

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**SUBJECT**

Business Affairs and Human Resources (BAHR) Committee Chairman's Overview

**APPLICABLE STATUTE, RULE OR POLICY**

Idaho State Board of Education (Board) Governing Policies & Procedures, Bylaws Section I.F.3

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 1: Educational System Alignment; Objective A: Access and Transparency

**BACKGROUND/ DISCUSSION**

The BAHR Chair will provide a concise summary of several of the key initiatives being worked within the Committee, in cooperation with staff from the eight higher education institutions and the Division of Career Technical Education. Ongoing BAHR projects include:

- Development of a multi-year Outcomes-Based Funding (OBF) model for implementation beginning in FY2020, following up on recommendations from the Higher Education Task Force (HETF).
- Review and revision of several Board policies covering financial and human resource operations, including:
  - Policy V.X. "Intercollegiate Athletics"
  - Policy V.R. "Establishment of Fees"
  - Policy V.T. "Fee Waivers"
  - Policy V.S. "Allocation of Lump Sum Appropriation" (EWA)
  - Policy V.K. "Construction Projects"
- Financing and Construction of Cybercore Integration Center (CIC) and Collaborative Computing Center (C3) in Idaho Falls, in collaboration with Idaho State Building Authority and the Idaho National Laboratory
- Analysis and reporting (to Legislature) on Dual Credit program costs
- Setting up Systems Integration Consulting project, in furtherance of enacted 2018 legislation
- Work with external consultants to review the Board's financial tracking procedures and metrics
- Work on defining deferred maintenance backlogs at the colleges and universities
- Review of College/University proposed tuition/fee requests for FY2019, and review of fees that have been established under the authority of the chief executive officers

**IMPACT**

The Chairman's overview will update Board members on efforts underway on projects within the BAHR Committee's area of responsibility.

**STAFF COMMENTS AND RECOMMENDATIONS**

Staff will be available to provide additional details on current BAHR initiatives, if needed, in the event the Chairman's update prompts questions.

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**BOARD ACTION**

This item is for informational purposes only. Any action will be at the Board's discretion.

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
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<b>TAB</b>	<b>DESCRIPTION</b>	<b>ACTION</b>
<b>1</b>	<b>INTERCOLLEGIATE ATHLETICS</b> FY2017 Revenue and Expenses Reports	Information Item
<b>2</b>	<b>INTERCOLLEGIATE ATHLETICS</b> FY2017 and FY2018 Compensation Reports	Information Item
<b>3</b>	<b>INTERCOLLEGIATE ATHLETICS</b> FY2017 Gender Equity Reports	Information Item
<b>4</b>	<b>FY2019 APPROPRIATIONS</b>	Motion to approve
<b>5</b>	<b>FY2020 BUDGET GUIDELINES</b>	Motion to approve
<b>6</b>	<b>FY2019 OPPORTUNITY SCHOLARSHIP EDUCATIONAL COSTS</b>	Motion to approve
<b>7</b>	<b>GRADUATE MEDICAL EDUCATION UPDATE</b>	Motion to approve
<b>8</b>	<b>BOISE STATE UNIVERSITY</b> Campus Master Plan Update	Motion to approve
<b>9</b>	<b>BOISE STATE UNIVERSITY</b> Real Property Acquisition	Motion to approve
<b>10</b>	<b>IDAHO STATE UNIVERSITY</b> Alumni House Proposal	Motion to approve

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<b>TAB</b>	<b>DESCRIPTION</b>	<b>ACTION</b>
<hr/>		
	<b>UNIVERSITY OF IDAHO</b>	
<b>11</b>	Construction Authorization - Salmon Classroom-Office Facility Project	Motion to approve
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	<b>UNIVERSITY OF IDAHO</b>	
<b>12</b>	Disposal of Real Property - Caine	Motion to approve
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	<b>UNIVERSITY OF IDAHO</b>	
<b>13</b>	Athletic Plan	Motion to approve
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**SUBJECT**

Intercollegiate Athletics Reports of Revenues and Expenses

**REFERENCE**

June 2016                      Board directed that the universities' National Collegiate Athletics Association (NCAA) "Agreed Upon Procedures Reports" would be provided to the Board and would also serve as the revenues/expenses reporting template for Lewis-Clark State College.

**APPLICABLE STATUTE, RULE OR POLICY**

Idaho State Board of Education (Board) Governing Policies & Procedures, Section V.X.5.

