager

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$39,644.80

Effective Date: November 22, 1999

Department/Funding: ASISU/FY/Local Funds

Riley, Linette Renee - Assistant to the Dean for College Relations

FTE/Term: 1.0/12 Months
 Proposed Annual Salary: \$32,302.40
 Effective Date: December 12, 1999
 Department/Funding: Pharmacy/FY/State Funds

Salinas, Alta Gracia - Recruiter/Counselor for Educational Talent Search

FTE/Term: 1.0/10 Months
 Proposed Annual Salary: \$24,006.40
 Effective Date: November 15, 1999
 Department/Funding: TRIO Student Services/FY/Grant Funds

2.14 Technical School

Mills, Cindy - Instructor

FTE/Term: 1.0/9 Months
 Proposed Annual Salary: \$23,233.60
 Effective Date: January 5, 2000
 Department/Funding: Medical Assisting/FY/State Funds

2.2 Reappointments

2.22 Academic/Instructional

Vizkelethy, Gyorgy - Associate Professor

FTE/Term: 1.0/9 Months
 Proposed Annual Salary: \$44,969.60
 Effective Date: January 3, 2000
 Department/Funding: Physics/FY/State Funds
 Rationale: Return from one year leave of absence without pay.

2.3 Changes in Salary, Rank, Title or Duties

2.31 Administrative

Cady, Paul S. - change from Interim Associate Dean, Associate Professor and Assistant Department Chair to Associate Dean and Associate Professor

FTE/Term: 1.0 FTE/from 9 months to 12 months
 Proposed Annual Salary: \$92,809.60 (12 months)
 Current Annual Salary: \$73,112.26 (9 months)
 Amount and Percent: \$19,697.34 (+26.95% - change from 9 to 12 months)
 Effective Date: December 12, 1999
 Department/Funding: Pharmacy/FY/State Funds (92%) and Grant Funds (8%)
 Rationale: Permanent appointment as Associate Dean.

2.32 Academic/Instructional

Bain, Barbara A. - change from Professor and Faculty Intern to Professor

FTE/Term: 1.0/9 months
 Proposed Annual Salary: \$56,097.60
 Current Annual Salary: \$56,097.60
 Amount and Percent: N/A - no change in salary
 Effective Date: January 3, 2000
 Department/Funding: Speech Pathology & Audiology/FY/State Funds
 Rationale: End of appointment as Faculty Intern.

Galizia, Virginia J. - change from Associate Dean and Professor to Professor

FTE/Term: From 1.0 FTE to .50 FTE/12 months
 Proposed Annual Salary: \$41,527.20 (.50 FTE)
 Current Annual Salary: \$83,054.66 (1.0 FTE)
 Amount and Percent: N/A - no change in salary
 Effective Date: January 3, 2000
 Department/Funding: Pharmacy/FY/State Funds
 Rationale: Voluntary reduction to half-time upon return from disability leave.

2.6 Request for New Position

2.63 Other

Architect

Type: Non-Classified
 FTE/Term: 1.0/12 Months
 Annual Salary: \$38,001.60
 Effective Date: January 31, 2000
 Department/Funding: Physical Plant/FY/State and Local Funds
 Rationale: Additional support to assist with the increase in both major and minor projects and space planning needs.

Coordinator, Idaho Falls University Library Center (PCN 2158)

Type: Non-Classified
 FTE/Term: change from .75 FTE to 1.0 FTE/12 months
 Annual Salary: \$31,000.00
 Effective Date: January 31, 2000
 Department/Funding: Library/FY/State Funds
 Rationale: The increase in FTE is to stabilize staffing at the Idaho Falls Library Center and to provide additional hours for student access to library services.

Library Assistant I

Type: Classified
 FTE/Term: .51/12 months
 Annual Salary: \$10,202.40
 Effective Date: January 31, 2000
 Department/Funding: Library/FY/State Funds
 Rationale: Additional paraprofessional support for the Idaho Falls Library Center. The duties of this position have been previously performed by temporary part-time employees.

Office Specialist II

Type: Classified
 FTE/Term: 1.0/12 months
 Annual Salary: \$18,803.20
 Effective Date: January 31, 2000
 Department/Funding: Education/FY/State Funds
 Rationale: Additional secretarial support for the ICEE.

