

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**TABLE OF CONTENTS**

<b>ITEM</b>	<b>ACTION</b>	<b>DESCRIPTION</b>	<b>PAGE</b>
<b>1</b>	<b>COMMITTEE</b>	<b>APPROVAL OF JANUARY 22, 2001 MINUTES.....</b>	<b>3</b>
		Minutes of January 22, 2001 meeting.....	5
<b>2</b>	<b>BOARD</b>	<b>ROUTINE AGENDA ITEMS</b>	
	2.1	BOISE STATE UNIVERSITY.....	11
	2.2	IDAHO STATE UNIVERSITY.....	23
	2.3	UNIVERSITY OF IDAHO.....	31
	2.4	LEWIS-CLARK STATE COLLEGE.....	39
	2.5	OFFICE OF THE STATE BOARD OF EDUCATION.....	41
	2.6	IDAHO SCHOOL FOR THE DEAF AND THE BLIND.....	43
	2.7	PROFESSIONAL-TECHNICAL EDUCATION EASTERN IDAHO TECHNICAL COLLEGE.....	45
	2.8	DIVISION OF VOCATIONAL REHABILITATION.....	47
	2.9	IDAHO PUBLIC BROADCASTING SYSTEM.....	49
<b>3</b>	<b>BOARD</b>	<b>NON-ROUTINE AGENDA ITEMS</b>	
	3.1	IDAHO STATE UNIVERSITY Athletic Department Head Coach Contract Women's Volleyball.....	63
	3.2	UNIVERSITY OF IDAHO.....	65
	3.3	LEWIS-CLARK STATE COLLEGE.....	67
<b>4</b>	<b>BOARD</b>	<b>ISDB SUPERINTENDENT SEARCH STATUS.....</b>	<b>69</b>

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**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ACTION ITEM**

**ITEM #1**

**SUBJECT:**

Approval of Business Affairs and Human Resources Committee Minutes from the January 22, 2001 meeting held at Boise State University.

**BACKGROUND:**

The minutes from the January 22, 2001 Business Affairs and Human Resources Committee Meeting.

**IMPACT:**

Not applicable.

**FISCAL IMPACT:**

Not applicable.

**COMMITTEE ACTION:**

A motion to approve the minutes of the Business Affairs and Human Resources Committee Meeting held January 22, 2001 at Boise State University.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

**BOARD ACTION:**

No action required.

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**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**Unapproved Minutes  
Idaho State Board of Education  
Business Affairs and Human Resources Committee  
January 22-23, 2001  
Boise State University**

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Present at Business Affairs and Human Resources Committee meeting:

Members

Curtis Eaton  
Jim Hammond  
Darrell Manning

Tom Boyd  
Dr Greg Fitch OSBE  
Kevin Satterlee OSBE  
Keith Hasselquist OSBE  
Rita Foltman OSBE  
Laurie Boston OSBE  
Mike Killworth OSBE  
Randi McDermott OSBE  
Harvey Lyter OSBE  
Vicki Barker OSBE  
Peter Morrill IPTV  
Phillip Kottraba IPTV  
Barry Thompson VR  
Maggie Blackstead VR

Dr Charles Ruch BSU  
Buster Neel BSU  
Michael Torak BSU  
Stacy Pearson BSU  
Carolyn Harrison BSU  
Ken Prolo ISU  
Leo Herrman ISU  
Eric Lacey ASISU  
Dr Niel Zimmerman LCSC  
Dean Froehlich LCSC  
Whitney Pugh LCSC  
President Meyerhoeffer CSI  
Jeff Duggan CSI

Dr Robert Hoover UI  
Jerry Wallace UI  
Ken Harris UI  
Pat Sturko UI  
Georgia Yuan UI  
Bill Robertson EITC  
Kirk Dennis PTE  
Steve Guerber ISHS  
Tim Hill SDE  
Jeff Shinn DFM  
Louis Henry D&T  
Harold E Horne

**HUMAN RESOURCES AGENDA**

**ITEM #1      ACTION ITEM  
APPROVAL OF BAHR COMMITTEE MINUTES  
PERSONNEL SECTION**

*A motion to approve the minutes of the Business Affairs and Human Resources Committee meeting held November 16, 2000 at Lewis-Clark State College.*

ACTION      M/S/C      Hammond/Manning

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE**  
**MARCH 22-23, 2001**

---

**ITEM #2      ROUTINE ACTION ITEMS**  
**INSTITUTIONAL/AGENCY ROUTINE AGENDAS**

Mr. Wallace responded to Mr. Eaton's request for additional information regarding the justifications listed on pages 25-27 ... *"Temporary contract adjustment for additional responsibilities."*

He explained that UI has temporary adjustments that occur when additional contract funds are received. The salary is adjusted rather than making a lump-sum payment for the additional work. The temporary adjustments may be long-term and for that reason UI brings the adjustments before the Committee and Board for approval. Lump sum or other rates of pay are made only when the additional work is piece-meal or ad hoc and one-time.

**Mr. Eaton requested that all future temporary adjustments include the beginning and ending dates.**

Mr. Eaton asked for additional information and the rationale for requesting approval of a salary equity adjustment for the assistant to the provost as listed on page 30.

Mr. Wallace replied that the institution has been following a salary model for several years. The model identified targeted markets and salaries for various positions within UI. Each year during the salary recommendation process, UI reviews positions against the salary model. During the last review a number of positions with a relative level of inequity were identified, reviewed within the institutions and with the President, and brought forward.

Mr. Eaton asked about the requests for two new positions on page 33 funded by non-appropriated funds.

Mr. Wallace explained the first listing for a development coordinator is related to the way the funding mechanism was developed for the increased development officers and the fund raising efforts. The development coordinator is paid in part by contributions generated by that position. The editor position was created in collaboration with the College of Agriculture as a result of restructuring the operations. The non-appropriated funds are generated by the UI press operations.

Mr. Eaton stated that it was his understanding that when the development officer positions were created their salaries would be paid from money generated by the positions themselves. He questioned if that was accurate.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE**  
**MARCH 22-23, 2001**

---

Mr. Wallace replied that it was generally accurate. The funding comes from two different mechanisms. The first is assessed against the total gift receipts brought through the institutional development arm and the second is gifts and other income generated and received by the individual colleges. Payment is made by generating revenues through central development operations and/or through the college.

**Mr. Eaton asked that the institutions provide the Committee and Board with the source of salary for all development officer positions.**

*A motion to recommend to the Board the approval of the institutional/agency Routine Agendas for Boise State University, University of Idaho, Idaho State University, Lewis-Clark State College, Division of Professional Technical Education, Eastern Idaho Technical College, Idaho Division of Vocational Rehabilitation, and Idaho Public Television.*

ACTION      M/S/C              Hammond/Manning

**ITEM #3      NON-ROUTINE ACTION ITEM**  
**INSTITUTIONAL/AGENCY NON-ROUTINE AGENDAS**

Mr. Eaton asked two questions regarding the contract for Boise State University's head football coach:

- Were liquidation damages in the previous coach's contract paid? and
- Will the proposed head football coach's contract contain the standard educational related criteria language?

Mr. Neel reported that a \$10,000 liquidated damages payment was received from the previous head football coach.

Mr. Satterlee advised the Committee that he has reviewed a copy of the contract for Coach Hawkins and it meets with all the requirements the Board has placed for all similar contracts. The liquidated damages clause contains the highest liquidated damages (\$75,000) that have ever been in a contract.

President Ruch responded to the question regarding the standard educational related criteria language by stating the language, if not present in the contract as written, will be added to the contract.

A motion to recommend to the Board the approval of the institutional/agency Non-Routine Agendas for Boise State University, University of Idaho, and Idaho State University.

ACTION      M/S/C              Manning/Eaton

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ITEM #4      INFORMATION ITEM  
                 LEWIS-CLARK STATE COLLEGE PRESIDENTIAL  
                 SEARCHUPDATE**

Dr. Morris provided the Committee with the presidential search update. Mr. Hammond joined the Search Committee left vacant by Ms. Haw's departure from the Board. The deadline for postmarked application was January 19, 2001. Committee members are reviewing the completed application files. A meeting will be held during February to screen the applications, create a list of candidates, call references, and conduct telephone interviews with the candidates. The finalists will be invited to the campus for personal interviews; tentatively scheduled during late March and early April. Mr. Hammond will brief the Board on the finalists and it is anticipated the Board will then decide whom they will interview.

At Mr. Eaton's request for additional items to be brought before the Committee, Mr. Hasselquist provided an update on the FY02 budget request, primarily the negative supplemental for PERSI gains sharing. Active and retired employees and employers will share PERSI's profit. The employer's portion of the profit will be credited against their account for the current year. The institutions will not be submitting PERSI retirement payments beginning in February. Payments will be discontinued until the credit balance has been used. This results in a savings in the current fiscal year. The Governor's Recommendation included a negative supplemental resulting in the removal of 80 % of the savings from the operating budgets. There is also a rate reduction for PERSI that will be included in the calculation and result in savings.

Discussion followed regarding a limited number of specific funding issues included in the Governor's Recommendation that are not tied to a request. Mr. Eaton requested a report detailing the Board approved budget requests, and Governor's Recommendations.

The meeting adjourned at 3:20 pm MT.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
INSTITUTIONAL/AGENCY ROUTINE AGENDAS**

**ITEM #2**

**SUBJECT:**

**SUMMARY OF ROUTINE AGENDA ITEMS (see following pages for detail):**

2.1	BOISE STATE UNIVERSITY.....	11
2.2	IDAHO STATE UNIVERSITY.....	23
2.3	UNIVERSITY OF IDAHO .....	31
2.4	LEWIS-CLARK STATE COLLEGE.....	39
2.5	OFFICE OF THE STATE BOARD OF EDUCATION .....	41
2.6	IDAHO SCHOOL FOR THE DEAF AND THE BLIND.....	43
2.7	PROFESSIONAL-TECHNICAL EDUCATION EASTERN IDAHO TECHNICAL COLLEGE .....	45
2.8	IDAHO DIVISION OF VOCATIONAL REHABILITATION .....	47
2.9	IDAHO PUBLIC TELEVISION.....	49

**DISCUSSION:**

Review Routine Agenda and move items to Non-Routine, if appropriate.

**IMPACT:**

Approve Routine Agenda.

**COMMITTEE ACTION:**

A motion to recommend to the Board the approval of the institutional/agency Routine Agendas as presented in ITEMS #2.1-2.9 for Boise State University, Idaho State University, University of Idaho, Lewis-Clark State College, Office of the State Board of Education, Idaho School for the Deaf and the Blind, Professional-Technical Education/Eastern Idaho Technical College, Idaho Division of Vocational Rehabilitation, and Idaho Public Television.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

**BOARD ACTION:**

A motion approve the institutional/agency Routine Agendas as presented in ITEMS #2.1-2.9 for Boise State University, Idaho State University, University of Idaho, Lewis-Clark State College, Office of the State Board of Education, Idaho School for the Deaf and the Blind, Professional-Technical Education/Eastern Idaho Technical College, Idaho Division of Vocational Rehabilitation, and Idaho Public Television.