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 1 ("A Well Educated Citizenry") Objective A ("Access: Set policy and advocate for increasing access to Idaho's educational system for all Idahoans, regardless of socioeconomic status, age, or geographic location.").

**BACKGROUND/DISCUSSION**

Responsibility, management, control, and reporting requirements for athletics are detailed in Board Policy V.X. The college and universities are required to submit regular financial reports as specified by the Board office. For the universities, the revenue and expenses reported must reconcile to the NCAA "Agreed Upon Procedures Reports" that are prepared annually and reviewed by the Board's external auditor.

**IMPACT**

The reports of Revenues and Expenses are presented for each institution for fiscal year 2017 in Attachments 1 through 4. Below is a summary of the four institutions' reported excess or deficiency of revenues over expenses, from the bottom line, right side totals from the attached reports.

	Excess (Deficiency) <u>[includes State Support]</u>
Boise State University	(\$41,282)
Idaho State University	(\$17,025)
University of Idaho	\$1,007,717
Lewis-Clark State College	\$44,425

**ATTACHMENTS**

Attachment 1	Boise State University	Page 3
Attachment 2	Idaho State University	Page 4
Attachment 3	University of Idaho	Page 5
Attachment 4	Lewis-Clark State College	Page 6

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**STAFF COMMENTS AND RECOMMENDATIONS**

The Athletics Reports show results for fiscal year 2017. It should be noted that state funds are critical to support the student athletes and athletic programs at the four institutions (i.e., ticket sales, contributions, and program revenues are insufficient to enable the athletic programs to be fully self-supporting). If (hypothetically) state funds were to be removed from the reported revenue side, all four institutions would be in “deficiency” status (-\$1.2M for LCSC, -\$3.0M for BSU, -\$3.2M for UI, and -\$3.9M for ISU). Representatives from the institutions will be available to respond questions from Board members, if applicable.

**BOARD ACTION**

This item is for informational purposes only. Any action will be at the Board’s discretion.

BOISE STATE UNIVERSITY  
ATHLETICS DEPARTMENT  
SCHEDULE OF REVENUES AND EXPENSES  
FOR THE YEAR ENDED JUNE 30, 2017 (UNAUDITED)