Office Specialist II

Type: Classified
 FTE/Term: .50/12 months
 Annual Salary: \$9,079.20
 Effective Date: January 31, 2000
 Department/Funding: Health Care Administration/FY/State Funds
 Rationale: To provide secretarial support for the Health Care Administration office (previously shared with the College of Health Professions).

2.9 Other

2.91 Bonus Awards

Scott, Annette - Administrative Assistant I

Department/Funding: Computing & Communications/FY/State Funds
 Bonus Amount: \$500.00
 Rationale: Meritorious performance exhibited in assuming tasks normally completed by the Management Assistant during the reorganization of the Photographic Services shop.

Turmes, James - Management Assistant

Department/Funding: Computing & Communications/FY/State Funds
 Bonus Amount: \$1,000.00
 Rationale: Meritorious performance exhibited in assisting with the reorganization of the functionality and administrative processes of the Photographic Services shop.

PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA

2.1 Appointments

2.12 Academic/Instructional

Elliott, Lana P. – Associate Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$38,002

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: January 10, 2000

Department/Funding: Education Division/Fiscal/Appropriated Funds

Rationale: HB 178A position

2.13 Other

Green, Kimberley L. – Programmer/Analyst

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$33,010

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: December 1, 1999

Department/Funding: Information Technology Department FY/Approp. Funds

Rationale: Replacing employee who resigned

Sittner, Jonathan A. – Data Communications Technician

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$30,264

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: November 29, 1999

Department/Funding: Information Technology Department FY/Approp. Funds

Rationale: Replacing employee who resigned

Thompson, Jeffrey A. – Programmer/Analyst

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$33,010
Current Annual Salary: \$N/A
Amount and Percent: \$0 (+0%)
Effective Date: December 13, 1999
Department/Funding: Information Technology Dept/FYI/Appropriated Funds
Rationale: Replacing employee who resigned

2.3 Change in Salary, Rank, Title, Status or Duties

2.33 Other

Bridgen, Erin – Customer Service Representative

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$19,074
Current Annual Salary: \$N/A
Amount and Percent: \$0 (+0%)
Effective Date: December 1, 1999
Department/Funding: Student Affairs - Fin. Aid Dept/FYI/Appropriated & and Local Funds
Rationale: Reclassification of Program Assistant position; change in duties and responsibilities

Casteel, Shannon – Library Assistant II

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$23,962
Current Annual Salary: \$21,570
Amount and Percent: \$2,392 (+11%)
Effective Date: October 18, 1999
Department/Funding: Library/Fiscal/Appropriated Funds
Rationale: Reclassification of position from Library Assistant I to Library Assistant II; change in duties and responsibilities

Goldammer, Jason – Video Producer

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$25,376
Current Annual Salary: \$23,067
Amount and Percent: \$2,309 (+10.00%)
Effective Date: July 1, 1999
Department/Funding: Educational Technology Center/Fiscal/Local Funds
Rationale: Redistribution of responsibilities; changes retroactive to 7/1/99.

Hopkins, Robert - Media Specialist

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$33,259
Current Annual Salary: \$32,282
Amount and Percent: \$977 (+.03%)
Effective Date: July 1, 1999
Department/Funding: Educational Technology Center/Fiscal/Appropriated Funds
Rationale: Redistribution of responsibilities; changes retroactive to 7/1/99.

Kane, Dan - Video Production Manager

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$33,001
Current Annual Salary: \$32,490
Amount and Percent: \$811 (+.025%)
Effective Date: July 1, 1999
Department/Funding: Educational Technology Center/FY/Appropriated and Local Funds
Rationale: Redistribution of responsibilities; changes retroactive to 7/1/99.

