

BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002

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BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002

INSTITUTION / AGENCY AGENDA
BOISE STATE UNIVERSITY

SUBJECT

A request by Boise State University's for new positions and changes in existing positions.

BACKGROUND

Items submitted for review and approval according to Board Policy.

DISCUSSION

Boise State University is requesting 3.5 new positions funded by State funds (2 of these positions are requested to implement PeopleSoft's Advancement software) and 2 new positions funded from local operations. They are also requesting a change in 3 positions, totaling an increase of .71 FTP. The details of the requests are on the following pages.

IMPACT

Once approved, the position changes can be processed and established on the State's Employee Information System.

STAFF COMMENTS

Review and approve as appropriate. As the institutions begin a fiscal year, there are many changes in operating budgets. Most of the changes are reflected in the operating budget, however, some take time to identify.

BOARD ACTION

A motion to approve the request by Boise State University for new positions and changes to existing positions as detailed in their Human Resources agenda.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

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**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
BOISE STATE UNIVERSITY**

**NEW POSITION
ACADEMIC**

Position Title:	Interim Instructor
Type of Position:	Faculty
FTE:	1.0
Term of Appointment:	9 month
Effective Date:	August 19, 2002
Salary Range:	\$39,520
Funding Source:	Vocational Funds
Area/Department of Assignment:	Selland College of Applied Technology
Description of Duties and Responsibilities:	Instruction in the Computer Network Support Program.
Justification for the Position:	Because of high student interest, the addition of this position will allow for more students to be admitted into this program.

OTHER

Position Title:	Project Lead
Type of Position:	Professional Staff
FTE:	1.0
Term of Appointment:	12 month
Effective Date:	September 1, 2002
Salary Range:	\$55,000
Funding Source:	Appropriated Funds
Area/Department of Assignment:	Office of Information Technology
Description of Duties and Responsibilities:	Supervision of developers and technical consultants for Alumni/Development Application Systems; project management of implementation and interface of Contributor Relations 8 software; and developer/analyst responsibilities and duties.
Justification for the Position:	Implement Release 8 of PeopleSoft Contributor Relations for University Advancement for enterprise-class information system to manage supporter relationships.

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
BOISE STATE UNIVERSITY continued**

Position Title: Developer Analyst
Type of Position: Professional Staff
FTE: 1.0
Term of Appointment: 12 month
Effective Date: September 1, 2002
Salary Range: \$45,000
Funding Source: Appropriated Funds
Area/Department of Assignment: Office of Information Technology
Description of Duties and Responsibilities: Enhance, maintain, process improvement and production support using technical expertise in PeopleSoft software development tools and utilities.
Justification for the Position: Implement Release 8 of PeopleSoft Contributor Relations for University Advancement for enterprise-class information system to manage supporter relationships.

Position Title: Senior Financial Analyst
Type of Position: Professional Staff
FTE: .5
Term of Appointment: 12 month
Effective Date: September 1, 2002
Salary Range: \$37,307
Funding Source: Appropriated Funds
Area/Department of Assignment: Vice President for Finance and Administration
Description of Duties and Responsibilities: Assist the Office of the Vice President for Finance and Administration with senior level financial projects such as coordination of the University's financial reporting requirements; preparation/analysis of auxiliary budgets; and special financial analysis and reporting projects.
Justification for the Position: This has been a temp position. Due to an on-going need to provide financial analysis support to the Vice President and Associate Vice President we are requesting approval to convert to a permanent PCN.

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
BOISE STATE UNIVERSITY continued**

Position Title: Assistant Director for Marketing, Sales and Sponsorship
Type of Position: Professional Staff
FTE: 1.0
Term of Appointment: 12 month
Effective Date: September 1, 2002
Salary Range: \$40,000
Funding Source: Local Funds
Area/Department of Assignment: Pavilion 50% / Student Recreation Center 50%

Description of Duties and Responsibilities: Initiate and provide marketing functions for promoters, sponsors, advertisers, and other partners. Enhances the image of the Pavilion and Campus Recreation Center.

Justification for the Position: Generates revenue for the Pavilion and Student Recreation Center by marketing facilities to campus and community and markets recreation passes to faculty, staff, and alumni.

Position Title: Business Manager
Type of Position: Professional Staff
FTE: 1.0
Term of Appointment: 12 month
Effective Date: September 1, 2002
Salary Range: \$40,000
Funding Source: Local Funds
Area/Department of Assignment: Health, Wellness & Counseling Services

Description of Duties and Responsibilities: Will be responsible for maintaining and generating internal accounting records and reports, budget development and monitoring, payroll auditing, purchasing processing, oversight of payables and receivables, and work on special financial projects.

Justification for the Position: The recently completed internal audit report of Health, Wellness, and Counseling Services specifically identified the need for and recommended the hiring of this position.

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
BOISE STATE UNIVERSITY continued**

**CHANGES IN POSITIONS (FTE CHANGES)
OTHER**

Position Title:	Teacher
Type of Position:	Professional Staff
FTE:	From .5 to 1.0
Term of Appointment:	12 month
Effective Date:	September 1, 2002
Salary Range:	\$12,917
Funding Source:	Grant Funds
Area/Department of Assignment:	High School Equivalency Program
Description of Duties and Responsibilities:	Instructs Spanish-speaking students in GED preparation courses
Justification for the Position:	To cover for increased number of Spanish-speaking students served in program.

Position Title:	Administrative Assistant I
Type of Position:	Classified Staff
FTE:	.083
Term of Appointment:	from 11 to 12 month
Effective Date:	September 1, 2002
Salary Range:	\$2,762
Funding Source:	Local Funds
Area/Department of Assignment:	Accountancy Department
Description of Duties and Responsibilities:	Provide secretarial duties for the Department of Accountancy, College of Business and Economics.
Justification for the Position:	This change will finalize what has been temporary for the last few years to handle the work required of the graduate program in Accountancy.

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
BOISE STATE UNIVERSITY continued**

Position Title:	Administrative Assistant I
Type of Position:	Classified Staff
FTE:	.125
Term of Appointment:	from 10.5 to 12 month
Effective Date:	September 1, 2002
Salary Range:	\$2,708
Funding Source:	Grant Funds
Area/Department of Assignment:	Southwest Regional Special Education
Description of Duties and Responsibilities:	Provide secretarial services to the Southwest Regional Special Education program.
Justification for the Position:	Support four Regional Consultants as well as the statewide Results Based Model project. This project is a state initiated addressing the nationwide proposal for special/regular education reform as well as Idaho State Standards.