	Football	Men's Basketball	Other Men's Sports	Women's Basketball	Women's Volleyball	Other Women's Sports	Non-Program Specific	Totals
<b>OPERATING REVENUES:</b>								
Ticket Sales	6,500,175	812,663	12,828	10,498	15,336	27,324	-	\$ 7,378,824
Student Fees	-	-	-	-	-	-	3,173,510	3,173,510
Guarantees	475,000	65,000	1,500	-	-	-	-	541,500
Contributions	769,071	96,400	103,766	33,732	906	256,474	9,048,255	10,308,604
Direct State and Other Government Support	-	76,957	366,316	339,474	137,922	1,109,769	942,662	2,973,100
Direct Institutional Support	903,125	122,825	368,475	210,750	137,275	670,725	1,807,875	4,221,050
Indirect Facilities and Administrative Support	-	-	-	-	-	-	2,027,433	2,027,433
NCAA/Tournaments	518,918	200,491	141,523	35,381	47,174	235,872	278,431	1,457,790
Conference/ Tournaments	1,640,558	746,768	41,708	10,427	13,903	69,514	-	2,522,878
Broadcast TV/Radio Rights	2,313,289	289,212	4,565	3,736	5,458	9,724	-	2,625,984
Program/Novelty Sales, Concessions, Parking	651,960	81,509	1,287	1,053	1,538	2,741	-	740,088
Royalty, Advertisement, Sponsorship	4,089,121	511,229	8,070	6,604	9,648	17,189	-	4,641,861
Sport Camp Revenues	275,003	24,905	11,368	10,878	68,309	154,570	-	545,033
Endowment/Investment Income	-	-	-	-	-	-	-	-
Other Revenues	277,491	143,239	15,134	-	-	35,567	803,008	1,274,439
Bowl Revenues	647,316	-	-	-	-	-	-	647,316
Subtotal Cash Revenue	19,061,027	3,171,198	1,076,540	662,533	437,469	2,589,469	18,081,174	45,079,410
Third Party Support	-	-	-	-	-	-	-	-
OST Revenue	-	-	-	-	-	-	-	-
Subtotal non-cash Revenue	-	-	-	-	-	-	-	-
<b>Total operating revenues</b>	<b>\$ 19,061,027</b>	<b>\$ 3,171,198</b>	<b>\$ 1,076,540</b>	<b>\$ 662,533</b>	<b>\$ 437,469</b>	<b>\$ 2,589,469</b>	<b>\$ 18,081,174</b>	<b>\$ 45,079,410</b>
<b>OPERATING EXPENSES:</b>								
Athletic Student Aid	2,824,408	431,979	961,741	562,900	388,402	2,474,590	199,826	\$ 7,843,847
Guarantees	525,000.00	263,649	-	35,611	5,000	731	-	829,991
Coaching Salary/Benefits	4,152,941	1,311,377	694,401	664,387	336,093	1,523,237	71,817	8,754,253
Admin Staff Salary/Benefits	-	-	-	-	-	-	7,424,533	7,424,533
Severance Payments	-	-	-	-	-	-	-	-
Recruiting	317,477	132,045	45,525	76,241	25,020	91,539	-	687,847
Team Travel	808,009	428,222	346,947	223,689	130,493	898,826	3,874	2,840,060
Equipment, Uniforms and Supplies	763,104	73,088	55,236	29,092	2,434	198,052	316,470	1,437,475
Away Game Ticket Expense	192,644	-	-	-	-	-	-	192,644
Game Expenses	549,786	213,227	32,370	114,201	38,679	74,393	127,431	1,150,087
Fundraising, Marketing, Promotion	-	-	-	-	-	-	206,349	206,349
Sports Camp Expenses	337,768	18,663	1,407	6,568	15,994	81,250	-	461,650
Direct Facilities/Maint/Rentals	4,349,844	249,969	105,122	249,969	-	283,055	1,360,703	6,598,662
Spirit Group	-	-	-	-	-	-	128,311	128,311
Indirect Facilities and Administrative Support	-	-	-	-	-	-	2,027,433	2,027,433
Medical Expenses & Insurance	-	-	-	-	-	-	716,887	716,887
Memberships & Dues	11,125	1,790	3,911	6,500	690	3,442	740,541	767,999
Other Operating Expenses	34,074	13,630	4,098	5,261	7,977	3,827	1,784,394	1,853,261
Student Athlete Meals (Non-Travel)	416,826	35,365	23,928	12,224	12,440	47,546	40,125	588,455
Bowl Expenses	610,948	-	-	-	-	-	-	610,948
Subtotal Cash Expenses	15,893,954	3,173,004	2,274,686	1,986,643	963,222	5,680,488	15,148,694	45,120,692
Gift-in-Kind Expense	-	-	-	-	-	-	-	-
OST Expense	-	-	-	-	-	-	-	-
Subtotal non-cash Expense	-	-	-	-	-	-	-	-
<b>Total operating expenses</b>	<b>\$ 15,893,954</b>	<b>\$ 3,173,004</b>	<b>\$ 2,274,686</b>	<b>\$ 1,986,643</b>	<b>\$ 963,222</b>	<b>\$ 5,680,488</b>	<b>\$ 15,148,694</b>	<b>\$ 45,120,692</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSE</b>	<b>\$ 3,167,073</b>	<b>\$ (1,806)</b>	<b>\$ (1,198,146)</b>	<b>\$ (1,324,110)</b>	<b>\$ (525,753)</b>	<b>\$ (3,091,019)</b>	<b>\$ 2,932,480</b>	<b>\$ (41,282)</b>
<b>OTHER REPORTING ITEMS</b>								
Total Athletics Related Debt	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 73,505,000	\$ 73,505,000
Total Institutional Debt	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 221,310,000	\$ 221,310,000

IDAHO STATE UNIVERSITY  
ATHLETICS DEPARTMENT  
SCHEDULE OF REVENUES AND EXPENSES  
FOR THE YEAR ENDED JUNE 30, 2017 (UNAUDITED)