Taylor, David - Chief Engineer

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$35,506
Current Annual Salary: \$32,282
Amount and Percent: \$3,224 (+.10.00%)
Effective Date: July 1, 1999
Department/Funding: Educational Technology Center/FY/Appropriated and Local Funds
Rationale: Redistribution of responsibilities; changes retroactive to 7/1/99.
Rationale: Hired in different position in Technical Programs to replace employee who resigned

2.34 Technical College

Gibson, Ray - Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$32,365

Current Annual Salary: \$32,365

Amount and Percent: \$0 (+0%)

Effective Date: August 25, 1999

Department/Funding: Div. of Tech and Industrial Tech/AY/Approp. Funds

2.6 Request for New Position

2.64 Technical College

Title: Assistant Professor, Communications/Human Relations

Type: Exempt

FTE/Term: 1.0 FTE/9 months

Annual Salary: \$29,000 – 32,000

Effective Date: August 1, 2000

Department/Funding: Office and Business Technology/AY/, Appropriated Funds

Duties/Responsibilities: To teach communication/human relations courses for Technical Programs to meet A.A.S. general education mandate by SBOE.

2.8 Athletics

Barrett, Denny, Asst. Baseball Coach, Fall Camp, \$690.00

Craig, Elizabeth, Asst. Women's Volleyball Coach, \$636.00

Divilbiss, Michael, Women's Basketball Coach, Fall Camp, \$980.00

Hawk, Gary, Student Worker Supervision, Basketball, \$1,050.00

White, Jamie, Fitness Center Mgr, compensation for managing Fitness Center, \$2,000.00

PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA

2.1 Appointment

2.1 Administrative

Peter R. Griffiths, from Professor of Chemistry to Associate Vice President for Research and Graduate Studies and Professor of Chemistry

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$85,798.00
Current Annual Salary: \$80,849.60
Amount & Percent Increase: \$4,948.40 (6.1%)
Effective Date: January 1, 2000
Department/Funding: Univ Research Off and Dept of Chemistry/Approp Funds
Justification: Increased administrative responsibilities in part-time assignment in Office of Vice President for Research

Paul McCawley, Associate Director Cooperative Extension, Associate Dean of the College of Agriculture, and Professor of Range Resources

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$89,003.20
Effective Date: October 18, 1999
Department/Funding: College of Agriculture/Agriculture Research and Extension/Appropriated Funds
Justification: New Appointment

2.33 Academic/Instructional

Kenneth D. Cain, Assistant Professor of Fish and Wildlife Sciences

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$40,019.20
Effective Date: November 28, 1999
Department/Funding: Department of Fish and Wildlife/Appropriated Funds
Justification: New Appointment

Erik S. Drews, Assistant Professor of Biological and Agricultural Engineering

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$51,001.60
Effective Date: December 13, 1999
Department/Funding: Department of Biological and Ag Engineering/Appropriated Funds
Justification: New Appointment

Cynthia Hooper-Kinder, Assistant Extension Professor and Extension Educator

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$36,004.80
Effective Date: November 22, 1999
Department/Funding: College of Agriculture/Agriculture Research and
Extension/Appropriated Funds
Justification: New Appointment

Larry McCallum, Reference Librarian with Rank of Assistant Professor

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$28,017.60
Effective Date: October 18, 1999
Department/Funding: Libraries/Appropriated Funds
Justification: New Appointment

Sandra McCurdy, Assistant Extension Professor and Extension Food Safety Specialist

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$48,651.20
Effective Date: November 1, 1999
Department/Funding: College of Ag/Ag Research and Extension/ Approp Funds
Justification: New Appointment

Eric Morrison, Assistant Extension Professor and Extension Educator

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$37,003.20
Effective Date: November 15, 1999
Department/Funding: College of Ag/Ag Research and Extension/ Approp Funds
Justification: New Appointment

Jerold Neufeld, Associate Extension Professor and Extension Educator

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$52,000.00
Effective Date: October 18, 1999
Department/Funding: College of Ag/Ag Research and Extension/ Approp Funds
Justification: New Appointment

Russell Qualls, Assistant Professor of Agricultural Engineering

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$59,009.60
Effective Date: December 13, 1999
Department/Funding: Dept of Biological and Ag Engineering /Approp Funds
Justification: New Appointment

Harriet Shaklee, Assistant Extension Professor and Extension Family Economics Specialist

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$47,008.00
Effective Date: November 1, 1999
Department/Funding: College of Ag/Ag Research and Extension/ Approp Funds
Justification: New Appointment