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BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002

INSTITUTION / AGENCY AGENDA
IDAHO STATE UNIVERSITY

SUBJECT

A request by Idaho State University for new positions, changes in existing positions, and deletion of a position

BACKGROUND

Items submitted for review and approval according to Board Policy.

DISCUSSION

Idaho State University is requesting 3 new positions funded by State funds and 3 positions (2 at .50 FTP) from local funds. They are requesting a deletion of a .75 FTP and a change from 9 months to 12 months for a custodian.

IMPACT

Once approved, the position changes can be processed and established on the State's Employee Information System.

STAFF COMMENTS

Review and approve as appropriate. As the institutions begin a fiscal year, there are many changes in operating budgets. Most of the changes are reflected in the operating budget, however, some take time to identify.

BOARD ACTION

A motion to approve the request by Idaho State University for new positions, changes to existing positions, and deletion of a position as detailed in their Human Resources agenda.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

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BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002

INSTITUTION / AGENCY AGENDA
IDAHO STATE UNIVERSITY

NEW POSITIONS
ACADEMIC

Position Title:	Assistant Professor
Type of Position:	Faculty
FTE:	1.0
Term of Appointment:	9 month
Effective Date:	August 19, 2002
Salary Range:	\$44,000.00
Funding Source:	State Funds
Area/Department of Assignment:	Geosciences
Duties and Responsibilities:	Teach and advise students in the GeoTechnology Program; actively involved in research; and interacts with INEEL scientists.
Justification for the Position:	Additional instructional support required for the development of the GeoTechnology Program in Idaho Falls and the surrounding area.

OTHER

Position Title:	Major Gifts Officer
Type of Position:	Non-Classified
FTE:	1.0
Term of Appointment:	12 month
Effective Date:	August 19, 2002
Salary Range:	\$45,000.00
Funding Source:	Local Funds
Area/Department of Assignment:	Athletic Department & Development Office
Duties and Responsibilities:	Responsible for development and implementation of successful models for securing major gifts/donations for the Athletic Department; correspond and meet with donors, potential donors, and alumni; develop annual performance plan; prepare reports and analyses detailing development efforts.
Justification for the Position:	This position will provide the support necessary to secure major gifts and donations for the Athletic Department.

BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002

INSTITUTION / AGENCY AGENDA
IDAHO STATE UNIVERSITY (continued)

Position Title: Computer Systems Administrator
Type of Position: Non-Classified
FTE: 1.0
Term of Appointment: 12 month
Effective Date: September 1, 2002
Salary Range: \$32,824.00
Funding Source: State Funds
Area/Department of Assignment: Math Department
Duties and Responsibilities: Responsible for maintenance of computer networks and servers for the Math, Physics, and Geology departments, including security maintenance and backup; advise departments about purchases and licensing; coordinate with faculty and the Computer Center.

Justification for the Position: To provide full-time, permanent computer systems support for the Math, Physics, and Geology. This position has been previously filled by temporary employees.

Position Title: IT Systems Analyst
Type of Position: Classified
FTE: 1.0
Term of Appointment: 12 month
Effective Date: September 2, 2002
Salary Range: \$45,115.20
Funding Source: State Funds
Area/Department of Assignment: Computing & Communications
Duties and Responsibilities: Provide technical support for the student information systems.

Justification for the Position: To provide additional technical support to help offset the elimination of three full-time positions due to budget cuts.

BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002

INSTITUTION / AGENCY AGENDA
IDAHO STATE UNIVERSITY (continued)

Position Title: Financial Support Technician
Type of Position: Classified
FTE: .50
Term of Appointment: 12 month
Effective Date: September 1, 2002
Salary Range: \$9,536.80
Funding Source: Local Funds
Area/Department of Assignment: Institute of Rural Health
Duties and Responsibilities: Assist financial specialist with spreadsheets and reconciliation of departmental accounts.
Justification for the Position: To provide additional support needed to assist with the increased workload, which is the result of the increased number of grants.

Position Title: Office Specialist 1
Type of Position: Classified
FTE: .50
Term of Appointment: 12 month
Effective Date: September 1, 2002
Salary Range: \$7,706.40
Funding Source: Local Funds
Area/Department of Assignment: Institute of Rural Health
Duties and Responsibilities: Clerical work, including word processing, filing, copying, answering phones, and proofreading.
Justification for the Position: To provide additional part-time clerical support necessitated by an increase in the number of grants as well as increased personnel.

DELETED POSITIONS
OTHER

Position Title: Custodian (PCN 8042)
Type of Position: Classified
FTE: .75
Term of Appointment: 9 month
Salary: \$10,704.00
Funding Source: Local Funds
Area/Department of Assignment: Student Union

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
IDAHO STATE UNIVERSITY (continued)**

**CHANGE IN POSITION
OTHER**

Position Title:	Custodian (PCN 8046)
Type of Position:	Classified
FTE:	1.0 FTE
Term of Appointment:	change from 9 month to 12 month
Effective Date:	August 19, 2002
Salary Range:	\$13,915.20
Funding Source:	Local Funds
Area/Department of Assignment:	Student Union
Duties and Responsibilities:	Perform cleaning and maintenance; remove waste and debris; set up tables, chairs, sound and projection equipment for events; insure that building is secure.
Justification for the Position:	To meet facility demands, two 9-month positions are being consolidated into one 12-month position to provide continuity in maintenance and custodial services. (See deleted position, Item 2.2.3)

BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002

INSTITUTION / AGENCY AGENDA
LEWIS-CLARK STATE COLLEGE

SUBJECT

A request by Lewis-Clark State College for new positions, deletion of positions, and changes in existing positions.

BACKGROUND

Items submitted for review and approval according to Board Policy.

DISCUSSION

Lewis-Clark State College is requesting 4 new positions funded from State and grant funds. They are requesting 13.10 FTP be deleted. In addition, LCSC is seeking approval to change the title of positions to reflect the administrative reorganization in the instructional and student services areas.

IMPACT

Once approved, the position changes can be processed and established on the State's Employee Information System.

STAFF COMMENTS

Review and approve as appropriate. As the institutions begin a fiscal year, there are many changes in operating budgets. Most of the changes are reflected in the operating budget but some take time to identify.