ATTACHMENT 2

	Football	Men's Basketball	Other Men's Sports	Women's Basketball	Women's Volleyball	Other Women's Sports	Non-Program Specific	Totals
<b>OPERATING REVENUES:</b>								
Ticket Sales	52,458	147,995	1,591	27,313	10,544	5,680	-	\$ 245,581
Student Fees	-	-	-	-	-	-	1,859,880	1,859,880
Guarantees	425,000	975,000	1,750	58,500	5,000	1,750	-	1,467,000
Contributions	6,070	3,177	(1,235)	2,080	4,734	16,731	325,353	356,910
In-Kind Donation Revenue	65,009	101,655	8,694	41,629	20,127	22,621	136,346	396,081
Direct State or Other Government Support	365,060	808,965	176,018	442,581	136,464	783,390	1,128,623	3,841,101
Direct Institutional Support	-	-	-	-	-	5,147	950,600	955,747
Indirect Institutional Support	10,842	49,023	4,306	-	-	4,306	133,712	202,189
NCAA Distributions	108,092	-	-	-	-	-	677,212	785,304
Conference Distributions	(585)	(1,235)	(427)	2,098	3,707	(417)	(2,403)	738
Media Rights	88	21,116	-	70	9	9	-	21,292
Program Sales, Concessions, Novelty Sales and Parking	1,810	18,529	10,929	29,200	2,890	25,445	121,946	210,749
Royalties, Licensing, Advertisements, and Sponsorships	-	-	-	100	-	-	521,000	521,100
Sport Camp Revenues	22,801	113,895	2,138	11,663	63,587	41,262	-	255,346
Athletics Restricted Endowment and Investment Income	-	-	-	-	-	-	-	-
Other Revenues	-	-	500	-	-	500	-	1,000
Bowl Revenues	-	-	-	-	-	-	-	-
Subtotal Cash Revenue	1,058,645	2,238,120	204,284	615,234	247,082	908,424	5,852,289	11,120,018
Third Party Support	-	-	-	-	-	-	-	-
OST Revenue	-	-	-	-	-	-	-	-
Subtotal non-cash Revenue	-	-	-	-	-	-	-	-
<b>Total operating revenues</b>	<b>\$ 1,058,645</b>	<b>\$ 2,238,120</b>	<b>\$ 204,284</b>	<b>\$ 615,234</b>	<b>\$ 247,082</b>	<b>\$ 908,424</b>	<b>\$ 5,852,289</b>	<b>\$ 11,120,018</b>
<b>OPERATING EXPENSES:</b>								
Athletic Student Aid	221,135	960,914	180,270	239,662	134,241	644,719	178,765	\$ 2,559,706
Guarantees	13,777.00	60,000	-	9,487	6,948	-	-	90,212
Coaching Salaries, Benefits, and Bonuses	356,545	563,268	163,399	304,682	167,357	472,089	97,849	2,125,189
Support Staff/Administrative Salaries, Benefits, and Bonuses	17,095	263,490	17,702	-	974	31,884	1,447,788	1,778,933
Severance Payments	-	-	-	-	-	-	-	-
Recruiting	51,429	50,517	14,198	30,068	16,335	47,332	41,978	251,857
Team Travel	186,950	391,712	83,696	168,515	60,464	283,915	70,162	1,245,414
Equipment, Uniforms and Supplies	27,051	288,205	50,750	22,499	31,949	106,666	112,754	639,874
Game Expenses	86,745	81,188	4,666	75,589	26,378	32,326	78,666	385,558
Fundraising, Marketing, Promotion	34,899	45,436	1,637	28,814	1,500	3,957	81,761	198,004
Sports Camp Expenses	25,668	126,555	1,929	5,951	66,000	42,792	-	268,895
Direct Facilities/Maint/Rentals	-	-	-	-	-	-	-	-
Spirit Group	-	-	-	-	-	-	-	-
Direct Overhead and Administrative Expenses	18,968	84,925	13,399	6,201	12,571	48,639	273,227	457,930
Indirect Institutional Support	10,842	49,023	4,306	-	-	4,306	133,712	202,189
Medical Expenses & Insurance	1,350	1,516	-	558	-	-	342,099	345,523
Memberships & Dues	1,280	-	1,300	-	699	1,350	48,033	52,662
Other Operating Expenses	24,246	31,063	8,290	37,712	13,154	31,811	302,883	449,159
Student Athlete Meals (Non-Travel)	22,166	31,404	2,396	8,681	4,436	12,151	4,704	85,938
Bowl Expenses	-	-	-	-	-	-	-	-
Subtotal Cash Expenses	1,100,148	3,029,218	547,938	938,419	543,006	1,783,937	3,214,381	11,137,043
Gift-in-Kind Expense	-	-	-	-	-	-	-	-
OST Expense	-	-	-	-	-	-	-	-
Subtotal non-cash Expense	-	-	-	-	-	-	-	-
<b>Total operating expenses</b>	<b>\$ 1,100,148</b>	<b>\$ 3,029,218</b>	<b>\$ 547,938</b>	<b>\$ 938,419</b>	<b>\$ 543,006</b>	<b>\$ 1,783,937</b>	<b>\$ 3,214,381</b>	<b>\$ 11,137,043</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSE</b>	<b>\$ (43,501)</b>	<b>\$ (791,096)</b>	<b>\$ (343,674)</b>	<b>\$ (323,185)</b>	<b>\$ (295,944)</b>	<b>\$ (857,513)</b>	<b>\$ 2,637,888</b>	<b>\$ (17,025)</b>
<b>OTHER REPORTING ITEMS</b>								
Total Institutional Debt	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 41,338,312