Larry Van Tassell, Head of the Dept of Ag Econ & Rural Sociology & Prof of Agl Econ

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$89,003.20
Effective Date: November 1, 1999
Department/Funding: Dept of Ag Economics and Rural Sociology/ Approp Funds
Justification: New Appointment

2.33 Other

Glenda Deitrick, Project Manager of Architectural and Engineering Services

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$42,993.60
Effective Date: November 11, 1999
Department/Funding: Facilities Mgmt, Capital Planning/Non-appropriated Funds
Justification: New Appointment

Lisa Guzman, Program Coordinator

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$41,995.20
Effective Date: December 12, 1999
Department/Funding: College of Education/Non-appropriated Funds
Justification: New Appointment

Laura Hubbard, Director of Capital Planning and Capital Budget

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$74,006.40
Effective Date: October 17, 1999
Department/Funding: Facilities Mgmt, Capital Planning/Appropriated Funds
Justification: New Appointment

Jeff Kronenberg, Specialist in Food Processing

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$48,006.40
Effective Date: January 3, 2000
Department/Funding: Food Science and Toxicology/Agriculture Research and Extension/Appropriated Funds and College of Engineering/Non-appropriated Funds
Justification: New Appointment

Gene A. Merrell, Technical Transfer/Research Contracts Officer

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$65,000.00
Effective Date: December 6, 1999
Department/Funding: University Research Office/Non-appropriated Funds
Justification: New Appointment

Jennifer Moore, Assistant Director of New Student Services in Coeur d'Alene

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$30,264.00
Effective Date: November 28, 1999
Department/Funding: New Student Services/Appropriated Funds
Justification: New Appointment

Dolores Salesky, Associate Internal Auditor

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$49,982.40
Effective Date: October 25, 1999
Department/Funding: Financial Services/ Non-appropriated Funds
Justification: New Appointment

Rick Schumaker, Science/Engineering Proposal Writer

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$40,019.20
Effective Date: December 12, 1999
Department/Funding: University Research Office/ Non-appropriated Funds
Justification: New Appointment

Brad L. Telin, Director of Corporate/Foundation Relations

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$63,752.00
Effective Date: December 6,1999
Department/Funding: University Advancement/ Non-appropriated Funds
Justification: New Appointment

Bruce A. Williams, Assistant Computer Scientist

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$40,019.20
Effective Date: December 1, 1999
Department/Funding: Computer Science/Appropriated Funds.
Justification: New Appointment

Kelly Yenser, Associate Director of Development

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$66,955.20
Effective Date: December 13,1999
Department/Funding: University Advancement/ Non-appropriated Funds
Justification: New Appointment

2.3 Changes in Salary, Rank and Duties

2.31 Administrative

Richard C. Heimsch, from Associate Dean of the College of Agriculture, Director of Agriculture Experiment Station and Professor of Bacteriology to Associate Vice President for Research and Graduate Studies, Associate Dean of the College of Agriculture, Director of the Ag Experiment Station and Professor of Bacteriology

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$94,660.80
Current Annual Salary: \$94,660.80
Amount & Percent Increase: \$0
Effective Date: January 1, 2000
Department/Funding: Univ Research Office and College of Ag/Approp Funds
Justification: Increased administrative responsibilities in part-time assignment in Office of Vice President for Research

2.32 Academic/Instructional

John Davis, Associate Professor of Education

FTE/Term: 1.0/12 months
 Proposed Annual Salary: \$51,729.60
 Current Annual Salary: \$45,739.20
 Amounts and Percent: \$5,990.40 (+13.10%)
 Effective Date: November 28, 1999
 Department/Funding: College of Education/Appropriated Funds
 Justification: Increased responsibilities

Christine Falen, from Assistant Extension Professor and Extension Educator to Assistant Extension Professor, Extension Educator and County Chair

FTE/Term: 1.0/12 months
 Proposed Annual Salary: \$37,336.00
 Current Annual Salary: \$35,921.60
 Amount and Percent: +\$1,414.40 (+3.94%)
 Effective Date: October 31, 1999
 Department/Funding: College of Agriculture/Agriculture Research and Extension/Appropriated Funds
 Justification: Increased administrative responsibilities.