BOARD ACTION

A motion to approve the request by Lewis-Clark State College for new positions, deletion of positions, and changes to existing positions as detailed in their Human Resources agenda.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

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**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
LEWIS-CLARK STATE COLLEGE**

**NEW POSITION
ACADEMIC**

Position Title:	Academic Specialist
Type of Position:	Non-Classified/Exempt
FTE:	1.0
Term of Appointment	12 months
Effective Date:	9/1/02
Salary Range:	\$31,824.00
Funding Source:	Grant Funds
Area/Department of Assignment:	Student Support Services
Description of Duties and Responsibilities:	Assist students in achieving appropriate skill levels to pass required college level courses. Teach courses as assigned and assist in Student Support Services Learning lab.
Justification for the Position:	The math needs of SSS students warrant a full-time academic specialist.

INSTRUCTIONAL

Position Title:	Instructor
Type of Position:	Non-Classified/Faculty
FTE:	1.0
Term of Appointment	9 months
Effective Date:	8/1/02
Salary Range:	\$39,650.00
Funding Source:	Appropriated & Grant Funds
Area/Department of Assignment:	Education
Description of Duties and Responsibilities:	Teach education division psychology and chemical dependency counseling courses
Justification for the Position:	Need a technologically qualified person to teach psychology courses, provide CDC certification and coordinate training for counselors.

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
LEWIS-CLARK STATE COLLEGE *continued***

OTHER

Position Title: Manufacturer's Association Coordinator
Type of Position: Non-Classified/Exempt
FTE: 1.0
Term of Appointment 12 months
Effective Date: 8/1/02
Salary Range: \$31,824.00
Funding Source: Grant Funds
Area/Department of Assignment: Small Business Development Center
Description of Duties and Responsibilities: Plans, develops, implements, and evaluates Comprehensive program designed to provide both technical and program development assistance to North Idaho Manufacturing Association (NIMA).
Justification for the Position: This is a support position that will coordinate the new Manufacturing Association (NIMA).

Position Title: Administrative Assistant I
Type of Position: Classified
FTE: 1.0
Term of Appointment 12 months
Effective Date: 7/1/02
Salary Range: \$25,792
Funding Source: State Funds
Area/Department of Assignment: Social Sciences
Description of Duties and Responsibilities: Provide clerical, general office, and receptionist functions; track budgets; and supervise irregular help;
Justification for the Position: Division of 22 faculty and adjunct needs administrative assistant to conduct divisional business and manage office.

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
LEWIS-CLARK STATE COLLEGE continued**

**DELETED POSITIONS
ACADEMIC**

Position Title: Media Engineer
Type of Position: Non-Classified/Exempt
FTE: 1.0
Effective Date: 7/1/02
Salary Range: \$37,300
Funding Source: State Funds
Area/Department of Assignment: Educational Technology Center

Position Title: Coordinator, Distance Learning
Type of Position: Non-Classified/Exempt
FTE: 1.0
Effective Date: 7/1/02
Salary Range: \$32,531
Funding Source: State and Local Funds
Area/Department of Assignment: Extended Programs

Position Title: Application Specialist
Type of Position: Non-Classified/Exempt
FTE: 1.0
Effective Date: 7/1/02
Salary Range: \$34,466
Funding Source: State Funds
Area/Department of Assignment: Student Affairs

Position Title: Program Coordinator, Distance Learning
Type of Position: Non-Classified/Exempt
FTE: .50
Effective Date: 7/1/02
Salary Range: \$16,266
Funding Source: State Funds
Area/Department of Assignment: Extended Programs

Position Title: Manager, Applications & Systems
Development
Type of Position: Non-Classified/Exempt
FTE: 1.0
Effective Date: 7/1/02
Salary Range: \$44,117
Funding Source: State Funds
Area/Department of Assignment: Information Technology

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
LEWIS-CLARK STATE COLLEGE continued**

Position Title: Director
Type of Position: Non-Classified/Exempt
FTE: 1.0
Effective Date: 7/1/02
Salary Range: \$51,064
Funding Source: State Funds
Area/Department of Assignment: Workforce Training

INSTRUCTIONAL

Position Title: Associate Professor
Type of Position: Non-Classified/Faculty
FTE: 1.0
Effective Date: 8/1/02
Salary Range: \$41,267
Funding Source: State Funds
Area/Department of Assignment: Natural Sciences

Position Title: Assistant Professor
Type of Position: Non-Classified/Faculty
FTE: 1.0
Effective Date: 8/1/02
Salary Range: \$41,559
Funding Source: State Funds
Area/Department of Assignment: Literature and Languages

Position Title: Lecturer
Type of Position: Non-Classified/Faculty
FTE: 1.0
Effective Date: 8/1/02
Salary Range: \$30,013
Funding Source: State Funds
Area/Department of Assignment: Literature and Languages

Position Title: Lecturer
Type of Position: Non-Classified/Faculty
FTE: .75
Effective Date: 8/1/02
Salary Range: \$16,333
Funding Source: State Funds
Area/Department of Assignment: Education

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
LEWIS-CLARK STATE COLLEGE continued**

Position Title: Instructor
Type of Position: Non-Classified/Faculty
FTE: 1.0
Effective Date: 8/1/02
Salary Range: \$33,301
Funding Source: State Funds
Area/Department of Assignment: Technical & Industrial Technology

OTHER

Position Title: Customer Service Rep II
Type of Position: Classified
FTE: 1.0
Effective Date: 7/1/02
Salary Range: \$21,445
Funding Source: State & Local Funds
Area/Department of Assignment: Financial Aid

Position Title: Career Counselor
Type of Position: Non-Classified/Exempt
FTE: .85
Effective Date: 7/1/02
Salary Range: \$28,462
Funding Source: State Funds
Area/Department of Assignment: Career Development

Position Title: Administrative Assistant I
Type of Position: Classified
FTE: 1.0
Effective Date: 7/1/02
Salary Range: \$25,355
Funding Source: Local Funds
Area/Department of Assignment: Tech Prep

Position Title: Rodeo Coach
Type of Position: Intercollegiate Athletics
FTE: .6
Effective Date: 7/1/02
Salary Range: \$15,000
Funding Source: State Funds
Area/Department of Assignment: Athletics - Rodeo

BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002

INSTITUTION / AGENCY AGENDA
LEWIS-CLARK STATE COLLEGE (continued)