Moved by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

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**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEM  
BOISE STATE UNIVERSITY**

**ITEM #2.1**

- 2.0 PERSONNEL/STUDENT AFFAIRS COMMITTEE**
- 2.1 APPOINTMENTS (ALL EXEMPT AND NON-CLASSIFIED POSITIONS QUALIFYING FOR HEALTH AND PENSION BENEFITS)**
- 2.11 ADMINISTRATIVE**
- 2.12 ACADEMIC/INSTRUCTIONAL**
- 2.13 OTHER**
- 2.14 TECHNICAL COLLEGE**

**2.11 ADMINISTRATIVE**

Robyn Carlson - Accountant

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$32,000  
Effective Date: January 22, 2001  
Department/Funding: Sponsored Projects Accounting/Fiscal, Local Funds

Carl Detweiler—Senior Accountant

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$40,019  
Effective Date: January 31, 2001  
Department/Funding: Student Housing/Fiscal, Local Funds

Kelly Good—Developer Analyst

FTE/Term: 1.0/12 month  
Proposed Salary: \$45,011  
Effective Date: January 29, 2001  
Department/Funding: Office of Information Technology/Fiscal, Appropriated Funds

Susan Hadley—Business Manager

FTE/Term: 1.0/12 month  
Proposed Salary: \$40,310  
Effective Date: January 29, 2001  
Department/Funding: Student Union and Activities/Fiscal, Local Funds

Lori Kent—Senior Accountant

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$38,000  
Effective Date: January 8, 2001  
Department/Funding: Reconciliation & Receivables/Fiscal, Appropriated Funds 50%; Local Funds 50%

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
BOISE STATE UNIVERSITY (continued)**

David Miller--Developer Analyst

FTE/Term: 1.0/12 month  
Proposed Salary: \$41,018  
Effective Date: February 1, 2001  
Department/Funding: Office of Information Technology/Fiscal,  
Appropriated Funds

John Rahmann, Jr.—Assistant Director, Student Union and Activities

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$40,706  
Effective Date: January 08, 2001  
Department/Funding: Student Union and Activities/Fiscal, Local Funds

Casandra Sipes—Interim Assistant Director

FTE/Term: 1.0/4.5 month  
Proposed Annual Salary: \$36,500  
Effective Date: February 14, 2001 – June 23, 2001  
Department/Funding: Alumni/Fiscal, Appropriated Funds

**2.12 ACADEMIC/INSTRUCTIONAL**

Charles Caylor—Special Lecturer

FTE/Term: 1.0/Spring Semester 2001  
Proposed Semester Salary: \$19,510  
Effective Date: January 9, 2001  
Department/Funding: Accountancy/Semester, Appropriated Funds

Michael Clump—Assistant Professor

FTE/Term: 1.0/9 month  
Proposed Semester Salary: \$40,019  
Effective Date: August 20, 2001  
Department/Funding: Psychology/Academic, Appropriated Funds

Lisa McClain—Assistant Professor

FTE/Term: 1.0/9 month  
Proposed Annual Salary: \$39,000  
Effective Date: August 20, 2001  
Department/Funding: History/Women's Studies/Social Sciences/Fiscal,  
Appropriated Funds

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
BOISE STATE UNIVERSITY (continued)**

David Mueller—Assistant Professor

FTE/Term: 1.0/9 month  
Proposed Annual Salary: \$40,893  
Effective Date: August 20, 2001  
Department/Funding: Criminal Justice Administration/Fiscal,  
Appropriated Funds

Roger Munger—Assistant Professor

FTE/Term: 1.0/9 month  
Proposed Annual Salary: \$44,013  
Effective Date: August 20, 2001  
Department/Funding: English/Fiscal, Appropriated Funds

Marcy J. Knopf Newman—Assistant Professor

FTE/Term: 1.0/9 month  
Proposed Semester Salary: \$40,019  
Effective Date: August 20, 2001  
Department/Funding: English/Academic, Appropriated Funds

**2.14 TECHNICAL COLLEGE**

Matthew Borge—Special Lecturer

FTE/Term: 1.0/Spring Semester 2001  
Proposed Semester Salary: \$19,005  
Effective Date: January 11, 2001-May 18, 2001  
Department/Funding: Computer Services Technician/Semester,  
Vocational Funds

Jim Dunn—Interim Instructor

FTE/Term: 1.0/9 month  
Proposed Annual Salary: \$38,500  
Effective Date: January 08, 2001  
Department/Funding: Semiconductor Technology/Academic, Vocational  
Funds

Cheryl Korn—Coordinator, Curriculum Development

FTE/Term: .8/9 month  
Proposed Annual Salary: \$25,007  
Effective Date: February 1, 2001 – October 18, 2001  
Department/Funding: Tech-Prep/9 month, Local Funds

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
BOISE STATE UNIVERSITY (continued)**

Richard Piro--Teacher  
FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$35,000  
Effective Date: January 8, 2001  
Department/Funding: Center for Workforce Training/Fiscal, Local Funds

**2.2 REAPPOINTMENTS  
2.21 ADMINISTRATIVE  
2.22 ACADEMIC/INSTRUCTIONAL  
2.23 OTHER  
2.24 TECHNICAL COLLEGE**

**2.21 ADMINISTRATIVE**

William Jarocki--Director  
FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$62,475  
Current Annual Salary: \$59,509  
Amount & Percent: +\$2,966/+5%  
Effective Date: November 1, 2000  
Department/Funds: Environmental Finance Center/12 month, Grant Funds  
Justification: Reappointment.

Carol Peterson—Project Manager  
FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$42,016  
Current Annual Salary: \$40,019  
Amount & Percent: +\$1,998/+2.9%  
Effective Date: January 21, 2001  
Department/Funds: Center for School Improvement/12 month, Grant Funds  
80%/Local Funds 20%  
Justification: Reappointment.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS**

**BOISE STATE UNIVERSITY (continued)**

**2.3 REALLOCATION OF POSITION OR CHANGES IN SALARY, RANK, TITLE, DUTIES OR STATUS. (EXEMPT AND NON-CLASSIFIED POSITIONS QUALIFYING FOR HEALTH AND PENSION)**

**2.31 ADMINISTRATIVE**

**2.32 ACADEMIC/INSTRUCTIONAL**

**2.33 OTHER**

**2.34 TECHNICAL COLLEGE**

**2.31 ADMINISTRATIVE**

Russell Eanes—from Manager of Central Receiving to Interim Assistant Director, Facilities, Operations and Maintenance

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$39,187

Current Annual Salary: \$35,610

Amount & Percent: +\$3,577/+10%

Effective Date: January 22, 2001

Department/Funds: Facilities, Operations and Maintenance/Fiscal, Appropriated Funds

Justification: Assumed additional responsibilities with the separation of the Director for Facilities, Operations and Maintenance. Temporary increase in responsibilities and pay until new director is employed.

C. Ryan McCaene—from Project Manager I to Project Manager II

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$37,003

Current Annual Salary: \$34,736

Amount & Percent: +\$2,267/+6.5%

Effective Date: February 1, 2001

Department/Funds: Architectural and Engineering Services/Fiscal, Appropriated Funds 50%/Local Funds 50%

Justification: Promotion within the Architectural and Engineering Services area.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE**  
**MARCH 22-23, 2001**

---

**ROUTINE ACTION ITEMS**  
**BOISE STATE UNIVERSITY (continued)**

John McDonald—Chief Engineer

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$47,579  
Current Annual Salary: \$41,579  
Amount & Percent: +\$6,000/+14.4%  
Effective Date: March 4, 2001  
Department/Funds: College of Arts and Sciences/Fiscal, Appropriated Funds  
Justification: Assuming new responsibilities of supervising the mechanical instrumental specialist.

Ellen McKinnon—from Tutorial Services Coordinator, Gateway Center to Concurrent Enrollment Coordinator, Extended Studies

FTE/Term: from .75 FTE to 1.0 FTE/from 10 to 11 month  
Proposed Annual Salary: \$35,006 (1.0 FTE, 11 month position)  
Current Annual Salary: \$24,939 (.75 FTE, 10 month position)  
Amount & Percent: -\$1,571/-4.2%  
Effective Date: January 29, 2001  
Department/Funds: Extended Studies/11 month, Appropriated Funds  
Justification: Change in positions within the University from Gateway Center to the Division of Extended Studies. Increase FTE and months of service.

Einar Norton—Mechanical Engineer

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$46,738  
Current Annual Salary: \$44,500  
Amount & Percent: +\$2,238/+5%  
Effective Date: November 1, 2000  
Department/Funds: Architectural and Engineering Services/Fiscal, Appropriated Funds  
Justification: Assumed additional responsibilities with the separation of the Director for Facilities, Operations and Maintenance. Temporary increase in responsibilities and pay until new director is employed.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

---

**ROUTINE ACTION ITEMS  
BOISE STATE UNIVERSITY (continued)**

Susan Powell—from Educational Technology Assessment Specialist to Associate Idaho Technology Competency Test Coordinator  
FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$34,424  
Current Annual Salary: \$34,424  
Amount & Percent: -0-  
Effective Date: January 9, 2001  
Department/Funds: College of Education/Fiscal, Local  
Justification: Change in title only to better reflect position's responsibilities.

Suzanne White--Accountant  
FTE/Term: from .5 FTE to .75/12 month  
Proposed Annual Salary: \$26,200 (.75 FTE)  
Current Annual Salary: \$18,512 (.5 FTE)  
Amount & Percent: -\$1,568/-5.5%  
Effective Date: January 8, 2001  
Department/Funds: Contracts and Grants Administration/Fiscal, Appropriated Funds  
Justification: Change of positions from Administrative Accounting to Contracts and Grants Administration.

**2.32 ACADEMIC/INSTRUCTIONAL**

Lynn Berg--Professor  
FTE/Term: 1.0/9 month  
Proposed Annual Salary: \$47,278  
Current Annual Salary: \$45,968  
Amount & Percent: +\$1,320/+2.9  
Effective Date: August 21, 2000  
Department/Funds: Music/Academic, Appropriated Funds  
Justification: Miscalculation of salary. Correction effective to the beginning of the 9-month appointment.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
BOISE STATE UNIVERSITY (continued)**

Jon Mason, Department Head and Associate Professor  
FTE/Term: from 1.0 FTE .5 FTE/10 month  
Proposed Annual Salary: \$29,328 (.5 FTE)  
Current Annual Salary: \$58,656 (1.0 FTE)  
Amount & Percent: 0  
Effective Date: January 8, 2001  
Department/Funds: Construction Management/10 month, Appropriated Funds  
Justification: Reduce to half-time for Spring Semester 2001. Will retire at the end of current contract.

**2.6 REQUEST FOR NEW POSITIONS**

**2.61 ADMINISTRATIVE**

**2.62 ACADEMIC/INSTRUCTIONAL**

**2.63 OTHER**

**2.64 TECHNICAL COLLEGE**

**2.61 ADMINISTRATIVE**

Title: Prospect Research Manager  
Type: Professional Staff--non-classified under §67-5303(j)  
FTE/Term: 1.0/12 month  
Annual Salary: \$40,000 (plus benefits of \$11,600)  
Effective Date: March 15, 2001  
Department/Funding: Development/Local Funds  
Duties/Responsibilities: Develops, implements and evaluates the prospect research program to assist the President, vice presidents, deans, alumni, and development officers with raising financial support for the University. Responsible for conducting, updating and maintaining research on the University's individual, corporate and foundation prospects.