BAHR - SECTION II

See notes to Schedule of Revenue and Expenses

TAB 1 Page 4



**UNIVERSITY OF IDAHO INTERCOLLEGIATE ATHLETICS DEPARTMENT**  
**SCHEDULE OF REVENUES AND EXPENSES**  
**FOR THE YEAR ENDED JUNE 30, 2017 (UNAUDITED)**

**ATTACHMENT 3**

	Football	Men's Basketball	Other Men's Sports	Women's Volleyball	Women's Basketball	Other Women's Sports	Non-Program Specific	Grand Total
<b>Operating Revenues</b>								
Ticket Sales	\$ 498,601	\$ 32,885	\$ -	\$ 6,003	\$ 10,422	\$ 2,857	\$ -	\$ 550,768
Student Fees	-	-	-	-	-	-	2,016,254	2,016,254
Direct Institutional Support								
General Education Funds	822,650	305,642	127,454	141,756	193,546	270,843	1,111,209	2,973,100
Gender Equity Funds				177,141	213,638	875,321		1,266,100
Institutional Support Funds	262,724	97,611	40,704	45,272	61,812	86,497	354,880	949,500
Other Institutional Support (includes OST Waivers)	1,200,183	201,311	302,213	159,526	217,868	836,859	1,506,091	4,424,051
Indirect Institutional Support	-	-	-	-	-	-	640,308	640,308
Indirect Institutional Support - Athletic Facilities Debt Service, Lease & Rental Fees	-	-	-	-	-	-	1,069,726	1,069,726
Guarantees	1,575,000	85,000	-	-	45,000	-	-	1,705,000
Contributions	758,533	142,870	121,781	72,655	92,669	377,670	953,190	2,519,368
In-Kind	21,000	12,600	-	-	4,200	-	8,400	46,200
Compensation & Benefits Provided by 3rd Party	255,272	100,500	4,000	25,000	23,000	42,000	15,000	464,772
Media Rights	100,000	588	-	-	35	-	75,000	175,623
NCAA Distributions	327,057	70,620	164,308	66,701	74,190	325,185	1,064,214	2,092,275
Conference Distributions (Non-Media or Bowl)	792,274	-	-	-	-	-	-	792,274
Program, Novelty, Parking & Concessions	21,764	2,906	183	140	1,040	853	-	26,886
Royalties, Licensing, Advertising & Sponsorships	25,900	6,450	-	-	-	-	468,172	500,522
Sports Camp Revenues	156,800	2,400	-	-	2,572	-	-	161,772
Athletics Restricted Endowment & Investment Income	161,287	16,135	32,484	13,742	15,148	118,630	59,327	416,753
Other Operating Revenues	50,106	932	290	736	-	1,524	470,843	524,431
Bowl Revenues	509,319	-	-	-	-	-	-	509,319
<b>Total Operating Revenues</b>	<b>\$ 7,538,470</b>	<b>\$ 1,078,450</b>	<b>\$ 793,417</b>	<b>\$ 708,672</b>	<b>\$ 955,140</b>	<b>\$ 2,938,239</b>	<b>\$ 9,812,614</b>	<b>\$ 23,825,002</b>