CHANGE IN POSITION
ADMINISTRATIVE

The college has reorganized its administrative structure in the instructional and student service areas. The following changes became effective July 1, 2002:

Position Title:	Change from Associate Vice President for Extended Programs to Dean, Community Programs
Type of Position:	Non-Classified/Exempt
FTE:	1.0
Term of Appointment	12 months
Effective Date:	7/1/02
Salary Range:	Old: \$70,970 New: \$68,000 (interim for FY03)
Funding Source:	State Funds
Area/Department of Assignment:	Community Programs
Duties and Responsibilities/Justification for the Position:	Change in title reflects reorganization of college administrative structure

Position Title:	Change from Associate Vice President for Technical and Sponsored Programs to Dean, School of Technology
Type of Position:	Non-Classified/Exempt
FTE:	1.0
Term of Appointment	12 months
Effective Date:	7/1/02
Salary Range:	Old: \$72,384 New: \$68,000 (interim for FY03)
Funding Source:	State Funds
Area/Department of Assignment:	Professional-Technical Programs
Duties and Responsibilities/Justification for the Position:	Change in title reflects reorganization of college administrative structure

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
LEWIS-CLARK STATE COLLEGE (continued)**

Position Title: Change from Associate Vice President for Instruction to Dean, Academic Programs
Type of Position: Non-Classified/Exempt
FTE: 1.0
Term of Appointment: 12 months
Effective Date: 7/1/02
Salary Range: Old: \$74,506 New: \$68,000 (vacant for FY03)
Funding Source: State Funds
Area/Department of Assignment: Academic Programs
Duties and Responsibilities/Justification for the Position: Change in title reflects reorganization of college administrative structure

Position Title: Change from Vice President for Student Affairs to Vice President, Student Affairs/Enrollment Management
Type of Position: Non-Classified/Exempt
FTE: 1.0
Term of Appointment: 12 months
Effective Date: 7/1/02
Salary Range: No Change
Funding Source: State Funds
Area/Department of Assignment: Student Affairs
Duties and Responsibilities/Justification for the Position: Title change reflects changes of duties and responsibilities as a result of reorganization in the Student Affairs area.

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002**

**INSTITUTION / AGENCY AGENDA
LEWIS-CLARK STATE COLLEGE (continued)**

Position Title: Change from Director of Enrollment Management to Director of Admissions, Processing and Market Development

Type of Position: Non-Classified/Exempt

FTE: 1.0

Term of Appointment: 12 months

Effective Date: 7/1/02

Salary Range: No Change

Funding Source: State Funds

Area/Department of Assignment: Enrollment Management

Duties and Responsibilities/Justification for the Position: Title change reflects changes of duties and responsibilities as a result of reorganization in the Enrollment Management area.

Position Title: Change from Associate Director of Enrollment Management to Director of Recruiting and Retention

Type of Position: Non-Classified/Exempt

FTE: 1.0

Term of Appointment: 12 months

Effective Date: 7/1/02

Salary Range: Change from \$39,998 to \$45,011

Funding Source: State Funds

Area/Department of Assignment: Enrollment Management

Duties and Responsibilities/Justification for the Position: Title change reflects additional duties and responsibilities as a result of reorganization in the Enrollment Management area.

BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002

INSTITUTION / AGENCY AGENDA
IDAHO PUBLIC TELEVISION

ITEMS NOT COVERED IN OTHER SECTIONS

To: State Board of Education
Fr: Peter W. Morrill, General Manager
Dt: July 24, 2002
Re: General Manager's Report

National Governor's Association Meeting Covered, Including Special One-Hour Dialogue, Page 2

IdahoPTV Segment To Appear on ZOOM Nationwide Broadcast, Page 2

LOS AMERICANOS: A PRESENTATION OF FOCUSWEST Examines Mexican-American Life, Culture in Intermountain West, Page 3

OUTDOOR IDAHO & DIALOGUE Examined Fish and Game Issues In New Episode, "Fish and Game in the Crosshairs," Page 6

IdahoPTV Installs New Digital Antennas on East Butte and Canfield; Temporary Interruptions in Video Signal Will Result, Page 7

OUTDOOR IDAHO Meets "Our Dogs" and Partners, Page 8

IdahoPTV Receives \$320,000 in Grants From Businesses, Foundation, For Programs, Operating Costs, Equipment, Page 10

IDAHO DEBATES 2002 Return This Fall on IdahoPTV, Page 10

IdahoPTV Selected to Demonstrate Digital Television Datacasting to School, Page 11

Coming Up, Page 12

BUSINESS AFFAIRS AND HUMAN RESOURCES
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INSTITUTION / AGENCY AGENDA
IDAHO PUBLIC TELEVISION continued
PAGE 2

NATIONAL GOVERNOR'S ASSOCIATION MEETING COVERED, INCLUDING SPECIAL ONE-HOUR DIALOGUE

- Aired Thursday, July 18 at 8:00/7:00 p.m. MT/PT
- Repeated Sunday, July 21 at 5:00/4:00 p.m. MT/PT

DIALOGUE in July covered the National Governors Association conference headquarters in Boise for a one-hour conversation with the association's chairman and others about national issues facing Idaho and other states.

The group discussed the fiscal crises in the states, protestors at the NGA annual meeting, corporate responsibility, homeland security, and Medicaid funding.

DIALOGUE host Marcia Franklin was joined by Kentucky Governor and NGA Chairman Paul Patton, Utah Governor Mike Leavitt, NGA Executive Director Ray Scheppach, and Washington Post reporter Dan Balz.

The four guests also assessed the political landscape as the nation enters an election season that will see a turnover of at least 21 governors who are retiring or subject to term limits.

"This organization (NGA) is about to undergo the most significant change it's seen in about a decade," Balz says. "This is as volatile a political environment in terms of gubernatorial elections that I can remember."

The program was also broadcast statewide on KUED-TV, Salt Lake City and on Kentucky PTV.

In addition to the DIALOGUE special, IdahoPTV also assisted with live satellite coverage for PBS's WASHINGTON WEEK IN REVIEW on Friday, July 12, that featured Washington Post reporter Dan Balz.

Finally, at the request of Governor Kempthorne, IdahoPTV prepared a special four minute version of IDAHO: AN AERIAL TAPESTRY for inclusion during the NGA's gala ice skating event featuring Olympian Brian Boitano.