**2.63 OTHER (CLASSIFIED POSITIONS)**

Title: Receptionist  
Type: Classified  
FTE/Term: .75/12 month  
Annual Salary: \$11,560 (plus benefits of \$4,508)  
Effective Date: March 15, 2001  
Department/Funding: Information Technology/Local Funds  
Duties/Responsibilities: Creation of a telephone operator position to provide backup and overflow operator assistance.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

---

**ROUTINE ACTION ITEMS  
BOISE STATE UNIVERSITY (continued)**

Title: Management Assistant  
Type: Classified  
FTE/Term: .25/12 month  
Annual Salary: \$9,302 (plus benefits of \$3,100)  
Effective Date: March 15, 2001  
Department/Funding: Information Technology/Appropriated Funds  
Duties/Responsibilities: Reorganization of the Office of Information Technology necessitates the addition of .25 FTE to an already existing .5 FTE Management Assistant position to handle creations of Business Services Units.

Title: Office Specialist 2  
Type: Classified  
FTE/Term: .25/9 month  
Annual Salary: \$4,389 (plus benefits of \$1,496)  
Effective Date: March 15, 2001  
Department/Funding: Nursing/Appropriated Funds 62.5%/Vocational Funds 37.5%  
Duties/Responsibilities: Increase FTE for classified position that works with the nursing students. Employee has been working .75 FTE for two years but position has not been permanently changed until now.

**2.8 ATHLETICS (ALL PERSONNEL ACTIONS AND POSITIONS)**

**2.81 APPOINTMENTS**

**2.82 REAPPOINTMENT**

**2.83 SEPARATIONS**

**2.84 CHANGES IN POSITIONS - EXTRA COMPENSATION**

**2.81 APPOINTMENTS**

Robert Gregory--Assistant Football Coach  
FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$99,514  
Effective Date: January 2, 2001  
Department/Funding: Intercollegiate Athletics/12 month, Appropriated Funds

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

---

**ROUTINE ACTION ITEMS  
BOISE STATE UNIVERSITY (continued)**

Chris Peterson--Assistant Football Coach  
FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$99,514  
Effective Date: January 5, 2001  
Department/Funding: Intercollegiate Athletics/12 month, Appropriated Funds

Robert Prince--Assistant Football Coach  
FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$40,006  
Effective Date: January 22, 2001  
Department/Funding: Intercollegiate Athletics/12 month, Appropriated Funds

**2.85 REAPPOINTMENTS**

Kenny Lawler—Assistant Football Coach  
FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$40,006  
Current Annual Salary: \$36,000  
Amount & Percent: +\$4,006/+12%  
Effective Date: February 1, 2001  
Department/Funds: Intercollegiate Athletics/12 month, Appropriated Funds  
Justification: Reappointment—salary increase determined by new Head Coach.

Steve Lucas--Head Soccer Coach  
FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$41,600  
Current Annual Salary: \$40,000  
Amount & Percent: +\$1,600/+4%  
Effective Date: February 1, 2001  
Department/Funds: Intercollegiate Athletics/12 month, Appropriated Funds  
Justification: Reappointment.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

---

**ROUTINE ACTION ITEMS  
BOISE STATE UNIVERSITY (continued)**

Janette L. Penfield—Assistant Volleyball Coach

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$21,445  
Current Annual Salary: \$20,613  
Amount & Percent: +\$832/+5.6%  
Effective Date: February 1, 2001  
Department/Funds: Intercollegiate Athletics/12 month, Appropriated Funds  
72% / Local Funds 28%  
Justification: Reappointment.

Keith Rubio—Assistant Volleyball Coach

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$32,157  
Current Annual Salary: \$30,920  
Amount & Percent: +\$1,237/+4.4%  
Effective Date: February 1, 2001  
Department/Funds: Intercollegiate Athletics/12 month, Local Funds  
Justification: Reappointment.

Fred Sturm—Head Volleyball Coach

FTE/Term: 1.0/12 month—Third year of a three-year contract  
Proposed Annual Salary: \$60,008  
Current Annual Salary: \$55,018  
Amount & Percent: +\$4,990/+9.5%  
Effective Date: February 1, 2001  
Department/Funds: Intercollegiate Athletics/12 month, Appropriated Funds  
Justification: Reappointment.

Jamie Surprenant--Assistant Soccer Coach

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$26,000  
Current Annual Salary: \$25,002  
Amount & Percent: +\$998/+4%  
Effective Date: February 1, 2001  
Department/Funds: Intercollegiate Athletics/12 month, Appropriated Funds  
Justification: Reappointment.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
BOISE STATE UNIVERSITY (continued)**

**2.83 SEPARATIONS**

Jeff Grimes--Assistant Football Coach

Department: Intercollegiate Athletics  
Effective Date: January 2, 2001  
Action Taken: Resignation

Ted Monachino—Assistant Football Coach

Department: Intercollegiate Athletics  
Effective Date: January 2, 2001  
Action Taken: Resignation

**2.85 ADDITIONAL COMPENSATION**

Corbet, Max, Assistant Athletic Director—Sports Information, \$2,500 for additional duties and responsibilities during the Humanitarian Bowl 2000.

Criner, Berg, Associate Athletic Director—Operations, \$3,000 for additional duties and responsibilities during the Humanitarian Bowl 2000.

Dailey, Christina, 2000 Big West Volleyball Stats Crew, payment of \$280.

Gill, Michael, Cheer Coach Assistant, \$2,000 to assist with cheer practices and drills.

Guerricabeitia, Anita, Ticket Office Manager, \$3,000 for additional duties and responsibilities during the Humanitarian Bowl 2000.

Irvin, Matt, 2000 Big West Volleyball Status Crew, payment of \$280.

Summer Camps:

Dan Fidler	Football	\$175
Jeff Grimes	Football	\$175
Stanley Guy	Football	\$175
Dan Hawkins	Football	\$175
Mark Helfrich	Football	\$175
Darryl Jackson	Football	\$175
Dirk Koetter	Football	\$175
Kenny Lawler	Football	\$175
Ted Monachino	Football	\$175
Tom Nordquist	Football	\$175

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
IDAHO STATE UNIVERSITY**

**ITEM #2.2**

**2.0 PERSONNEL RECOMMENDATIONS**

**2.1 APPOINTMENTS/REAPPOINTMENTS**

**2.12 ACADEMIC/INSTRUCTIONAL**

Pillay, Gautam - Executive Director of INRA and Research Professor

FTE/Term: 1.0/12 months  
Department: College of Engineering  
Proposed Annual Salary: \$140,004.80 (funded by the Inland Northwest Research Alliance)  
Effective Date: April 1, 2001

Werner-Leap, Kathleen - Clinical Nurse Practitioner

FTE/Term: 1.0/12 months  
Department: Nursing  
Proposed Annual Salary: \$31,224.96  
Effective Date: February 5, 2001

**2.13 OTHER**

Cavanaugh, JoDawn - Trainer/Family Facilitator

FTE/Term: .75/12 months  
Department: Institute of Rural Health  
Proposed Annual Salary: \$17,160.00  
Effective Date: January 8, 2001

Chouffani, Khalid El Fassi - Post Doctoral Researcher

FTE/Term: 1.0/12 months  
Department: Idaho Accelerator Center  
Proposed Annual Salary: \$34,008.00  
Effective Date: February 15, 2001

Haskell, Janaan - Field Director/Coordinator

FTE/Term: .75/9 months  
Department: Center for Economic Education  
Proposed Annual Salary: \$15,600.00  
Effective Date: January 21, 2001

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
IDAHO STATE UNIVERSITY (continued)**

Manuel, Ebner J. - Research Associate  
FTE/Term: 1.0/12 months  
Department: Chemistry  
Proposed Annual Salary: \$24,003.20  
Effective Date: February 1, 2001

Mayer, Russell J. - Senior Accountant  
FTE/Term: 1.0/12 months  
Department: Grants & Contracts Accounting  
Proposed Annual Salary: \$37,003.20  
Effective Date: February 14, 2001

Murdoch, Megan G. - Scholarships & Endowments Officer  
FTE/Term: 1.0/12 months  
Department: Development Office  
Proposed Annual Salary: \$32,011.20  
Effective Date: January 3, 2001

Plager, Sharon R. - Research Associate  
FTE/Term: .50/12 months  
Department: Anthropology  
Proposed Annual Salary: \$12,480.00  
Effective Date: January 22, 2001

Selim, Farida A. - Post Doctoral Researcher  
FTE/Term: 1.0/12 months  
Department: Idaho Accelerator Center  
Proposed Annual Salary: \$34,008.00  
Effective Date: January 31, 2001

**2.14 Technical School**

Freeburne, Rebecca - SOLVE Social/Case Worker  
FTE/Term: 1.0/12 months  
Department: Center for New Directions, School of Applied Technology  
Proposed Annual Salary: \$31,200.00  
Effective Date: January 7, 2001

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
IDAHO STATE UNIVERSITY (continued)**

Smith, Robert T. - Instructor  
FTE/Term: 1.0/11 months  
Department: Computer/Business Equipment Repair, School of Applied  
Technology  
Proposed Annual Salary: \$34,486.40  
Effective Date: January 24, 2001

**2.3 CHANGES IN SALARY, RANK, TITLE, STATUS OR DUTIES  
2.32 ACADEMIC/INSTRUCTIONAL**

Kline, Lorrie S. - Clinical Associate Professor  
FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$36,753.60  
Current Annual Salary: .60 FTE \$22,052.16 convert to 1.0 FTE \$36,753.60  
Amount and Percent: -0-  
Effective Date: January 8, 2001  
Department/Funding: Speech Pathology & Audiology/State Funds  
Explanation: Increased duties requiring additional time.

**2.33 OTHER**

Bokelmann, Jean M. - Physician and Director  
FTE/Term: .80/12 months  
Proposed Annual Salary: \$82,501.12  
Current Annual Salary: 1.0 FTE \$92,813.76 convert to .80 FTE \$82,501.12  
Amount and Percent: -0-  
Effective Date: February 4, 2001  
Department/Funding: Student Health Services/Local Funds  
Explanation: Voluntary reduction.

Horton, Gregory T. - from Facility Operations Coordinator to Facilities Administrator  
FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$42,348.80  
Current Annual Salary: \$37,336.00  
Amount and Percent: +\$5,012.80 (+13.43%)  
Effective Date: November 15, 2000  
Department/Funding: Idaho Falls Education Program/State Funds  
Explanation: Increased duties and responsibilities.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
IDAHO STATE UNIVERSITY (continued)**

Salstrom, Christine S. - from Management Assistant to Executive Assistant  
FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$38,313.60  
Current Annual Salary: \$33,300.80  
Amount and Percent: +\$5,012.80 (+15.06%)  
Effective Date: March 4, 2001  
Department/Funding: Executive/State Funds  
Explanation: Promotion from classified to non-classified.

**2.34 TECHNICAL SCHOOL**

Gohl, Kristin - SOLVE Program Administrator  
FTE/Term: .95/12 months  
Proposed Annual Salary: \$32,604.00  
Current Annual Salary: .75 FTE \$25,740.00 convert to .95 FTE \$32,604.00  
Amount and Percent: -0-  
Effective Date: January 7, 2001  
Department/Funding: Center for New Directions/School of Applied  
Technology/Grant Funds  
Explanation: Increased duties requiring additional time.