Glenn Grishkoff, Lecturer in Art

FTE/Term: 1.0/12 months
 Proposed Annual Salary: \$34,002.40
 Current Annual Salary: \$16,996.20
 Amount and Percent: +\$0
 Effective Date: December 12, 1999
 Department/Funding: College of Art & Architecture/Appropriated Funds
 Justification: Changed from half-time to full-time appointment

Carolyn M. Keeler, Associate Professor of Educational Administration

FTE/Term: 1.0/9 months
 Proposed Annual Salary: \$59,924.80
 Current Annual Salary: \$52,478.40
 Amount and Percent: \$+7,446.40 (+14.19%)
 Effective Date: November 28, 1999
 Department/Funding: College of Education/Appropriated Funds
 Justification: Increased administrative responsibilities

Arlinda Nauman, from Director of State 4-H Programs, Acting Associate Director of Cooperative Extension Services and Extension Professor to Director of State 4-H Programs and Extension Professor

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$76,065.60
Current Annual Salary: \$81,057.60
Amount and Percent: -(6.56%)
Effective Date: October 18, 1999
Department/Funding: College of Ag/Ag Research and Extension/ Approp Funds
Justification: Decreased administrative responsibilities

Sarah Nelson, Assistant Professor of Foreign Languages and Literatures

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$35,604.00
Current Annual Salary: \$ 8,901.00
Amount and Percent: \$0
Effective Date: December 26, 1999
Department/Funding: College of Letters & Science /Appropriated Funds
Justification: Changed from part-time to full-time appointment

2.33 Other

Katie Cox, from Asst Dir Development to Dir of Development, Coll of Letters & Science

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$46,009.60
Current Annual Salary: \$40,019.20
Amounts and Percent: \$5,990.40 (+14.97%)
Effective Date: December 5, 1999
Department/Funding: College of Letters & Science/Appropriated Funds
Justification: Change in position

Janet Edwards, Extension Associate

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$41,912.00
Current Annual Salary: \$40,788.80
Amounts and Percent: \$1,123.20 (+2.75%)
Effective Date: October 1, 1999
Department/Funding: College of Agriculture/Agriculture Research and Extension/Appropriated Funds
Justification: Federal fiscal year increase

Brian Farmer, from Manager of Grants/Contracts to Director of Advancement Services

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$60,008.00
Current Annual Salary: \$55,369.60
Amount and Percent: \$+4,638.40 (8.38%)
Effective Date: November 28, 1999
Department/Funding: Advancement Services/Appropriated Funds
Justification: Change in position

Christopher Flynn, Records Officer

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$39,626.00
Current Annual Salary: \$38,126.00
Amount and Percent: +\$1,500.00 (+3.93%)
Effective Date: November 1, 1999
Department/Funding: Finance and Administration/Appropriated Funds
Justification: Achieved Certificate in Records Management

Julie Fodor-Davis, from Associate Director of the Center on Disabilities and Human Development to Interim Director of Center on Disabilities and Human Development

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$49,316.80
Current Annual Salary: \$43,313.60
Amount and Percent: +\$6,003.20 (+13.86%)
Effective Date: June 28, 1999
Department/Funding: College of Education/Non-appropriated Funds
Justification: Increased administrative responsibilities

Luisa M. Havens, from Assistant Director of New Student Services/Minority Coordinator to Associate Director of Admissions

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$39,811.20
Current Annual Salary: \$33,425.60
Amount and Percent: +\$6,385.60 (+19.10%)
Effective Date: January 10, 2000
Department/Funding: Admissions Office/Appropriated Funds
Justification: Change in position

Larry Martin, from Book Dept Manager to Associate Manager of University of Idaho Bookstore

FTE/Term: 1.0/12 months
 Proposed Annual Salary: \$47,112.00
 Current Annual Salary: \$43,222.40
 Amount and Percent: +\$3,889.60 (9.00%)
 Effective Date: January 1, 2000
 Department/Funding: University of Idaho Bookstore/Auxiliary Enterprises
 Justification: Increased administrative responsibilities