IDAHOPTV SEGMENT TO APPEAR ON ZOOM NATIONWIDE BROADCAST

IdahoPTV's segment on Boise's South Junior High School Honor Society volunteer project was selected to appear on the nationwide broadcast of ZOOM later this year.

BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 15, 2002

INSTITUTION / AGENCY AGENDA
IDAHO PUBLIC TELEVISION continued
PAGE 3

ZOOM airs statewide weekdays at 4:30/3:30 p.m. MT/PT.

The segment features the members of Boise's South Junior High School Honor Society organizing and implementing their volunteer project. The Honor Society students and their advisor organized their project, "Thistle Buckaroos." Each year the students help the Idaho Department of Fish and Game by cutting crowns of exotic thistles in an area 50 miles north of Emmett. By digging up the thistle crowns, they destroy the invasive, non-native plants that are competing with native plant species.

The segment, which airs statewide, featuring the South Junior High Honor Society is part of ZOOM's local-national project, "Zoom Into Action." Each state that is part of the national project features local students who organize and participate in a variety of volunteer projects in that state. Each Friday, IdahoPTV's "Zoom Into Action" segment highlights different Idaho students and their projects.

**LOS AMERICANOS: A PRESENTATION OF FOCUSWEST EXAMINES
MEXICAN-AMERICAN LIFE, CULTURE IN INTERMOUNTAIN WEST**

- Aired Thursday, July 11 at 8:00/7:00 p.m. MT/PT
- Repeated Sunday, July 14 at 5:00/4:00 p.m. MT/PT
- Web streams live and archived on www.focuswest.org

People of Mexican descent are a growing presence in the Intermountain West — illustrated by the latest census numbers. Idaho Public Television presented a discussion Thursday, July 11 about the topic, which is an emotional subject according to special guest former U.S. Sen. Alan Simpson (R-Wyoming).

"It's filled with emotion, fear, racism, and guilt," Simpson says. "But I always say: Everyone's entitled to their own opinion, but nobody's entitled to their own facts."

LOS AMERICANOS: A PRESENTATION OF FOCUSWEST explored challenges and opportunities posed by the population growth. In Idaho, Hispanics comprise at least eight percent of the state's population, up from less than six percent a decade ago.

Invited studio guests for the June 20 taping of the show in Boise represented different perspectives, philosophies, and interests from Idaho, Nevada, and Wyoming. They interact, question, answer, and comment as the discussion moves from issue to issue. Special guests included Simpson, Mexican Consul Martin Torres of Salt Lake City, Liliam Lujan-Hickey of the U.S. Hispanic Chamber of Commerce, and John Phillip Santos, author and scholar.

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“There’s been a presence, an Hispano, Latino, Americano presence here in Idaho, in Wyoming and in Nevada for at least 150 years, and in fact, considerably longer than that,” says Santos, who wrote *Places Left Unfinished at the Time of Creation*, a finalist for National Book Award in 1999.

The program also includes video segments from the three FocusWest partners, Wyoming Public Television, KNPB-TV, Reno (PBS), and Idaho Public Television.

During the taping, Burley City Councilman Curtis Mendenhall tells the Hispanic panel members: “You’re Americans. Your blood flows the same. The difference is that we may have a different heritage. We may have different lifestyles. But in our community, we try to embrace everyone the same.”

But when Mendenhall says he is colorblind in his relationships with people, Idaho Human Rights Commission President Estella Zamora, Caldwell, says to notice the differences.

“I want you to see the color of my skin. I want you to look around you and notice the diversity, notice the richness of who we are as individuals,” Zamora says.

But as Idaho Falls resident Antonio Salcido says: “You know, this program is called Americans, LOS AMERICANOS, y todo la gente que esta aqui, all of us are Americanos. Okay, my eyes may be different, but I was born in America — a little bit south, you know, but I was born in America.”

The one-hour special is the third of three programs, each dealing with a different western issue, produced by the consortium.

The program goes beyond the television show to the FocusWest Web site (www.focuswest.org) where the entire program also was video stream online during the premiere broadcast and is archived for later viewing. The site also has additional features, news links, interviews, statistics, and resources connected to the show’s topic. Biographies of the show’s guests, and the complete archive of questions, comments, and discussions from the more than two-hour taping session for the one-hour special are online.

Video segment topics for the program are:

- From Idaho, a profile of Justice Sergio Gutierrez, the first Hispanic Court of Appeals justice in the state.
- From Reno, the growth of Hispanic businesses along Wells Avenue in the city, plus the challenges posed by new immigration policies.

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- From Wyoming, a profile of a young couple in Jackson working in the tourism industry and the tensions that can arise between immigrants and the larger community.

In addition, First Lady Laura Bush appears on tape, speaking about bilingual education. “If a bilingual program helps them learn to read in English eventually, then I think that’s great,” Bush told IdahoPTV’s Marcia Franklin. (More of the interview with Bush can be viewed at www.idahoptv.org — the IdahoPTV Web site.)

Members of the studio audience included people from Idaho, Nevada, and Wyoming. Idaho guests included:

- Mito Alonzo, Meridian, probation/parole officer for Idaho Department of Corrections.
- Sam Byrd, Meridian, executive director, Idaho Migrant Council.
- Father Jose de Jesus Camacho, Boise, priest and director of prison ministry for the Roman Catholic Diocese of Idaho.
- Irene Chavolla, Nampa, coordinator of Title I Migrant and LEP program, Idaho State Department of Education.
- Alan Creech, Nampa, chief of police (Creech died in a small-plane crash near Atlanta the weekend after the show was taped.)
- Julio Elizondo, Wilder, student, Boise State University, and manager with Sears Credit.
- Leobarda Elizondo, Wilder, agricultural worker.
- Mary Gutierrez, Nampa, second grade teacher/bilingual teacher.
- Sergio Gutierrez, Nampa, judge, Idaho Court of Appeals.
- Arnoldo Hernandez, Caldwell, diversity director, Albertson College of Idaho.
- Angeles Jacobo, Marsing, student.
- Rosa Jacobo, Marsing, student.
- Curtis Mendenhall, Burley, city council member.
- Antonio Salcido, Idaho Falls, engineer, Idaho National Engineering and environmental Laboratory.
- Estella Zamora, Caldwell, president, Idaho Human Rights Commission, and interpreter for Canyon County courts.