Lowther, Leo - Instructor  
FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$26,124.80  
Current Annual Salary: 11 month \$39,748.80 convert to 9 month \$26,124.80  
Amount and Percent: -0-  
Effective Date: January 10, 2001  
Department/Funding: Tech. General Educ./School of Applied Technology/Grant  
Funds  
Explanation: Voluntary reduction.

Santos, Christa - SOLVE Counselor  
FTE/Term: .95/12 months  
Proposed Annual Salary: \$31,616.00  
Current Annual Salary: .75 FTE \$24,960.00 convert to .95 FTE \$31,616.00  
Amount and Percent: -0-  
Effective Date: January 7, 2001  
Department/Funding: Center for New Directions, School of Applied  
Technology/Local Funds  
Explanation: Increased duties requiring additional time.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
IDAHO STATE UNIVERSITY (continued)**

Talbert, Dale - Instructor  
FTE/Term: 1.0/11 months  
Proposed Annual Salary: \$34,486.40  
Current Annual Salary: 12 month \$32,302.40 convert to 11 month \$34,486.40  
Amount and Percent: -0-  
Effective Date: January 10, 2001  
Department/Funding: Computer/Business Equipment Tech, School of Applied  
Technology/State Funds  
Explanation: Change from classified to faculty.

**2.6 REQUEST FOR NEW POSITION  
2.63 OTHER**

Ticket Manager  
Type: Non-Classified  
FTE/Term: 1.0/12 months  
Annual Salary: \$40,019.20  
Effective Date: March 26, 2001  
Funding Source: Local Funds  
Department: Holt Arena  
Duties/Responsibilities: This position will replace the classified position of Box Office Manager (see deleted position, Item 2.73), and will provide technical/administrative support required with the change to a computerized ticketing system.

Maintenance Craftsman Senior (PCN 6010)  
Type: Classified  
FTE/Term: change from .75 FTE to 1.0 FTE/12 months  
Annual Salary: .75 FTE \$16,083.60 convert to 1.0 FTE \$21,444.80  
Effective Date: April 1, 2001  
Funding Source: State Funds  
Department: Physical Plant  
Duties/Responsibilities: To provide additional support in order to complete additional projects in a more timely manner.

Child Care Provider  
Type: Classified  
FTE/Term: 2.0/9 months  
Annual Salary: \$11,856.00  
Effective Date: March 26, 2001  
Funding Source: Local Funds  
Department: Idaho Falls Early Learning Center  
Duties/Responsibilities: Staff support needed to provide consistent child care.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS**

**IDAHO STATE UNIVERSITY (continued)**

**2.7 DELETION OF POSITION**

**2.73 OTHER**

Box Office Manager (PCN 8148)

Type: Classified  
FTE/Term: 1.0/12 months  
Annual Salary: \$32,136.00  
Effective Date: March 26, 2001  
Department: Holt Arena  
Funding Source: Local Funds  
Reason: With the change to a computerized ticketing system, this position is being deleted in order to create a non-classified position which will provide technical/administrative support. The funds from the deletion of this position will be used to establish a non-classified Ticket Manager position (see Item 2.63).

**2.8 ATHLETICS**

**2.81 APPOINTMENTS**

Banks, Jeff - Assistant Football Coach

FTE/Term: 1.0/10 months  
Department: Athletic Department  
Proposed Annual Salary: \$12,918.40  
Effective Date: January 22, 2001

**2.82 REAPPOINTMENTS**

Barnum, Bruce - Defensive Coordinator

FTE/Term: 1.0/12 months  
Department: Intercollegiate Athletics  
Proposed Annual Salary: \$43,992.00  
Prior Annual Salary: \$43,222.40  
Amount and Percent: +\$769.60 (+1.78%)  
Effective Date: February 26, 2001  
Explanation: Increase in salary reflects additional duties.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
IDAHO STATE UNIVERSITY (continued)**

Borich, Joe - Assistant Football Coach

FTE/Term: 1.0/12 months  
Department: Intercollegiate Athletics  
Proposed Annual Salary: \$28,995.20  
Prior Annual Salary: \$27,934.40  
Amount and Percent: +\$1,060.80 (+3.8%)  
Effective Date: February 26, 2001  
Explanation: Increase in salary reflects additional duties.

Henderson, Gordon - Head Soccer Coach

FTE/Term: 1.0/12 months  
Department: Intercollegiate Athletics  
Proposed Annual Salary: \$38,396.80  
Prior Annual Salary: \$38,396.80  
Amount and Percent: -0-  
Effective Date: February 4, 2001

Lester, Kim - Assistant Volleyball Coach

FTE/Term: 1.0/12 months  
Department: Intercollegiate Athletics  
Proposed Annual Salary: \$24,918.40  
Prior Annual Salary: \$24,918.40  
Amount and Percent: -0-  
Effective Date: February 4, 2001

Lorig, Joe - Assistant Football Coach

FTE/Term: 1.0/10 months  
Department: Intercollegiate Athletics  
Proposed Annual Salary: \$12,918.40  
Prior Annual Salary: \$11,387.20  
Amount and Percent: +\$1,531.20 (+13.45%)  
Effective Date: February 26, 2001  
Explanation: Increase in salary reflects additional duties.

Rhea, Mark - Assistant Football Coach

FTE/Term: 1.0/12 months  
Department: Intercollegiate Athletics  
Proposed Annual Salary: \$28,995.20  
Prior Annual Salary: \$27,934.40  
Amount and Percent: +\$1,060.80 (+3.8%)  
Effective Date: February 26, 2001  
Explanation: Increase in salary reflects additional duties.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
IDAHO STATE UNIVERSITY (continued)**

Ward, James - Assistant Football Coach  
FTE/Term: 1.0/12 months  
Department: Intercollegiate Athletics  
Proposed Annual Salary: \$29,993.60  
Prior Annual Salary: \$28,953.60  
Amount and Percent: +\$1,040.00 (+3.6%)  
Effective Date: February 26, 2001  
Explanation: Increase in salary reflects additional duties.

**2.85 INFORMATION ITEM - MULTI-YEAR CONTRACTS**

Lewis, John Larry - Head Football Coach  
Year of Contract: Third year of a 4-year contract (FY1999-2002)  
Effective Date: February 26, 2001  
Current Annual Salary: \$90,646.40  
Contractual Increase: Any increase based on the appropriation for FY2002 will become effective July 1, 2000.  
Total Contractual Salary: \$90,646.40  
Additional Compensation: \$10,446.80 for TV shows (\$1,000), radio shows (\$4,500), camps and clinics (\$3,446.80) and equipment (\$1,500).  
Explanation: Reappointment of multi-year contract.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
UNIVERSITY OF IDAHO**

**ITEM #2.3**

**2.1 APPOINTMENT**

**2.12 ACADEMIC/INSTRUCTIONAL**

Marilyn Freeman, Extension Educator/Assistant Extension Professor

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$46,508.80  
Effective Date: February 4, 2001  
Department/Funding: College of Agriculture/Grant funds  
Justification: New appointment

Charles Johnson, Affiliate Professor of Rangeland, Ecology and Management

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$0  
Effective Date: March 1, 2001  
Department/Funding: College of Natural Resources  
Justification: New affiliate professor

Greg Johnson, Assistant Professor of Animal Science

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$51,542.40  
Effective Date: January 16, 2001  
Department/Funding: College of Agriculture/Appropriated funds  
Justification: New appointment

Thomas Morley, Visiting Professor/Outreach Specialist of Education, Boise

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$69,992.00  
Effective Date: January 8, 2001- July 8, 2002  
Department/Funding: College of Education/Appropriated funds  
Justification: New temporary appointment for 18-month period to assist College in pursuing agreements for international education programs; development of arrangements with international students; provide on-site mentoring of doctoral students

Mary Pickard, Assistant Professor of Family and Consumer Science

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$52,000.00  
Effective Date: January 3, 2001  
Department/Funding: College of Agriculture/Appropriated and grant funds  
Justification: New appointment

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE**  
**MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS**  
**UNIVERSITY OF IDAHO (continued)**

Janet Rachlow, Assistant Professor of Wildlife Resources  
FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$42,016.00  
Effective Date: January 7, 2001  
Department/Funding: College of Natural Resources/Appropriated and  
non-appropriated funds  
Justification: New appointment

Daniel Stepniak, Visiting Associate Professor of Law  
FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$16,288.96  
Effective Date: January 1 – May 31, 2001  
Department/Funding: College of Law/Appropriated funds  
Justification: New temporary appointment

Fusheng Sun, Visiting Faculty of Institute for Materials and Advanced Processes  
FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$30,056.00  
Effective Date: January 15, 2001- November 30, 2001  
Department/Funding: Institute for Materials and Advanced  
Processes/Grant funds  
Justification: New temporary appointment

Juandalynn Taylor, Visiting Assistant Professor of Communication  
FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$23,004.00  
Effective Date: January 14 – May 19, 2001  
Department/Funding: College of Letters and Science/Appropriated funds  
Justification: New temporary appointment

Daniel Williams, Affiliate Professor of Resource Recreation and Tourism  
FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$0  
Effective Date: March 1, 2001  
Department/Funding: College of Natural Resources  
Justification: New affiliate professor

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEM  
UNIVERSITY OF IDAHO (continued)**

**2.13 OTHER**

Trudy Anderson, Scholar in Residence

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$0  
Effective Date: January 1, 2001- June 30, 2002  
Department/Funding: College of Education  
Justification: Temporary affiliate position; Executive loan from Albertson Foundation to assist in supporting expanded capacity in higher education, to anticipate and provide response to Pre/K-12 education issues, including research policy analysis and professional development

Selahattin Bekmez, Postdoctoral Fellow

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$39,998.40  
Effective Date: January 29, 2001  
Department/Funding: National Institute for Advanced Transportation Technology/Grant funds  
Justification: New appointment

Gary Chang, Postdoctoral Fellow

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$30,014.40  
Effective Date: February 5, 2001  
Department/Funding: College of Agriculture/Grant funds  
Justification: New appointment

David Cillay, Senior Instructional Designer

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$62,192.00  
Effective Date: January 7, 2001  
Department/Funding: Information Technology Services/Appropriated and non-appropriated funds  
Justification: New appointment

Lee Dillon, External Programs Director, Boise

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$70,012.80  
Effective Date: January 14, 2001  
Department/Funding: College of Law/Appropriated funds  
Justification: New appointment

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
UNIVERSITY OF IDAHO (continued)**

Victor Giammattei, WEB Programmer/Developer

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$45,011.20  
Effective Date: February 3, 2001  
Department/Funding: College of Agriculture/Grant funds  
Justification: New appointment

Scott Janke, Resident Director

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$23,504.00  
Effective Date: January 12, 2001  
Department/Funding: Auxillary/Non-appropriated funds  
Justification: New appointment

Hongzhi Liu, Postdoctoral Fellow

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$28,017.60  
Effective Date: February 4, 2001  
Department/Funding: College of Agriculture/Grant funds  
Justification: New appointment

Richard Nagy, Resource Conservation Manager

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$48,006.40  
Effective Date: February 5, 2001  
Department/Funding: Facilities Management/Appropriated funds  
Justification: New appointment