<b>Operating Expenses</b>								
Athletic Student Aid	2,473,303	410,841	615,734	333,899	419,659	1,814,539	275,799	6,343,774
Guarantees	300,000	51,447	-	12,846	15,166	1,100	-	380,559
Coaching Salaries, Benefits & Bonuses	1,463,887	538,375	244,311	251,321	392,013	511,533	-	3,401,440
Coaching Salaries, Benefits & Bonuses Paid by 3rd Party	255,272	100,500	4,000	25,000	23,000	42,000	-	449,772
Support Staff/Admin Compensation Benefits & Bonuses	108,783	53,068	105	411	572	375	2,810,507	2,973,821
Support Staff/Admin Compensation Benefits & Bonuses Paid by 3rd Party	-	-	-	-	-	-	15,000	15,000
Recruiting	144,902	95,305	12,092	29,082	77,903	67,591	-	426,875
Team Travel	1,237,685	276,969	234,756	131,565	267,126	478,010	-	2,626,111
Sports Equipment, Uniforms & Supplies	281,145	38,834	54,512	22,901	30,380	107,237	200,708	735,717
Game Expenses	308,131	163,992	18,377	54,979	117,088	42,275	-	704,842
Fund Raising, Marketing & Promotion	-	-	-	-	-	-	450,074	450,074
Sports Camp Expenses	99,894	2,400	-	-	2,696	-	-	104,990
Spirit Groups	-	-	-	-	-	-	2,500	2,500
Athletic Facilities, Debt Service, Leases & Rental Fees	-	-	-	-	-	-	1,185,374	1,185,374
Direct Overhead & Administrative Expenses	1,163	817	-	936	1,248	3,017	28,132	35,313
Indirect Institutional Support	-	-	-	-	-	-	640,308	640,308
Medical Expenses & Insurance	6	1,294	-	-	-	-	277,447	278,747
Memberships & Dues	-	2,500	1,418	355	-	7,071	153,797	165,141
Student-Athlete Meals (non-travel)	23,054	7,858	3,076	1,516	4,469	7,938	40,970	88,881
Other Operating Expenses	158,696	75,272	31,879	19,778	35,136	76,848	941,125	1,338,734
Bowl Expenses	469,312	-	-	-	-	-	-	469,312
<b>Total Operating Expenses</b>	<b>\$ 7,325,233</b>	<b>\$ 1,819,472</b>	<b>\$ 1,220,260</b>	<b>\$ 884,589</b>	<b>\$ 1,386,456</b>	<b>\$ 3,159,534</b>	<b>\$ 7,021,741</b>	<b>\$ 22,817,285</b>
<b>Excess (Deficiency) of Revenues Over (Under) Expenses</b>	<b>\$ 213,237</b>	<b>\$ (741,022)</b>	<b>\$ (426,843)</b>	<b>\$ (175,917)</b>	<b>\$ (431,316)</b>	<b>\$ (221,295)</b>	<b>\$ 2,790,873</b>	<b>\$ 1,007,717</b>
<b>Other Reporting Items</b>								
Total Athletics Related Debt							\$ 23,295,000	\$ 23,295,000
Total Institutional Debt							\$ 183,738,094	\$ 183,738,094