The three-station project was made possible with funding from the Ford Foundation.

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OUTDOOR IDAHO & DIALOGUE EXAMINED FISH AND GAME ISSUES IN NEW EPISODE, "FISH AND GAME IN THE CROSSHAIRS"

The perils of fish and game agencies in the West as mirrored in recent struggles surrounding the Idaho Fish and Game Department were examined in this new OUTDOOR IDAHO show.

"Fish and Game in the Crosshairs" aired on Idaho Public Television July 25 (Thursday) at 8:00/7:00 p.m. MT/PT and repeated July 28 (Sunday) at 7:00/6:00 p.m. MT/PT. A live DIALOGUE program that looked at the future of the agency with two Fish and Game commissioners followed Thursday's OUTDOOR IDAHO show at 8:30/7:30 p.m. MT/PT.

"These are difficult times for all wildlife agencies across the West," show producer Bruce Reichert says. "Their responsibilities have changed dramatically as federal regulations and demands from more and more interests groups impact their operations."

The program looked at some of the reasons behind last spring's signature drive that proposed an initiative to restructure the agency's board, erosion of the traditional funding base and a variety of citizen concerns over management decisions. Recent and historical political moves also have affected the department's day-to-day activities. The show reviewed these moves and considers some of the behind-the-scenes maneuvers that are part of recent controversies.

"It is a real interesting time. You can either be intimidated by that or excited by that. I guess I'm the latter," says Idaho Fish and Game Director Steve Huffaker, a department veteran who took on the top position earlier this year.

Historically, Idaho's organizational structure for the agency is the outcome of a 1938 initiative because of earlier political controversy.

Bill Goodnight, Idaho Wildlife Federation, says this year's failed initiative proposal was about politics again.

"People are angry and they're not just angry about the way the Fish and Game Commission is being dealt with, they're angry about politicians," Goodnight says.

For others, the focus is on sought-after wildlife and whether there are healthy populations in forests, fields, and streams.

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“Taking our money and putting it into non-game species is not using our money wisely,” says Dee Eldridge, St. Anthony. “How do you perpetuate fish if you close hatcheries but then have the money to interview people on why they like to fish?”

In North Idaho, it is about the shrinking elk herd as forests mature on the sites of massive forest fires of the early part of the 20th century.

“There’s definitely a small, very active and vocal group of sportsmen that are fairly frustrated, fairly angry with the department over several issues, but in particular the decline of the Clearwater elk herd,” says Eric Barker, outdoor writer on the Lewiston Morning Tribune.

Non-hunter Kathy Richmond, Challis, seeks a voice also and recommends some of the department’s funding base be expanded beyond the state license fees and federal hunting and fishing equipment taxes.

“If we provide money, then hopefully it would encourage them to give us a voice in decision making,” Richmond says.

More background information, resources, and quotes about OUTDOOR IDAHO “Fish and Game in the Crosshairs” is on the IdahoPTV Web site (www.idahoptv.org).

IDAHOPTV INSTALLS NEW DIGITAL ANTENNAS ON EAST BUTTE AND CANFIELD; TEMPORARY INTERRUPTIONS IN VIDEO SIGNAL WILL RESULT

Idaho Public Television began work in July to install new digital antennas on East Butte and Canfield causing temporary outages for viewers of station KISU Channel 10, Pocatello and KCDT Channel 26, Coeur d’Alene. Site construction has also begun on the conversion of KUID, Moscow.

The new antennas are part of the continuing digital conversion process being undertaken by the statewide public television network. The Eastern Idaho transmitter is on the butte 25 miles west of Idaho Falls in the Arco Desert and on Canfield Mountain above Coeur d’Alene.

During the installation process, viewers east of Burley and south of Salmon and the Coeur d’Alene area, and in many of the outlying areas serviced by translators may experience loss of signal for extended periods. Work is expected to be completed in July with regular analog service reinstated.

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“This new equipment will soon enable our eastern Idaho and north Idaho viewers with digital receivers to have access to stunning digital television content,” IdahoPTV Director of Technology Rich Van Genderen says. “We are hopeful the installation of the new antennas proceeds smoothly.”

After installation, the current analog signal will continue to be transmitted on Channel 10 and Channel 26. The new digital signal for eastern Idaho and Coeur d’Alene are expected to be available by late summer.

Tower work is expected to begin in August for KUID, Moscow, which will result in similar outages. Digital transmission is expected to begin by late fall.

OUTDOOR IDAHO MEETS “OUR DOGS” AND PARTNERS

-Aired Thursday, June 13 at 8:00/7:00 p.m. MT/PT
-Repeated Sunday, June 16 at 7:00/6:00 p.m. MT/PT

Working dogs and their companions demonstrate in a new OUTDOOR IDAHO the rapport, respect, and cohesive teamwork that makes a winning partnership — in hunting, search and rescue, police work, sledding, sheep trials, and herding.

Producer Jim Peck says he has always been fascinated by dogs and cannot imagine a life without a dog companion and all the emotions involved.

“There is nothing as exciting as bringing a new puppy home and there is nothing as sad as losing an old dog who has been with you every step of the way. I truly believe that, in the end, we are not worthy of our dogs.” Peck says. “But, what strikes me about the dogs and people we met for the show are the close knit teams and partnerships they have formed.”

Craig Kulchak and his English setter, Briar, demonstrate the teamwork while on a bird-hunting outing near McCall.

“It’s not about the birds as much as it is about the dog work and about being out in this gorgeous country that we have up here,” says Kulchak of Meridian.

The hunting excursion is one of five activities, which team people and dogs in the 30-minute profile. Producer Peck also is collared by a police dog, goes into the backcountry with a search-and-rescue companion, and travels with sled dogs. IdahoPTV producer Joan Cartan-Hansen learns about training sheep dogs for herding and trial work.

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Pam Green, Boise, a member of Idaho Mountain Search and Rescue, and her flat-coated retriever, Inca, show what it takes to locate people in the backcountry.

“I wanted a puppy that had a strong hunt drive,” says Green. “The first thing they learn to do is search ... the second thing they learn to do is called the re-find.” The re-find is when the dog returns to alert the handler of the find, and then succeeds in returning to the subject.

Lt. Rick Wiley of the Nampa Police Department works with Rader, a giant schnauzer both on the job and in competition with other police dogs. Cameras capture the pair at a contest that includes some of the top police dogs in the West.