Donald Stanziano, Program Coordinator

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$35,984.00  
Effective Date: January 21, 2001  
Department/Funding: College of Education/Grant funds  
Justification: New appointment

Warren Thompson, Weed Scientist, Parma

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$49,504.00  
Effective Date: January 30, 2001  
Department/Funding: College of Natural Resources/Appropriated funds  
Justification: New appointment

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
UNIVERSITY OF IDAHO (continued)**

Paul Withers, Interim Assistant Director of New Student Services, Idaho Falls  
FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$32,177.60  
Effective Date: January 22, 2001  
Department/Funding: New Student Services/Appropriated funds  
Justification: New appointment

**2.3 REALLOCATION OF POSITION OR CHANGES IN SALARY, RANK,  
TITLE, DUTIES, OR STATUS**

**2.32 ACADEMIC/INSTRUCTIONAL**

Paul Gessler, Assistant Professor of Forest Resources  
FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$52,779.00  
Current Annual Salary: \$46,799.00  
Amount and Percent: + \$6,000 (+ 12.83%)  
Effective Date: August 20, 2000  
Department/Funding: College of Natural Resources/Non-appropriated funds  
Justification: Salary equity adjustment

Richard Gill, Professor of Mechanical Engineering  
FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$70,033.60  
Current Annual Salary: \$59,528.56  
Amount and Percent: + \$10,505.04 (+ 17.65%)  
Effective Date: January 21, 2001  
Department/Funding: College of Engineering/Appropriated funds  
Justification: Return to full-time status

George LaBar, Professor of Fishery Resources and Department Head of Fish and Wildlife Resources  
FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$96,532.80  
Current Annual Salary: \$91,062.40  
Amount and Percent: + \$5,470.40 (+ 6.01%)  
Effective Date: January 7, 2001  
Department/Funding: College of Natural Resources/Appropriated funds  
Justification: Salary equity adjustment

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
UNIVERSITY OF IDAHO (continued)**

**2.33 OTHER**

Mike Beiser, Outdoor Recreation Coordinator

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$40,081.60  
Current Annual Salary: \$35,068.80  
Amount and Percent: + \$5,012.80 (+ 14.29%)  
Effective Date: February 4, 2001  
Department/Funding: ASUI Outdoor Programs/Non-appropriated funds  
Justification: Temporary increase in administrative responsibilities

Kristen Carlberg, Postdoctoral Fellow

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$43,700.80  
Current Annual Salary: \$37,564.80  
Amount and Percent: + \$6,136.00 (+ 16.33%)  
Effective Date: February 18, 2001  
Department/Funding: College of Letters and Science/Grant funds  
Justification: Increase in salary implemented at beginning of grant fiscal year

Bamidele Omotowa, from Postdoctoral Fellow to Research Scientist

FTE/Term: 1.0/9 months  
Current Annual Salary: \$30,264.00  
Effective Date: February 5, 2001  
Department/Funding: College of Letters and Science/Appropriated and grant funds  
Justification: Change in title only

**2.6 REQUEST FOR NEW POSITION**

**2.61 ADMINISTRATIVE**

Title: Executive Director of Student Benefits, Health and Wellness  
Type: Non-faculty exempt  
FTE/Term: 1.0/12 months  
Annual Salary: \$70,000.00 - \$80,000.00  
Effective Date: March 1, 2001  
Department/Funding: Student Affairs/Non-appropriated Funds  
Duties/Responsibilities: Responsible for student health insurance/benefit program and for the development of a comprehensive approach to health care

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS  
UNIVERSITY OF IDAHO (continued)**

**2.62 ACADEMIC/INSTRUCTION**

Title: Associate Professor/Professor  
Type: Faculty  
FTE/Term: 1.0/9 months  
Annual Salary: \$70,000.00 - \$75,000.00  
Effective Date: March 1, 2001  
Department/Funding: College of Engineering/Appropriated funds  
Duties/Responsibilities: Responsible for computational hydraulics for river and watershed management

Title: Professor  
Type: Faculty  
FTE/Term: 1.0/9 months  
Annual Salary: \$120,000.00 - \$150,000.00  
Effective Date: February 1, 2001  
Department/Funding: Colleges of Letters & Science and Engineering/Appropriated Funds  
Duties/Responsibilities: Responsible for computation genomics with research experience in computational analysis of genomics or proteomics for NSF/EPS

**2.63 OTHER**

Title: Office Specialist II  
Type: Classified  
FTE/Term: 1.0/12 months  
Annual Salary: \$19,073.60 - \$22,443.20  
Effective Date: July 1, 2001  
Department/Funding: College of Engineering/Non-appropriated funds  
Justification: Responsible for support in College of Engineering initiative activities

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**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS**

**ITEM #2.4**

**LEWIS-CLARK STATE COLLEGE**

**2.1 APPOINTMENTS**

**2.12 ACADEMIC/INSTRUCTIONAL**

**2.13 OTHER**

Todd, Gerald W. – Distance Learning Scheduling Coordinator

FTE/Term: 1.0/12 months

Department: Distance Learning/Extended Programs

Proposed Annual Salary: \$31,824

Effective Date: January 19, 2001

**2.3 CHANGES IN SALARY, RANK, TITLE, STATUS OR DUTIES**

**2.33 OTHER**

Gill, Ryan – Interim Registrar

FTE/Term: 1.0/12 months

Department: Registrar's Office/Student Affairs

Proposed Annual Salary: \$40,000

Current Annual Salary: \$34,500

Amount and Percent: \$5,500 (+15.95%)

Effective Date: February 12, 2001

Explanation: Changed position from Assistant Registrar TO Interim Registrar until search process for Registrar completed. Job duties and responsibilities reflect the new assignment and position.

Hanson, Andrew T. – Associate Director of Enrollment Management/Coordinator of Student Success Programs

FTE/Term: 1.0/12 months

Department: Student Affairs

Proposed Annual Salary: \$37,003

Current Annual Salary: \$37,003

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

Effective Date: January 8, 2001

Explanation: Change position title to reflect responsibilities and duties.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEMS**

**LEWIS-CLARK STATE COLLEGE (continued)**

**2.34 TECHNICAL**

Goss, Randy – Allied Health Coordinator

FTE/Term: .9/12 months

Department: Workforce Training

Proposed Annual Salary: \$37,291

Current Annual Salary: \$36,192

Amount and Percent: \$1,099 (+3.04%)

Effective Date: December 24, 2000

Explanation: Change position from OBT/Workforce Training Allied Health Coordinator TO Allied Health Coordinator Workforce Training. Difference in salary reflects increase for FY 2001.

**2.8 ATHLETICS**

**2.81 APPOINTMENT**

Burns, Kathleen P. – Director of Development

FTE/Term: 1.0/12 months

Department: Athletic Department

Proposed Annual Salary: \$31,824

Effective Date: December 11, 2000

**2.82 ADDITIONAL COMPENSATION**

Collins, Mike, Cross Country Coach – Fitness equipment maintenance for October, November and December, \$416.00

Peer, Dan, Bus Driver – Men’s Basketball, \$200.00

Stoner, Harry A., Bus Driver – Men’s Basketball, \$100.00

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEM**

**ITEM #2.5**

**OFFICE OF THE STATE BOARD OF EDUCATION**

**2.3 REALLOCATION OF POSITION OR CHANGES IN SALARY, RANK,  
TITLE, DUTIES, OR STATUS**

**2.31 ADMINISTRATIVE**

Harvey Lyter, Operations/Performance Officer

FTE/Term: 1.00 FTE (no change)

Proposed Annual Salary: \$42,016.00 (no change)

Current Annual Salary: \$42,016.00

Amount & Percent: -0-

Effective Date: February 12, 2001

Department/Funds: Office of State Board of Education/Appropriated Funds

Justification: Modification of duties. The general overview of duties for the Operations/Performance Officer have been changed to state that the work plan is no longer approved by the Finance Committee and the Board, but instead is approved by the Executive Director and the Board.

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**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEM**

**ITEM #2.6**

**IDAHO SCHOOL FOR THE DEAF & THE BLIND**

**2.9 ITEMS NOT COVERED IN OTHER SECTIONS**

**2.91 ISDB REQUESTS BOARD APPROVAL OF THE 2001/2002 PROPOSED HOLIDAY SCHEDULE**

**2.92 ISDB REQUESTS BOARD APPROVAL OF THE 2001/2002 PROPOSED SCHOOL CALENDAR (SEE EXHIBIT #3.6.A).**

**PROPOSED HOLIDAY SCHEDULE FOR 2001/2002  
IDAHO SCHOOL FOR THE DEAF AND THE BLIND**

The Idaho School for the Deaf and the Blind requests approval of the State Board of Education for the closure of the school offices in observance of the following holidays:

July 4, 2001, Wednesday	Independence Day
September 3, 2001, Monday	Labor Day
November 22, 2001, Thursday	Thanksgiving Day
November 23, 2001, Friday	Compensatory Day *
December 24, 2001, Monday	Compensatory Day *
December 25, 2001, Tuesday	Christmas Day
December 31, 2001, Monday	Compensatory Day*
January 1, 2002, Tuesday	New Year's Day
February 18, 2002, Monday	President's Day
May 27, 2002, Monday	Memorial Day

\*Classes will be held and offices will be open on Columbus Day, October 8, and Veterans' Day, November 12, 2001. Substitute days will be designated (November 23, December 24, 2001; and December 31, 2001) whereby classes will not be held and offices will be closed. Classified employees who are eligible to earn compensatory time at the 1-1/2 time rate will receive the three substitute days in lieu of working the two regularly designated holidays. Exempt employees and classified employees whose positions are administrative, executive, or professional will receive two days off in lieu of the two regularly designated holidays. Since ISDB will be closed on the three substitute days, it will be necessary for this group of employees to identify one of the three days as annual leave. Holidays for faculty will continue to correspond with the student holidays.

In addition to the above, classes will be held and offices will be open on Martin Luther King Day, January 21, 2002. Compensatory time will be earned according to Idaho Personnel Commission policies.