See Notes to Schedule of Revenues and Expenses

**Lewis-Clark State College Intercollegiate Athletics Department**  
**Statement of Revenues and Expenses**  
**For the Year Ended June 30, 2017 (Unaudited)**

	Baseball	Men's Basketball	Other Men's Sports	Women's Volleyball	Women's Basketball	Other Women's Sports	Non-Program Specific	Grand Total
<b>Operating Revenues</b>								
01 Ticket Sales	18,090	7,959	0	2,171	7,959	0	0	<b>36,179</b>
03 Student Fees	0	0	0	0	0	0	433,100	<b>433,100</b>
04 Direct State/Govt Support	232,039	78,837	95,537	74,169	82,853	96,398	579,417	<b>1,239,250</b>
05 Direct Institutional Support	347,095	94,875	231,564	109,250	74,750	444,700	289,642	<b>1,591,876</b>
06 Indirect Institutional Support	0	0	0	0	0	0	243,101	<b>243,101</b>
07 Guarantees	0	0	0	0	0	0	0	<b>0</b>
08 Contributions	0	0	0	0	0	0	554,751	<b>554,751</b>
09 In-Kind	10,750	9,750	0	8,750	8,750	0	8,750	<b>46,750</b>
10 Compensation & Benefits Provided by 3rd Party	0	0	0	0	0	0	0	<b>0</b>
11 Media Rights	0	0	0	0	0	0	5,200	<b>5,200</b>
12 NCAA Distributions	0	0	0	0	0	0	0	<b>0</b>
13 Conference Distributions (Non-Media or Bowl)	0	0	0	0	0	0	734,566	<b>734,566</b>
14 Program, Novelty, Parking & Concessions	0	0	0	0	0	0	0	<b>0</b>
15 Royalties, Licensing, Advertising & Sponsorships	0	0	0	0	0	0	0	<b>0</b>
16 Sports Camp Revenues	14,510	43,013	0	0	19,975	0	30,131	<b>107,629</b>
17 Athletics Restricted Endowment & Investment Income	0	0	0	0	0	0	0	<b>0</b>
18 Other Operating Revenues	0	0	0	0	0	0	0	<b>0</b>
<b>Total Operating Revenues</b>	<b>622,484</b>	<b>234,434</b>	<b>327,101</b>	<b>194,340</b>	<b>194,287</b>	<b>541,098</b>	<b>2,878,658</b>	<b>4,992,402</b>
<b>Operating Expenditures</b>								
20 Athletic Student Aid	514,652	177,263	279,291	169,771	174,962	498,992	103,706	<b>1,918,637</b>
21 Guarantees	12,699	9,785	325	1,134	8,000	325	0	<b>32,268</b>
22 Coaching Salaries, Benefits & Bonuses	235,279	127,734	113,961	74,501	100,798	115,909	0	<b>768,182</b>
23 Coaching Salaries, Benefits & Bonuses Paid by 3rd Party	0	0	0	0	0	0	0	<b>0</b>
24 Support Staff/Admin Compensation Benefits & Bonuses	10,039	6,433	0	0	0	0	399,929	<b>416,401</b>
25 Support Staff/Admin Compensation Benefits & Bonuses Paid by 3rd Party	0	0	0	0	0	0	0	<b>0</b>
27 Recruiting	3,604	4,695	1,806	9,549	8,496	1,766	24,660	<b>54,576</b>
28 Team Travel	103,710	50,826	84,840	35,549	39,653	88,344	0	<b>402,922</b>
29 Sports Equipment, Uniforms & Supplies	38,483	20,345	47,818	26,841	22,325	46,931	36,122	<b>238,865</b>
30 Game Expenses	8,492	21,157	8,852	7,414	14,320	9,321	39,409	<b>108,965</b>
31 Fund Raising, Marketing & Promotion	0	0	0	0	0	0	0	<b>0</b>
32 Sports Camp Expenses	22	6	8,761	0	11,182	8,761	309	<b>29,041</b>
33 Spirit Groups	0	0	0	0	0	0	0	<b>0</b>
34 Athletic Facilities, Debt Service, Leases & Rental Fees	0	0	0	0	0	0	0	<b>0</b>
35 Direct Overhead & Administrative Expenses	0	0	0	0	0	0	0	<b>0</b>
36 Indirect Institutional Support	10,750	9,750	0	8,750	8,750	0	251,851	<b>289,851</b>
37 Medical Expenses & Insurance	0	0	0	0	0	0	14,970	<b>14,970</b>
38 Memberships & Dues	0	0	0	0	0	0	0	<b>0</b>
39 Other Operating Expenses	2,403	3,539	3,492	1,245	2,264	3,773	656,583	<b>673,299</b>
<b>Total Operating Expenditures</b>	<b>940,133</b>	<b>431,533</b>	<b>549,146</b>	<b>334,754</b>	<b>390,750</b>	<b>774,122</b>	<b>1,527,539</b>	<b>4,947,978</b>
<b>Excess (Deficiency) of Revenues Over (Under) Expenses</b>	<b>(317,649)</b>	<b>(197,099)</b>	<b>(222,045)</b>	<b>(140,414)</b>	<b>(196,463)</b>	<b>(233,024)</b>	<b>1,351,119</b>	<b>44,425</b>
<b>Other Reporting Items</b>								
42 Conference Realignment Expenses							0	0
43 Total Athletics Related Debt							0	0
44 Total Institutional Debt							0	0
45 Value of Athletics Dedicated Endowments							376,726	376,726
46 Value of Institutional Endowments							8,029,412	8,029,412

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**SUBJECT**

Intercollegiate Athletics Department Employee Compensation Report

**REFERENCE**

April 2017                      Board received FY 2016 athletics compensation reports

**APPLICABLE STATUTE, RULE OR POLICY**

Idaho State Board of Education (Board) Governing Policies & Procedures, Section II.H.

**ALIGNMENT WITH STRATEGIC PLAN**

The Intercollegiate Athletics employee compensation report is a non-strategic, Board governance agenda item.