“(Schnauzers) are popular in Europe; they haven’t caught on a lot over here,” Wiley says. “I like the breed particularly because they don’t shed.”

At the American Dog Derby Race in Ashton, where Jeff and Judy Snyder of Drummond first met, the goal of dogs and handler is to run on a snow course — and enjoy it.

“These dogs are Alaskan huskies, and what the Alaskan husky is a dog that’s been bred over the years for its speed and endurance,” Jeff Snyder says. “There’s one thing they live for and that’s to run.”

Judy Snyder agrees: “They eat, they dream, they sleep, running — that’s what they do.”

Another kinds of competition — sheep dog trials — demonstrate the subtleties of human and animal communications.

“There’s only about six commands,” says Pat Shannahan of Caldwell about how he directs his sheep dogs. “But the dogs are so intelligent they can, when I say go right ... understand the difference just in my tone on exactly how far I want them to go.”

Shannahan sums up the feelings of all the dog handlers: “There’s nothing better feeling than actually getting a job accomplished when it’s just myself and the dog.”

More stories, quotes and information about OUTDOOR IDAHO “Our Dogs” will be on the IdahoPTV Web site (www.idahoptv.org).

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IDAHOPTV RECEIVES \$320,000 IN GRANTS FROM BUSINESSES, FOUNDATION, FOR PROGRAMS, OPERATING COSTS, EQUIPMENT

Idaho Public Television has received three grants totaling \$320,000, which will assist operating expenses, local program production, and equipment acquisition.

The grants come from:

- Laura Moore Cunningham Foundation, \$300,000 to continue a partnership that provides educational opportunities and services to communities throughout Idaho. The foundation underwrites IDAHO REPORTS, DIALOGUE, and DIALOGUE FOR KIDS, all produced by IdahoPTV. In addition, this year's grant provides dollars for the OUTDOOR IDAHO 20th anniversary program to air in March 2003, and for footage to be used in a future special on the Lewis and Clark expedition.
- US Bank, \$15,000 operating grant to cover costs of credit card processing fees for contributions, enabling more of the donated dollars to go directly to programming.
- Hewlett-Packard Company, an Idaho community grant for more than \$5,000 worth of electronic networking equipment and LaserJet printers.

"I want to thank the Laura Moore Cunningham Foundation, US Bank, and Hewlett Packard for their generosity and their ongoing commitment to help provide a statewide educational resource for the people of Idaho," said IdahoPTV General Manager Peter W. Morrill.

IDAHO DEBATES 2002 RETURN THIS FALL ON IDAHOPTV

The 2002 general election IDAHO DEBATES will return to Idaho Public Television in October with coverage of several races for statewide office.

The IDAHO DEBATES 2002 are presented by the League of Women Voters, The Idaho Press Club, and IdahoPTV. The organizations have brought the election year debates to statewide television for more than 20 years.

In addition, we will also present special one-hour DIALOGUE programs which will examine two initiatives also on the November ballot.

The preliminary schedule for the programs is as follows:

Thursday, October 3, 8:00/7:00 p.m. MT/PT, Tribal Gaming, live, 1 hour

Thursday, October 10, 8:00/7:00 p.m. MT/PT, Term Limits, live, 1 hour

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Thursday, October 17, 8:00/7:00 p.m. MT/PT, Governor, live, 1 hour

Friday, October 18, 8:00 p.m. MT/PT, Treasurer 1/2 hour, Controller 1/2 hour

Sunday, October 20, 7:00/6:00 p.m. MT/PT, Second District Congress, live, 1 hour

Monday, October 21, 8:00 p.m. MT/PT, First District Congress, live, 1 hour

Tuesday, October 22, 8:00 p.m. MT/PT, Attorney General 1/2 hour, Secretary of State, 1/2 hour

Thursday, October 24, 8:00/7:00 p.m. MT/PT, Superintendent of Public Instruction, 1 hour

Sunday, October 27, 7:00/6:00 p.m. MT/PT, U. S. Senate, 1 hour

Monday, October 28, 8:00 p.m. MT/PT, Lieutenant Governor, 1 hour

Journalist panel members present the questions for debate. The event will also be streamed live on idahoptv.org and archived on the site. The IDAHO DEBATES will be offered to other media around the state for rebroadcast and reprint.

**IDAHOPTV SELECTED TO DEMONSTRATE DIGITAL TELEVISION
DATACASTING TO SCHOOL**

On June 20, IdahoPTV was selected as one of four stations to test new digital television datacasting technology, which will enable learning materials to be broadcast to servers in schools.

The demonstration project is being conducted by the Public Broadcasting Service (PBS) in collaboration with Trevini Digital, and will utilize data packages containing clips and teaching material from Ken Burns' THE WEST and LEWIS & CLARK series. In addition, Idaho Public Television will integrate similar materials from LEWIS & CLARK IN IDAHO, CHIEF JOSEPH and the upcoming new one hour documentary on Sacajawea.

The data packages will be digital transmitted from PBS via digital satellite to a server at IdahoPTV, where local material will be added. Then they will be transmitted over the air via IdahoPTV's digital transmitter to a server at Kuna Middle School. The materials will then be available to teachers and students beginning this fall.

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IdahoPTV began digital broadcasting in the Treasure Valley in September 2001 as part of the congressionally mandated, nationwide conversion of television to DTV by May 2003 (PBS stations). IdahoPTV regularly broadcasts both multi-channel, standard definition digital channels, and high definition programming. Recently, we inaugurated the inclusion of electronic program guide information into our digital television signal.

Currently, IdahoPTV is installing similar transmission equipment in Coeur d'Alene, Pocatello (East Butte) and Moscow. In addition, the statewide network operations center in Boise is being configured and will be operational this fall. This will allow both local programming and the synchronization of our both our analog and digital television schedules as mandated by the FCC beginning in January 2003.

The final transmitter site, KIPT-DT, Twin Falls appears to have been awarded a major grant from the Corporation for Public Broadcasting's (CPB) Digital Distribution Fund (DDF). Contract negotiations are currently underway and should be finalized in August. When the award is finalized, a full overview will be presented.

The Federal Communications Commission is currently promulgating rulemaking pertaining to the conversion of analog translators to digital. Those rules are expected to be finalized by late 2002.

COMING UP

-IdahoPTV will cover the Anne Frank Memorial dedication on August 16.