IDAHO SCHOOL FOR THE DEAF AND THE BLIND

School Calendar

2001-2002

Approved(pending Board)-2/20/01

Week	Month	M	T	W	TH	F
	Aug					
	Aug					
	Aug		TI--14	TI---15	TI---16	TI---17
1	Aug	20	21	22	23	24
2	Aug	27	28	29	30	31
3	Sept	H---3	4	5	6	7
4	Sept	10	11	12	13	14
5	Sept	17	18	19	20	21
6	Sept	24	25	26	27	28
7	Oct	1	2	3	4	5
8	Oct	8	9	10	11	12
9	Oct	15	16	17	18	19
10	Oct	22	23	24	25	26
11	Nov	29	30	31	1	2
12	Nov	5	6	7	8	9
13	Nov	12	13	14	15	16
14	Nov	V-19	V--20	V--21	H--22	V--23
15	Nov	26	27	28	29	30
16	Dec	3	4	5	6	7
17	Dec	10	11	12	13	14
18	Dec	17	18	19	20	V--21
19	Dec	V--24	H--25	V--26	V--27	V--28

1st Semester - 89 days

New Staff Report	Aug 14
All Staff Report - Inservice/Work Days	Aug 15-17
Cottages Open: 3:00 PM	Aug 19
<b>SCHOOL STARTS</b>	<b>Aug 20</b>
Labor Day - No School	Sept 3
Parents Day (1st Qtr - 44)	<b>Oct 19</b>
Thanksgiving Vacation	Nov 19-23
School Reconvenes	Nov 26
Christmas Vacation	Dec 24-Jan 4

Week	Month	M	T	W	TH	F
20	Jan	V--31	H---1	V---2	V---3	V---4
21	Jan	7	8	9	10	11
22	Jan	14	15	16	17	18
23	Jan	21	22	23	24	25
24	Jan	28	29	30	WSB-31	WSB -1
25	Feb	4	5	6	7	8
26	Feb	11	12	13	14	15
27	Feb	H---18	19	20	21	22
28	Feb	25	26	27	28	1
29	Mar	4	5	6	7	8
30	Mar	11	12	13	14	15
31	Mar	18	19	20	21	22
32	Mar	V--25	V--26	V--27	V--28	V--29
33	Apr	V---1	2	3	4	5
34	Apr	8	9	10	11	12
35	Apr	15	16	17	18	19
36	Apr	22	23	24	25	26
37	May	29	30	1	2	3
38	May	6	7	8	9	10
39	May	13	14	15	16	17
40	May	20	21	22	23	24
41	May	H--27	28	29	30	31

2nd Semester - 90 days

School Reconvenes	Jan 7
End 1st Semester (2nd Qtr - 45)	Jan 11
<b>WSBC - No School --(TWD) Jan 31 /Feb 1</b>	
President's Day - No School	Feb 18
End Third Quarter (42)	Mar 15
Spring Vacation	Mar 25-1
School Reconvenes	Apr 2
Parents Day	Apr 19
Graduation - 10:30 AM	May 24
Memorial Day - No School	May 27
<b>School Ends (4th Qtr - 48)</b>	<b>May 31</b>
<b>Teacher Work Day</b>	<b>June 3</b>

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEM  
PROFESSIONAL-TECHNICAL EDUCATION  
EASTERN IDAHO TECHNICAL COLLEGE**

**ITEM #2.7**

**2.1 APPOINTMENTS  
2.11 ADMINISTRATIVE**

Name & Position:	Audrey Senelly —Idaho Hazardous Materials Training Center Coordinator
FTE/Term:	1.0/12 Months
Department:	Environmental Safety & Health
Proposed Annual Salary:	\$38,000
Effective Date:	February 12, 2001

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**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEM  
IDAHO DIVISION OF VOCATIONAL REHABILITATION**

**ITEM #2.8**

**2.1 APPOINTMENTS**

**2.3 CHANGES IN SALARY, RANK, TITLE OR DUTIES**

Michele Clarke                      Rehab Counselor I  
FTE/Term:                              1.0/12 Months  
Proposed Annual Salary:            \$31,824.00  
Current Annual Salary:              \$29,702.40  
Amount and Percent:                +\$2,121.60/+7%  
Effective Date:                        January 21, 2001  
Rationale:                               Promotion from Rehab Counselor

Russell Griffith                      Rehab Counselor I  
FTE/Term:                              1.0/12 Months  
Proposed Annual Salary:            \$31,824.00  
Current Annual Salary:              \$29,120.00  
Amount and Percent:                +\$2,704.00/+9.29%  
Effective Date:                        February 18, 2001  
Rationale:                               Promotion from Rehab Counselor

Tanya Brindle                        Planning & Evaluation Manager  
FTE/Term:                              1.0/12 Months  
Proposed Annual Salary:            \$42,016.00  
Current Annual Salary:              \$39,582.40  
Amount and Percent:                +\$2,433.60/+6.15%  
Effective Date:                        March 12, 2001  
Rationale:                               Reclassification from Rehab Counselor III

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**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ROUTINE ACTION ITEM  
IDAHO PUBLIC TELEVISION**

**ITEM #2.9**

**2.0 BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
2.9 ITEMS NOT COVERED IN OTHER SECTIONS**

To: State Board of Education  
Fr: Peter W. Morrill, General Manager  
Dt: February 23, 2001  
Re: System Report

Brief Overview of Legislative Activity, Page 2

Overview of B&A Executive Summary, Page 3

Festival 2001 Begins Saturday, March 3 on Idaho Public Television, Page 4

IdahoPTV Submits Digital Television Federal Funding Grant, Page 5

IdahoPTV Awarded Worldmedal at NY Film Festival and More!, Page 6

PBS Nationwide Broadcast of Idaho, A Portrait, Page 6

Descriptive Video Comes (DVS) to IdahoPTV, Page 6

FCC Reaffirms Mandated DTV Conversion and Standards, Page 7

WGBH & IdahoPTV Partner for Zoom, Page 8

New Outdoor Idaho: Salmon River Country, Page 8

In Our Own Voice Follows Lives of Six Idahoans Diagnosed with Severe and Persistent Mental Illness, Page 8

Four Former Governors Discuss The State's Future on Idaho Public Television, Page 9

IdahoPTV Celebrates Black History Month with Programming to Honor Black Heritage, Page 9

A New Season of Plaza Sesamo Premieres on IdahoPTV, Page 10

Past & Upcoming Dialogues, Page 11

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

---

**IDAHO PUBLIC TELEVISION**  
**Page 2**

**March 22-23, 2001**

**BRIEF OVERVIEW OF LEGISLATIVE ACTIVITY**

In recent weeks, there has been a flurry of legislative-related activities regarding Idaho Public Television. Here is a brief overview:

- Idaho State Broadcasters Association (ISBA) issued a position statement regarding IdahoPTV on Tuesday, February 6, 2001, which covered:
  - general support for the mission and need for public television in Idaho
  - against privatization of IdahoPTV
  - support the need to convert IdahoPTV to digital television
  
- The Senate Education Committee held a public hearing on IdahoPTV and later on Wednesday, February 7, voted unanimously to recommend:
  - not to privatize IdahoPTV
  - recommended the Governor's budget recommendation for digital television conversion of \$6.2 million
  
- The State Board of Education held public hearings on IdahoPTV, Wed, February 7
  - Over 200 individuals attended the public hearings across the state
    - 51 people testified, 49 against privatization and 2 in favor
  - 867 citizens from across Idaho submitted written comment
    - 807 were against privatization, 31 were in favor, 29 expressed general support for IdahoPTV
  
- The House Education Committee held public hearings on IdahoPTV and later on Thursday, February 15:
  - Voted unanimously for DTV recommendation
  - Voted down a motion to recommend not privatizing
  
- The Friends of IdahoPTV met on Wednesday, February 14, created and unanimously approved a position paper with recommendation, among other issues, against privatization of IdahoPTV.
  
- The Joint Finance and Appropriations Committee (JFAC) met Tuesday, February 20 and voted 17-3 to recommend a motion that almost mirrored the IdahoPTV/SBOE requested budget for FY 2001. The principle difference was the delay in hiring for six months a newly approved field engineer position.

**OVERVIEW OF B&A EXECUTIVE SUMMARY**

On Monday, January 22, 2001, the State Board of Education received the independent study on the economic and regulatory issues involved in privatizing Idaho Public Television. The report was a result of an August 16, 2000 vote by the SBOE to commission Bornstein and Associates, Tucson, AZ, to assess the proposal to change Idaho Public Television from a state licensee to that of a community, non-profit organization.

The executive summary concluded:

“The financial implications of Idaho Public Television becoming a community licensee were examined in detail and compared to peer institutions within the industry. Based on this analysis B&A concluded that if a decision is made that Idaho Public Television should become an independent community organization:

- It is very unlikely that IDPTV could continue operating unless (1) its current assets are transferred to the new organization, and (2) the state is willing to pay most, if not all, of the costs associated with converting to digital television.
- IDPTV would incur additional costs beyond the loss of the state’s current funding.
- It is doubtful that IDPTV could raise significant additional revenues through its traditional fundraising techniques.
- Some expenses could be reduced, but this may result in the loss of additional revenues and an unacceptable loss of existing services.
- It may be possible to recover some or all revenue from the state through contracts for some existing and/or expanded services.
- It is not possible to predict the extent to which revenues could be increased through expanded entrepreneurial activities without knowing what those activities are and the potential marketplace and competitive environment.”

If the decision to privatized IdahoPTV is made, B&A identified four governance options:

“These options include:

- Maintain the status quo;
- Create an independent/quasi state agency;
- Transition to a community licensee and allow the state to contract for specific services it wishes to maintain; and
- Transition to a community licensee with no state involvement.”

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

---

**IDAHO PUBLIC TELEVISION**  
**Page 4**

**March 22-23, 2001**

FESTIVAL 2001 BEGINS SATURDAY, MARCH 3 ON IDAHO PUBLIC TELEVISION

FESTIVAL 2001 Opens Saturday, March 3 on Idaho Public Television; 16-day Event Begins with High-energy Music

Annual On-Air Fund Raiser is March 3-18.

Sights and sounds of Idaho and the world come to televisions statewide during FESTIVAL 2001, which begins March 3 (Saturday), on Idaho Public Television.

The 16-day on-air fund raiser, through March 18, opens at 3:30/2:30 p.m. MT/PT with BARRAGE: THE WORLD ON STAGE, a high-energy musical group featuring sounds from around the world. The opening evening also includes an aerial tour of the United States, memories and music by Lawrence Welk stars and a British Comedy preview. The celebration continues with a spectrum of musical concerts, Idaho specials, comedy, and shows that range from cooking to baby animals.

“With 57 percent of Idaho Public Television’s operating budget dependent upon private contributions and FESTIVAL being the single largest fundraising event of the year, the success of this campaign is critical,” says IdahoPTV Marketing Director Nancy Viano. “Money raised during FESTIVAL helps pay for programming that is seen throughout the year.”

The once-a-year event celebrates Idaho with IdahoPTV-produced specials on trains, the Lewis and Clark expedition, statewide aerial tours and a visit to the Salmon River country.

The story of Idaho’s Polly Bemis is told in a feature film and NATURE airs John Denver’s last visit to Idaho.

Sister and brother Lynna Howard and Leland Howard join host Marcia Franklin for a special FESTIVAL DIALOGUE to share their adventures when hiking the 3,100-mile Continental Divide National Scenic Trail.

Beyond Idaho, FESTIVAL 2001 expands worldwide. Travel expert Rick Steves provides tips to smooth the way when touring Europe. Seattle glass artist Dale Chihuly installs giant glass sculptures at the Tower of David Museum in Jerusalem and Charlotte Church sings in front of the ancient landmark itself. An Irish gala features music, dance and cultural traditions of the Emerald Isle. Nick Stellino offers insights into Italian food, love and family.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE**  
**MARCH 22-23, 2001**

---

**IDAHO PUBLIC TELEVISION**  
**Page 5**

**March 22-23, 2001**

Musical specials feature: Sarah Brightman, Donny Osmond, Elton John, Michael Junior, James Last, the Moody Blues, Dave Matthews Band, Irish Tenors, Roy Orbison, Luciano Pavarotti, Michael Ball, and Andrea Bocelli. Other memorable performances include Les Misrables in Concert, Championship Ballroom Dancing (a 20th anniversary celebration), rock and roll Girl Groups, a new Doo Wop reunion, and favorite Broadway love songs.

Laughter follows John Inman, known for his role in ARE YOU BEING SERVED?, and Red Green, who is making a movie.