Dawes Marlatt, Assistant Manager of Golf Course

FTE/Term: 1.0/12 months
 Proposed Annual Salary: \$31,886.40
 Current Annual Salary: \$26,980.80
 Amount and Percent: +\$0
 Effective Date: November 28,1999
 Department/Funding: University of Idaho Golf Course/Auxiliary Enterprises
 Justification: Changed from part-time to full-time appointment

Caroline Nilsson, from Director of Development to Assistant Dean for Advancement, College of Agriculture

FTE/Term: 1.0/12 months
 Proposed Annual Salary: \$66,019.20
 Current Annual Salary: \$62,088.00
 Amount and Percent: +\$3,931.20 (+6.33%)
 Effective Date: October 3,1999
 Department/Funding: College of Ag/ Ag Research and Extension/ Approp Funds
 Justification: Increased administrative responsibilities

2.6 Request for New Position

2.63 Other

Assistant/Associate Professor of Production/Operations Management

FTE/Term: 1.0/9 months
 Proposed Annual Salary: \$65,000.00
 Effective Date: January 1, 2000
 Department/Funding: Department of Business/Appropriated Funds
 Justification: Position is essential to the Integrated Business Curriculum course

Web System Manager

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$60,000.00
Effective Date: January 1, 2000
Department/Funding: Information Technology Services/Non-appropriated Funds
Justification: Position provides leadership for major UI Web support services, including primary Web presence, Campus Pipeline, Web-based e-Community applications, and coordination of related university Web sites

2.8 Athletics

Jeryl Brixey, Assistant Football Coach

FTE/Term: 1.0/12 months
Effective Date: December 15, 1999
Proposed Annual Salary: \$40,019.20
Department/Funding: Athletic Department/FY/General Education Approp Funds
Justification: New Appointment

Tony Crutchfield, Assistant Football Coach

FTE/Term: 1.0/12 months
Effective Date: December 15, 1999
Proposed Annual Salary: \$40,019.20
Department/Funding: Athletic Department/FY/General Education Approp Funds
Justification: New Appointment

Rich Fisher, Assistant Football Coach

FTE/Term: 1.0/12 months
Effective Date: December 15, 1999
Proposed Annual Salary: \$33,134.40
Department/Funding: Athletic Dept/FY/General Education Appropriated Funds
Justification: New Appointment

Pat Fitzgerald, Assistant Football Coach

FTE/Term: 1.0/12 months
Effective Date: December 15, 1999
Proposed Annual Salary: \$33,134.40
Department/Funding: Athletic Dept/FY/General Education Appropriated Funds
Justification: New Appointment

David Hansburg, Assistant Football Coach

FTE/Term: 1.0/12 months
Effective Date: December 15, 1999
Proposed Annual Salary: \$33,134.40
Department/Funding: Athletic Dept/FY/General Education Appropriated Funds
Justification: New Appointment

Bret Ingalls, Assistant Football Coach

FTE/Term: 1.0/12 months
Effective Date: December 15, 1999
Proposed Annual Salary: \$60,008.00
Department/Funding: Athletic Dept/FY/General Education Appropriated Funds
Justification: New Appointment

Brian Thure, Assistant Football Coach

FTE/Term: 1.0/12 months
Effective Date: December 15, 1999
Proposed Annual Salary: \$33,134.40
Department/Funding: Athletic Dept/FY/General Education Appropriated Funds
Justification: New Appointment

3. BOARD ACTION: Non-Routine Agenda Items

It was moved by _____ and carried to approve/disapprove/table the Non-Routine Agenda Items for Boise State University, Lewis-Clark State College and the University of Idaho, except as listed below:

University of Idaho

2.8 Athletics

Thomas L. Cable, Head Football Coach

FTE/Term: 1.0/12 months

Term of Contract: February 20, 2000-February 28, 2003

Effective Date: December 13, 1999

Proposed Annual Salary: \$120,016.00

Department/Funding: Athletic Department/FY/General Education Appropriated Funds

Additional Compensation: Standard UI and Athletics Department fringe benefits; merit payment of 1/13 of base salary if team is conference champ and appears in bowl game; merit payment of 1/13 of base salary if team is ranked in top 25 in final poll; merit payment up to \$10,000 based on academic achievement and behavior of team members and overall development of football program; \$50,000 per year for media and public appearance; liquidated damages if early departure--\$30,000 if he leaves first year; \$20,000 if he leaves during second year; and \$10,000 if he leaves during last year of contract; one courtesy car (trade out).