-The season premier of DIALOGUE FOR KIDS on September 17 at 2:00/1:00 p.m. MT/PT will examine ecology. Here's a run-down of the upcoming season:

<u>Date</u>	<u>Topic</u>
October 15th	Blood
November 19th	Dams
December 17th	Flight
January 21st	Elk
February 18th	Dinosaurs
March 18th	Nutrition
April 15th	Predators
May 20th	Spy Tech.

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-October 10th, in collaboration with the Idaho Humanities Council (IHC), Marcia Franklin will interview Frank McCourt author of ANGELA'S ASHES and 'TIS for DIALOGUE.

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SUBJECT

Final Reading – Delegating Approval of Head Coach or Athletic Director Contracts – One Year or Less Term

BACKGROUND

Current Board policy requires Board approval of the “employment agreement of any head coach or athletic director and all amendments thereto.” Head coaches and athletic directors are the only two positions eligible to receive contracts beyond one year. The Board policy delegates to the presidents the employment contracts of all other employees, which are limited to one year. The institutions request the Board to change the policy, delegating to the presidents the authority to enter into employment agreements with head coaches and athletic directors for a term of one year or less. The Board would retain the approval authority for all multi-year contracts.

DISCUSSION:

The proposed policy change would consistently delegate to the presidents all employment contracts for a term of one year or less.

IMPACT

The proposed policy change would reduce the number of items brought to the Board on the Human Resources agenda for approval. The institutions report annually the total compensation of all athletic department employees as an information item to the Board so the Board would be aware of the compensation levels established by the presidents.

STAFF COMMENTS

If the Board wants to review only multi-year contracts for coaches and athletic directors and not contracts for one year or less, the staff recommends that the Board approve the policy.

MOTION

A motion to approve a policy delegating authority to the presidents to enter into employment agreements with head coaches and athletic directors for a term of one year or less.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

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Revised November 2001

Published February 2000

B. Appointment Authority and Procedures

1. Nothing herein may be construed to be in limitation of the powers of the Board as defined by Sections 33-3006, 33-3104, 33-2806, and 33-4005, Idaho Code, or as otherwise defined in the Idaho Constitution or Code.

2. Delegation of Authority

The Board delegates all authority for personnel management not specifically retained to the executive director and the chief executive officers consistent with the personnel policies and procedures adopted by the Board. In fulfilling this responsibility, the executive director and chief executive officers, or their designees, may exercise their authority consistent with these policies and procedures. Provided, however, that the Board retains the authority for taking final action on any matter so identified anywhere in these policies and procedures.

3. Specifically Reserved Board Authority

(Note: This is not an exclusive or exhaustive list and other reservations of Board authority may be found in other areas of these policies and procedures.) Board approval is required for the following:

- a. Position Authorizations

(1) Any permanent new position, regardless of funding source, requires Board approval.

Agenda Item Format: Requests for new position authorizations must include the following information:

- (a) position title;
- (b) type of position;
- (c) FTE
- (d) Term of appointment;
- (e) Effective date;
- (f) approximate salary range;
- (g) funding source;
- (h) area or department of assignment;

Idaho State Board of Education

GOVERNING POLICIES AND PROCEDURES

SECTION: II. HUMAN RESOURCES POLICIES AND PROCEDURES

Subsection: B. Appointment Authority and Procedures

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- (i) a description of the duties and responsibilities of the position; and
 - (j) a complete justification for the position
- (2) Any permanent position being deleted. The affected position should be identified by type, title, salary, area or department of assignment, and funding source.
- b. The initial appointment of all employees to any type of position at a salary that is equal to or higher than 75% of the chief executive officer's annual salary.
 - c. The employment agreement of any head coach or athletic director (at the institutions only) longer than one year, and all amendments thereto.
 - d. The criteria established by the institutions for initial appointment to faculty rank and for promotion in rank, as well as any additional faculty ranks and criteria as may be established by an institution other than those provided for in these policies (see subsection G.) Any exceptions to the approved criteria also require Board approval.
 - e. The procedures established for periodic performance review of tenured faculty members. (see subsection G.)

Idaho State Board of Education

GOVERNING POLICIES AND PROCEDURES

SECTION: II. HUMAN RESOURCES POLICIES AND PROCEDURES

Subsection: H. Policies Regarding Coaching Personnel and Athletic Directors

Revised July 1, 2001

Published February 2000

**H. Policies Regarding Coaching Personnel and Athletic Directors
(Institution Employees Only)**

1. Agreements Longer Than One Year

The chief executive officer of an institution is authorized to enter into a contract for the services of a head coach or athletic director with that institution for a term of more than one (1) year, but not more than five (5) years, subject to approval by the Board as to the terms, conditions, and compensation thereunder, and subject further to the condition that the contract of employment carries terms and conditions of future obligations of the coach or athletic director to the institution for the performance of such contracts. Each contract for the services shall follow the general form approved by the Board as a model contract. Such contract shall define the entire employment relationship between the Board and the coach or athletic director and may incorporate by reference applicable Board and institutional policies and rules, and applicable law.

2. Agreements For One Year Or Less

The chief executive officer of an institution is authorized to enter into a contract for the services of a head coach or athletic director with that institution for a term of one (1) year or less without Board approval. Each contract shall follow the general form approved by the Board as a model contract. Such contract shall define the entire employment relationship between the Board and the coach or athletic director and may incorporate by reference applicable Board and institutional policies and rules, and applicable law.

3. Academic Incentives

Each contract for a head coach shall include incentives, separate from any other incentives, based upon the academic performance of the student athletes whom the coach supervises. The chief executive officer of the institution shall determine such incentives. Each institution shall report to the Board ~~annually its recommendation for the renewal of a contract for the services of a head coach and shall include a report to the Board of the concerning each~~ coach's performance relative to the academic incentives of the coach's ~~prior~~ contract.

Idaho State Board of Education

GOVERNING POLICIES AND PROCEDURES

SECTION: II. HUMAN RESOURCES POLICIES AND PROCEDURES

Subsection: H. Policies Regarding Coaching Personnel and Athletic Directors

4. Part-time Coaches Excepted

The chief executive officer of an institution is authorized to hire part-time head coaches as provided in the policies of the institution. Applicable Board policies shall be followed.

4. Assistant Coaches

The chief executive officer of the institution is authorized to hire assistant coaches as provided in the policies of the institution. Applicable Board policies shall be followed.