“FESTIVAL is also a celebration of the programming viewers enjoy throughout the year and the most visible effort to attract new members,” Viano says.

**IDAHOPTV SUBMITS DIGITAL TELEVISION FEDERAL FUNDING GRANT**

On February 12, 2001, Idaho Public Television submitted to the U.S. Department of Commerce's NTIA/PTFP (Public Telecommunications Facilities Program) a grant application for matching funds to acquire equipment in Pocatello/Idaho Falls, Moscow and Couer d'Alene required to meet the federally mandated transition to digital television (DTV) in 2003. Grant awards will be announced in late September 2001.

The grant request matching federal funds total \$1,080,235. Over the last three months, our staff has worked on the highly detailed (252 pages), competitive grant application for matching funds from a pool that is expected to be \$40 million.

This past fall, Idaho Public Television was the recipient of a grant totaling \$473,300, which matched the \$2,000,000 appropriated by the 2000 Legislature. There were 278 applications from both public TV and radio stations for replacement of both analog and digital infrastructure totaling \$233 million dollars in total fund requested. The funding pool was \$26.5 million.

This year, we anticipate requesting matching funds for digital television transmission facilities, which will serve northern and eastern Idaho. The F.C.C. deadline for public television stations nationwide to be transmitting on assigned digital channels is May 1, 2003.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**IDAHO PUBLIC TELEVISION  
Page 6**

**March 22-23, 2001**

**IDAHOPTV AWARDED WORLDMEDAL AT NY FILM FESTIVAL AND MORE!**

On Friday, January 19, 2001, Idaho Public Television was awarded the Silver Worldmedal at the New York Film Festival, in the Environment & Ecology Category for **OUTDOOR IDAHO: IDAHO TRIBES AND THE ENVIROMENT**, Produced by Marcia Franklin, Directed by Pat Metzler and Executive Producer Bruce Reichert. The Gold Worldmedal went to National Geographic. The awards were presented at a gala function held at the New York Marriott Marquee Hotel, New York City. I'd like to take this moment and commend these individuals and the other Idaho Public Television staff who made this production possible.

Also in January, Idaho Public Television was awarded four major Telly Awards:

- Idaho: A Portrait – winner (Travel & Tourism)
- Life in the Fast Lane – finalist (Educational)
- Hearts and Minds – finalist (Social Issues)
- Outdoor Idaho: Yellowpine – finalist (Miscellaneous Progamming)

**PBS NATIONWIDE BROADCAST OF IDAHO, A PORTRAIT**

Also, Friday, January 19, 2001, marked the second nationwide airing on PBS of **IDAHO, A PORTRAIT**. The broadcast immediately followed **AMERICAN MASTERS: CLINT EASTWOOD TRIBUTE**.

**DESCRIPTIVE VIDEO COMES (DVS) TO IDAHOPTV**

Idaho School for the Deaf and Blind (ISDB) Outreach teachers experienced Idaho Public Television's new Descriptive Video Service (DVS) for the first time on Friday, February 23. During on-campus sessions in Gooding, Vicky Roper, ISDB Outreach Director, began working with the regional advisors to teachers and parents of vision-impaired students to integrate DVS encoded television programs into training materials.

ISDB and IdahoPTV's partnership to bring Descriptive Video Service to sight-impaired students is supported by a grant from the J.A. & Kathryn Albertson Foundation. DVS provides narrated descriptions of the key visual elements through your television set without interfering with the audio or dialogue of a program or movie. The narration describes visual elements such as actions, settings, body language and graphics.

Idaho Public Television is the only station in Idaho which provides DVS to its viewers.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**IDAHO PUBLIC TELEVISION**  
**Page 7**

**March 22-23, 2001**

Since 1986 DVS (<http://main.wgbh.org/wgbh/access/dvs/>) has been turning pictures into words enabling thousands of people who are blind or have low vision to more fully enjoy television and movies on video. The DVS weaves carefully crafted descriptions of a program or movie's key visual elements into the natural pauses of the program or movie dialogue.

Today DVS description is available on some of public television's finest series including Mystery!, The American Experience, Arthur, Kratts' Creatures, Nature, Scientific American Frontiers and select episodes of Mobil Masterpiece Theatre, Nova and Mister Rogers' Neighborhood; and on over 200 popular home videos.

Currently, DVS can be found on select PBS programming on 169 Public Television Stations, reaching over 80% of US television households.

The newly installed equipment is in the testing phase. When completed IdahoPTV viewers, at home and in schools, in southwestern (KAID, KIPT) and northern Idaho (KUID, KCDT) will be able to receive DVS on their stereo-equipped TV or VCR within the next few months. It is expected that KISU will on-air with DVS in fiscal year 2002.

Many of IdahoPTV's educational programs that are used by teachers throughout the state are provided with DVS. A partial list includes Adventures from the Book of Virtues, Arthur, Between The Lions, Mister Rogers' Neighborhood, Wishbone, Nature, ExxonMobil Masterpiece Theatre, American Experience, Nova, and Scientific American Frontiers.

The ISDB Outreach Program includes inservice training, curriculum development and technical assistance for students with visual impairment in their public school classrooms, and for their teachers, as well as services to aid infants and toddlers with vision impairments through home intervention and preschools.

#### **FCC REAFFIRMS MANDATED DTV CONVERSION AND STANDARDS**

In a meeting held on Friday, January 19, 2001 the Federal Communications Commission (FCC), reaffirmed its support for the digital television standard and its established timelines for stations to comply with the deadlines.

There has been some discussion in the press speculating that the FCC might alter the mandated transition to digital television. They have not. In addition, the FCC has added some new station transmission power requirements, which would take effect for Idaho Public Television in 2005. In the near future, I'll have some more detailed information on

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

---

**IDAHO PUBLIC TELEVISION  
Page 8**

**March 22-23, 2001**

how this will affect us. It is safe to say, however, that the equipment that we've purchased so far...and are planning to purchase in the next 18 months will not be obviated by this ruling. But it may require some additional add-on equipment and/or increased power costs for us in four years. Again, more on this later.

**WGBH & IDAHOPTV PARTNER FOR ZOOM**

This past fall, IdahoPTV worked with WGBH, Boston on the production of a 5 minute segment photographed at Lake Hazel School in Meridian about an inspiring student developed project that gathers donated pennies...to buy toys for needy children. This segment was produced for WGBH, Boston (of MASTERPIECE THEATRE and NOVA fame) for their daily children's program ZOOM. The program with our segment aired in January nationwide on PBS.

**NEW OUTDOOR IDAHO: SALMON RIVER COUNTRY**

Aired on Thursday, March 8, 8:30pm

Idaho's wild and scenic Salmon River country, the only obstacle to turn back Lewis and Clark, and the longest un-dammed river in the lower 48 is increasingly becoming the stop for adventurers and those who seek a back-to-nature experience. This new episode is from the Emmy Award winning producers of **OUTDOOR IDAHO**.

**IN OUR OWN VOICE FOLLOWS LIVES OF SIX IDAHOANS DIAGNOSED WITH SEVERE AND PERSISTENT MENTAL ILLNESS**

Aired February 7 (Wednesday) at 7:00 p.m. MT/PT

Six Idahoans with severe and persistent mental illness share their lives and experiences in a one hour Idaho Public Television documentary, **IN OUR OWN VOICE**.

"The voices tell you to do things. They told me to say certain things to people. Be aggressive. Do this. Do that," says Richard, who provides a rare glimpse into the experience of schizophrenia. "You think, maybe if I do this, they'll leave me alone, so you try to do the things they tell you to do, hoping they'll leave you alone. But they don't."

Richard, of Post Falls, was an industrial engineer for Boeing, until he started hearing voices and ended up homeless. He now works on a crisis team that assists people with mental illness.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**IDAHO PUBLIC TELEVISION**  
**Page 9**

**March 22-23, 2001**

Richard and five other people reveal their personal experiences with mental illness for the documentary, which aired February 7 (Wednesday) at 7:00 p.m. MT/PT. The other participants are from Coeur d'Alene, Idaho Falls, Moscow and Boise.

Idaho PTV producer Marcia Franklin researched, produced, and wrote IN OUR OWN VOICE, along with a 30-minute version for teens, released in November, on the same subject.

“The goal was to humanize the often anonymous faces of mental illness by showing the reality of these diseases on not only the people who have them, but also their family members,” she says. “There is a stigma that can keep people from getting treatment.”

The documentary shows how schizophrenia, manic depression, and depression strike people from all walks of life.

As Dr. Arnold Kadrmas of St. Joseph's Hospital in Lewiston says in the video: “They're our friends, they're our families, our community members; they're not different. They're us.”

The video was produced with a grant from the Idaho Department of Health and Welfare.

**FOUR FORMER GOVERNORS DISCUSS THE STATE'S FUTURE ON IDAHO  
PUBLIC TELEVISION**

Aired Friday, February 9 at 8:30 p.m. MT/PT

Idaho's living four former governors Robert Smylie, John Evans, Cecil Andrus, and Phil Batt talked about the future of Idaho, its challenges and opportunities in FOUR FORMER GOVERNORS TALK. The discussion aired on Idaho Public Television, Friday, February 9 at 8:30 p.m. MT/PT and was made possible through special arrangement with KIVI-TV, Nampa.

**IDAHOPTV CELEBRATES BLACK HISTORY MONTH WITH PROGRAMMING  
TO HONOR BLACK HERITAGE**

Four special documentaries on Idaho Public Television honor historical black figures in rights movements and music for Black History Month in February.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE**  
**MARCH 22-23, 2001**

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**IDAHO PUBLIC TELEVISION**  
**Page 10**

**March 22-23, 2001**

Black History Month programs are:

AMERICAN EXPERIENCE “The Jubilee Singers,” aired February 5 at 8:00 p.m.  
MT/PT.

AMERICAN EXPERIENCE “Marcus Garvey: Look for Me in the Whirlwind,” aired  
February 12 at 8:00 p.m. MT/PT.

NANTUCKET ROCK OF CHANGES, aired February 12 at 10:30 p.m. MT/PT.

Bob Marley: Rebel Music, An AMERICAN MASTERS Special, aired February 14 at  
8:30 p.m. MT/PT.

CD HIGHWAY “Hot Hot Night in Idaho,” aired February 16 and 23 at 8:30 p.m.  
MT/PT.

A chorus group from Fisk University in Nashville, TN introduced the post-Civil War nation to spirituals such as “Steal Away” and religious anthems of slavery. The group raised thousands of dollars and helped bridge the gap between blacks and whites. Music historians give insight on the singers and their times in AMERICAN EXPERIENCE “Jubilee Singers: Sacrifice and Glory.”

Marcus Garvey’s dream of equality for blacks leads to the Universal Negro Improvement Association (UNIA) in 1914 an idea that proved revolutionary for Garvey and fellow African Americans. AMERICAN EXPERIENCE “Marcus Garvey: Look for Me in the Whirlwind” shows how his movement would soon be doomed when power struggles break out and a mail fraud case surfaces.

The lyrics of Bob Marley called for racial harmony and peace, a message that would span the globe as his music gained fame. BOB MARLEY: REBEL MUSIC, An AMERICAN MASTERS Special looks at the musical genius and the man whose song-writing ability sold 300 million records. The film interviews his widow, Rita Marley, for a personal look at the reggae legend.