Rationale: New appointment

RECOMMENDATION: As of the date the agendas were sent out, contract negotiations were not completed. Therefore, the Board's attorney recommends the appointment be approved contingent upon approval of the final contract.

MOTION:

It was moved by _____ and carried to approve the appointment of Mr. Thomas L. Cable as Head Football Coach at the University of Idaho, contingent upon Board approval of the final contract.

PERSONNEL/STUDENT AFFAIRS COMMITTEE
NON-ROUTINE AGENDA

2.2 Reappointments

2.21 Administrative

Susan Schroer—Research Technician

FTE/Term: 1.0/12 month

Proposed Salary: \$16,640

Current Annual Salary: \$12,480

Amount & Percent: +\$4,160/+33.33%

Effective Date: November 14, 1999

Department/Funds: College of Health Sciences/12 month, Grant Funds

Justification: Reappointment. Ms. Schroer works at the VA Medical Center for the Infectious Disease Department. VA Medical Center evaluates research technician and determines salary level. Ms. Schroer exceeded all expectations for an entry-level laboratory technician and is contributing to research efforts on a higher plane.

2.3 Reallocation of Position or changes in Salary, Rank, Title, Duties or Status

2.31 Administrative

Stephanie Hunt—Coordinator, International Business, College of Business and Economics to Director of International Programs, Division of Continuing Education

FTE/Term: 1.0/12month

Proposed Annual Salary: \$45,000

Current Annual Salary: \$30,784

Amount & Percent: +\$14,216/+35.3%

Effective Date: January 4, 2000

Department/Funds: Continuing Education/Fiscal, Appropriated Funds

Justification: Internal BSU promotion.

PERSONNEL/STUDENT AFFAIRS COMMITTEE
NON- ROUTINE AGENDA

2.3 Changes in Salary, Rank, Title, Status or Duties

2.32 Academic/Instructional

Castellaw, Shauna - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$32,843

Current Annual Salary: \$24,627

Amount and Percent: \$8,216 (+33.37%)

Effective Date: August 19, 1999

Department/Funding: Division of Education/AY/Appropriated Funds

Rationale: Increase teaching to 24 credits per academic year and additional responsibilities

PERSONNEL/STUDENT AFFAIRS COMMITTEE
NON-ROUTINE AGENDA

2.1 Appointment

2.11 Administrative

Rex Gandy, Chair of the Department of Physics and Professor of Physics

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$97,572.80
Effective Date: December 16, 1999
Department/Funding: Department of Physics/Appropriated Funds
Justification: New appointment

Wayland Winstead, Executive Director of Institutional Planning and Budget

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$113,006.40
Effective Date: February 15, 2000
Department/Funding: Institutional Planning and Budget/Appropriated Funds
Justification: New appointment

2.3 Changes in Salary, Rank and Duties

2.31 Administrative

Ralph Budwig, from Professor of Mechanical Engineering to Chair of the Department of Mechanical Engineering and Professor of Mechanical Engineering

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$90,001.60
Current Annual Salary: \$64,896.00
Amount and Percent: \$25,105.60 (27.89%)
Effective Date: October 18, 1999
Department/Funding: College of Engineering/Appropriated Funds
Justification: Converted from academic to fiscal year appointment and increased administrative duties

Ron L. Crawford, from Director of Environmental Biotechnology Institute and Professor of Microbiology to Associate Vice President for Research and Graduate Studies, Director of Environmental Biotechnology Institute and Professor of Microbiology

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$121,305.60
Current Annual Salary: \$115,523.20
Amount & Percent Increase: \$5,782.40 (5%)
Effective Date: January 1, 2000
Department/Funding: University Research Office & Environmental Biotech Institute/Appropriated Funds
Justification: Increased administrative responsibilities in part-time assignment in Office of Vice President for Research