CD HIGHWAY “Hot Hot Night in Idaho” features Chuck Magione, backed by Idaho musicians at the Gene Harris Jazz Festival at Boise State University. The festival celebrates the music of jazz musician Gene Harris and features jazz musicians from a variety of locations.

**A NEW SEASON OF PLAZA SESAMO PREMIERS ON IDAHOPTV**

Preschoolers can now catch a new season of PLAZA SESAMO, the Spanish-language version of Sesame Street. The children’s series airs each Sunday morning at 8:00/7:00 a.m. MT/PT on Idaho Public Television.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**IDAHO PUBLIC TELEVISION**  
**Page 11**

**March 22-23, 2001**

In 65 new episodes, characters Abelardo, Pancho, and Lola teach children about reading, diversity different cultures from around the world, the importance of family and friends and more. From samba steps to the letter T, children get the opportunity to learn many new things. Lively songs, animation, live-action films, and a colorful set also make PLAZA SESAMO a learning tool for preschoolers.

PLAZA SESAMO is the only Spanish-language educational children's program designed for preschoolers. It can also be a resource for helping children learn, improve or retain their Spanish skills.

Information in Spanish is available on the IdahoPTV Web site:  
[www.idahoptv.org/outreach/hispanics/index.html](http://www.idahoptv.org/outreach/hispanics/index.html)

The site includes a link to a language translation Web site and other sites in Spanish, information on promoting tolerance and parents and children.

Other language programs on IdahoPTV include:

DESTINOS, Monday and Thursday mornings at 5:30/4:30 a.m. MT/PT, teaches Spanish as a second language.

CONNECT WITH ENGLISH, Tuesday and Friday mornings at 5:30/4:30 a.m. MT/PT, teaches English as a second language.

Several Spanish-language publications are available from IdahoPTV by calling Lynn Allen at 1-800-543-6868. The publications include:

Sacando mas provecho a SESAME STREET

Que puedes hacer con el enojo que tu sientes? From MISTER ROGERS' NEIGHBORHOOD

PBS para la familia

BARNEY Observar jugar, y aprender

Manual para padres for TOTS TV

Disfrute y aprenda con sus ninos y PLAZA SESAMO

**PAST & UPCOMING DIALOGUES**

03/15/01 - "Idaho's Continental Divide Trail"

03/08/01 - No Program

03/01/01 - "Drug Courts"

02/22/01 - "Idaho Prison System"

02/15/01 - "Political Pundits"

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**IDAHO PUBLIC TELEVISION  
Page 12**

**March 22-23, 2001**

02/08/01 - "Mental Illness"  
02/01/01 - "Jim Caswell"  
01/25/01 - "Religious Freedom Restoration Act"  
01/18/01 - "Owyhee Canyonlands"  
01/11/01 - "Rep. Mike Simpson"

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**NON-ROUTINE ACTION ITEMS  
INSTITUTIONAL/AGENCY ROUTINE AGENDAS**

**ITEM #3**

**SUBJECT:**

**SUMMARY OF NON-ROUTINE AGENDA ITEMS  
(see following pages for detail):**

3.1	IDAHO STATE UNIVERSITY .....	63
3.2	UNIVERSITY OF IDAHO.....	65
3.3	LEWIS-CLARK STATE COLLEGE.....	67

**DISCUSSION:**

Review Non-Routine Agenda items.

**IMPACT:**

Not applicable.

**COMMITTEE ACTION:**

A motion to recommend to the Board the approval of the institutional/agency Non-Routine Agendas as presented in ITEMS #3.1-3.3 for Idaho State University, University of Idaho, and Lewis-Clark State College.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

**BOARD ACTION:**

A motion approve the institutional/agency Non-Routine Agendas as presented in ITEMS #3.1-3.3 for Idaho State University, University of Idaho, and Lewis-Clark State College.

Moved by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

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**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**NON-ROUTINE ACTION ITEM  
IDAHO STATE UNIVERSITY**

**ITEM #3.1**

- 2.0 PERSONNEL RECOMMENDATIONS**
- 2.3 CHANGE IN SALARY, RANK, TITLE OR DUTIES**
- 2.33 OTHER**

Francois, Teresa - Coordinator of School Improvement

FTE/Term: 1.0 FTE/9 months

Proposed Annual Salary: \$39,748.80

Current Annual Salary: \$28,017.60

Amount and Percent: +\$11,731.20 (+41.87%)

Effective Date: December 10, 2000

Department: College of Education/Idaho Center for Education  
Effectiveness

Funding Source: Local Funds

Explanation: Additional duties and responsibilities which include managing four contracts in addition to regular duties.

Jones, Gary - Coordinator/Intermountain Center for Education Effectiveness

FTE/Term: 1.0 FTE/9 months

Proposed Annual Salary: \$51,542.40

Current Annual Salary: \$32,011.20

Amount and Percent: +\$19,531.20 (+61.02%)

Effective Date: December 10, 2000

Department: College of Education

Funding Source: State Funds (62%), Local Funds (22%) and Grant Funds (16%)

Explanation: Additional duties and responsibilities which include statewide evaluation of the School-to-Work Program.

- 2.8 ATHLETICS**
- 2.89 ATHLETIC DEPARTMENT HEAD COACH CONTRACT**

**SUBJECT:**

Idaho State Board of Education Governing Policies and Procedures E.1.a authorizes the chief executive officer of the university to enter into a contract for the services of a coach or athletic director for a term of more than one year, specifies that such contracts shall include incentives based on the academic performance of student athletes supervised by the coach, and specifies that recommendations for contract renewal shall include a report of the coach's performance relative to academic incentives of the prior contract period.

Mike Welch - Head Coach/Women's Volleyball. (unexecuted photocopy of agreement is on file at the Office of the State Board of Education).

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE**  
**MARCH 22-23, 2001**

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**NON-ROUTINE ACTION ITEM**

**IDAHO STATE UNIVERSITY (continued)**

**BACKGROUND:**

Mike Welch has been the Head Volleyball Coach for one year and has now been offered a multi-year agreement. Mr. Welch comes from the North Florida University volleyball program where he served as head coach. During this period, his team was ranked in the top ten in the nation. Mr. Welch has begun the process of rebuilding the ISU women's volleyball team, and it is believed the continuity and stability of the program will be enhanced by entering into this multi-year agreement.

By entering into the original agreement, the coach agrees to abide by all applicable NCAA, conference, Board and University rules related to the administration of the women's volleyball program, including academic and eligibility standards. The contract requires periodic performance evaluations which will include evaluation of student athlete behavior, academic progress and success on the volleyball court, and makes eligibility for merit pay raises contingent upon superior performance.

**FISCAL IMPACT:**

FTE/Term:	1.0/12 months
Proposed Annual Salary:	\$49,587.20
Effective Date:	February 4, 2001 - February 7, 2004
Department:	Intercollegiate Athletics
Funding Source:	State Funds

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**NON-ROUTINE ACTION ITEMS  
UNIVERSITY OF IDAHO**

**ITEM #3.2**

**2.3 REALLOCATION OF POSITION OR CHANGES IN SALARY, RANK,  
TITLE, DUTIES, OR STATUS**

**2.31 ADMINISTRATIVE**

Francis Froes, from Professor of Metallurgical Engineering and Director, Institute for Materials and Advanced Processes to Professor of Metallurgical Engineering; Director, Institute for Materials and Advanced Processes and Interim Department Head of Materials, Metallurgical, Mining & Geological Engineering

FTE/Term:	1.0/9 months
Proposed Annual Salary:	\$119,620.80
Current Annual Salary:	\$109,621.20
Amount and Percent:	+ \$9,999.60 (+9.12%)
Effective Date:	January 1, 2001 (title) December 24, 2000 (salary)
Department/Funding:	College of Mines and Earth
Resources/Appropriated funds	
Justification:	Interim Department Head with increased administrative responsibilities for FY01; Dr. Froes has held this position since August and is receiving an administrative increment as a result of his six-month performance review

**2.32 FACULTY**

Gary Machlis, Professor of Forest Resources and Unit Leader, National Park Service Cooperative Park Studies

FTE/Term:	1.0/12 months
Proposed Annual Salary:	\$108,721.60
Current Annual Salary:	\$104,977.60
Amount and Percent:	+ \$3,744.00 (+ 3.57%)
Effective Date:	January 1, 2001
Department/Funding:	College of Natural Resources/Grant funds
Justification:	Dr. Machlis is on loan to the Federal government. A salary increase is recommended and provided by the National Park Service (i.e., to be implemented at beginning of federal grant fiscal year). This is an ongoing appointment with the National Park Service.

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**NON-ROUTINE ACTION ITEMS  
UNIVERSITY OF IDAHO (continued)**

John Mihelich, Instructor in Sociology

FTE/Term:	1.0/9 months
Proposed Annual Salary:	\$26,603.20
Current Annual Salary:	\$20,605.00
Amount and Percent:	+ \$5,998.20 (+ 29.11%)
Effective Date:	February 4, 2001 – May 19, 2001
Department/Funding:	College of Letters and Science/Appropriated funds
Justification:	Temporary increase from part-time to full-time status.

**2.33 OTHER**

Christine Budenbender, from Project Manager for the Initial and Continuing Development of the Next-Generation High-Performance Work Environment Center to Manager for the High Performance Work Environment Initiative, Washington, DC

FTE/Term:	1.0/12 months
Proposed Annual Salary:	\$178,000.00
Current Annual Salary:	\$107,207.00
Amount and Percent:	+ \$70,793.00 (+ 66.03%)
Effective Date:	March 1, 2001 – February 28, 2004
Department/Funding:	College of Engineering/Grant funds
Justification:	Temporary visiting appointment; stationed in Washington, DC at NASA headquarters and supported fully by NASA funding.

Patricia Hine, Computer Systems Analyst

FTE/Term:	1.0/12 months
Proposed Annual Salary:	\$41,246.40
Current Annual Salary:	\$32,997.12
Amount and Percent:	+ \$8,249.28 (+ 25%)
Effective Date:	January 16, 2001
Department/Funding:	Management Information Systems/Appropriated funds
Justification:	Increase from part-time to full-time status

**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**NON-ROUTINE ACTION ITEM  
LEWIS-CLARK STATE COLLEGE**

**ITEM #3.3**

**2.3 CHANGES IN SALARY, RANK, TITLE, STATUS OR DUTIES  
2.31 ACADEMIC/INSTRUCTIONAL**

**BERRY, TERRY L. – ADJUNCT INSTRUCTOR**

FTE/Term:	1.0/9 months
Department:	Literature and Languages
Proposed Annual Salary:	\$24,360
Current Annual Salary:	\$18,720
Amount and Percent:	\$5,640 (+30.13%)
Effective Date:	January 16, 2001
Explanation:	Changed position from .75 FTE teaching 9 credits TO 1.0 FTE teaching 12 credits.

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**BUSINESS AFFAIRS AND HUMAN RESOURCES COMMITTEE  
MARCH 22-23, 2001**

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**ACTION ITEM**

**ITEM #4**

**ISDB SUPERINTENDENT SEARCH UPDATE**

Dr. Greg Fitch will update the Committee on the search status for Superintendent of the Idaho School for the Deaf and the Blind.

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