Francis H. (Sam) Froes, Director of Institute for Materials & Advanced Processes and Professor of Metallurgy

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$106,516.80
Current Annual Salary: \$106,516.80
Amount & Percent Increase: \$0
Effective Date: February 1, 2000
Department/Funding: Institute for Materials and Advanced Processes
Justification: Converted from fiscal year to academic year appointment

Charles R. Hatch, from Dean of the College of Natural Resources and Professor of Forest Resources to VP for Research and Grad Studies, Dean of the College of Nat Resources and Professor of Forest Resources

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$113,048.00
Current Annual Salary: \$ 98,633.60
Amount and Percent: +\$14,414.40 (14.61%)
Effective Date: January 1, 2000
Department/Funding: University Research Office and College of Nat Resources/Appropriated Funds
Justification: Increased administrative responsibilities

Charles R. Hatch, Vice President for Research and Graduate Studies, Dean of the College of Natural Resources and Professor of Forest Resources

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$118,976.00
Current Annual Salary: \$113,048.00
Amount & Percent Increase: \$5,928.00 (+5.24%)
Effective Date: February 1, 2000
Department/Funding: University Research Office and College of Natural Resources/Appropriated Funds
Justification: Increased administrative responsibilities

Leonard R. Johnson, from Interim Ex Director of Institutional Planning and Budget and Professor of Forest Products to Associate Dean of the College of Nat. Resources, Associate Provost and Professor of Forest Products

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$105,019.20
Current Annual Salary: \$105,019.20
Amount & Percent Increase: \$0
Effective Date: February 15, 2000
Department/Funding: College of Natural Resources and Provost's Office/Appropriated Funds
Justification: Temporary appointment to support transitional responsibilities with long-range planning

Jean'ne M. Shreeve, from Vice President for Research and Graduate Studies and Professor of Chemistry to Professor of Chemistry

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$118,996.80
Current Annual Salary: \$118,996.80
Amount & Percent Increase: \$0
Effective Date: January 1, 2000
Department/Funding: Department of Chemistry/Appropriated Funds
Justification: Change in position to reassume full-time research position at competitive salary

2.32 Academic/Instructional

Sandra Haarsager, from Associate Professor of Communication to Associate Dean of the College of Letters and Science and Associate Professor of Communication

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$65,561.60
Current Annual Salary: \$53,681.60
Amount and Percent: +\$11,880.00 (+22.13%)
Effective Date: January 1,2000
Department/Funding: College of Letters & Science /Appropriated Funds
Justification: Change in position

2.33 Other

Joyce E. Davidson, from Manager of Help Desk to Manager of Customer Support

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$50,003.20
Current Annual Salary: \$40,435.20
Amounts and Percent: \$9,568.00 (+23.66%)
Effective Date: December 12, 1999
Department/Funding: Information Technology Services/Appropriated Funds
Justification: Change in position

2.8 Athletics

Thomas L. Cable, Head Football Coach (See Page 43)

4. COMMITTEE FORUM

Presidents:

Dr. Richard Bowen, ISU
Dr. Michael Burke, NIC
Dr. James Hottois, LCSC
Dr. Robert Hoover, UI
Dr. Miles LaRowe, EITC
Mr. Jerry Meyerhoeffer, CSI
Dr. Charles Ruch, BSU

Agency Heads:

Mr. Ron Darcy, ISDB
Mr. Peter Morrill, IPTV
Dr. Mike Rush, SDPTE
Mr. Pat Young, IDVR

Faculty Presidents:

Dr. Joseph Feeley, UI
Ms. Mary Lou Robinson, LCSC
Ms. Pam Ingram, EITC
Mr. Jim Tartar, CSI
Dr. Jennifer Attebery, ISU
Mr. Alan Lamb, NIC
Dr. Linda Petlichkoff, BSU

Student Body Presidents:

Ms. Teresa Daniels, EITC
Ms. Angela Buhler, CSI
Mr. Matt Bott, BSU
Mr. Bart Cochran, UI
Mr. Nathan Peterson, LCSC
Mr. Dan Sheckler, NIC
Ms. Katie Muhlfeith, ISU