**BACKGROUND/ DISCUSSION**

The attached spreadsheets show actual compensation figures for FY2017 and estimated compensation figures for FY2018. The sources of funding for athletic department positions vary widely. A number of the most highly-paid coaching positions are funded entirely from program revenues.

**IMPACT**

The report details the contracted salary received by athletics administrators and coaches, including bonuses, supplemental compensation and perquisites, if applicable.

**ATTACHMENTS**

Attachment 1 - Boise State University	FY17 Actual	Pages 3-4
Attachment 2 – Boise State University	FY18 Estimate	Pages 5-6
Attachment 3 - Idaho State University	FY17 Actual	Pages 7-8
Attachment 4 – Idaho State University	FY18 Estimate	Pages 9-10
Attachment 5 - University of Idaho	FY17 Actual	Pages 11-12
Attachment 6 – University of Idaho	FY18 Estimate	Pages 13-14
Attachment 7 - Lewis-Clark State College	FY17 Actual	Pages 15-16
Attachment 8 – Lewis-Clark State College	FY18 Estimate	Pages 17-18

**STAFF COMMENTS AND RECOMMENDATIONS**

The Board has delegated, through Board Policy II.B., personnel management authority to the Chief Executive Officer of each institution, except for those responsibilities specifically retained by the Board. Board policy II.H. authorizes the Chief Executive Officer of an institution to enter into a contract for the services of a coach or athletic director with that institution for a term of up to three (3) years. A contract with a term (whether fixed or rolling) of more than three (3) years, or

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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with a total annual compensation amount of \$200,000 or higher, is subject to approval by the Board.

**BOARD ACTION**

This item is for informational purposes only. Any action will be at the Board's discretion.

**Intercollegiate Athletics Compensation Report  
Boise State University  
FY2017 Actual Compensation**

**ATTACHMENT 1**

PCN	Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	State Approp.	Funding	
			Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Mbership	Car	Other			Program Revenue	All Other
	Athletic Administration															
3150	Aaron Juarez	Assistant Sports Info Director	1.000	47,508	0	0	500	0	0	0	No	No	No	No	47,508	- 500
3530	Adam Herman	Director, Sports Performance Coach	1.000	77,730	0	0	2,000	0	0	2,000	No	No	No	No	79,730	2,000
3502	Andy Atkinson	Director, Ath Info & Digital Tech	1.000	71,511	0	0	1,000	0	0	0	No	No	No	No	71,511	1,000
3149	Anita Guericcaibeitia	Asst AD - Tkt Operations	1.000	72,322	0	0	1,000	0	0	0	No	No	No	No	72,322	1,000
3167	Sara Swanson	Assistant Athletic Director, Student Athlete C	1.000	57,528	0	0	500	0	0	0	No	No	No	No	57,528	- 500
3005	* Natalie Keffer	Assistant Athletic Director, Development	0.010	680	0	0	1,000	0	0	0	No	No	No	No	680	1,000
3592	* Bart Hendricks	Director, Development/Athletics	0.282	13,702	0	0	500	0	0	0	No	No	No	No	13,702	500
1725	Brandon Voigt	Asst Athletic Trainer	1.000	47,508	0	0	500	0	0	1,000	No	No	No	No	47,508	1,000 500
1770	Brayden Dunning	Sr. Director, Development	1.000	50,004	0	0	500	0	0	0	No	No	No	No	50,004	500
3584	Christina Webster	Director, Annual Giving	1.000	40,914	0	0	500	0	0	0	No	No	No	No	40,914	500
1758	Benjamin Jaeger	Assistant Director, Sports Performance Coa	1.000	35,900	350	0	500	0	0	1,000	No	No	No	No	36,900	850
1768	Caleb Howard	Coordinator, Video Services	1.000	38,542	0	0	500	0	0	0	No	No	No	No	38,542	500
1717	Christina Van Tol	Sr. Assoc AD /Internal/SWA	1.000	121,015	0	0	2,500	0	0	0	No	Yes	No	No	121,015	2,500
1772	Brandon Pringle	Assistant Coach, Strength & Conditioning/Fc	1.000	42,500	2,000	0	500	0	0	2,000	No	No	No	No	44,500	2,500
1761	Kelly Lopez	Associate Director, Sports Performance Coa	1.000	43,306	0	0	500	0	0	2,000	No	No	No	No	45,306	500
3549	Matt Brewer	Associate Athletic Director, Complianace	1.000	86,508	0	0	2,500	0	0	0	No	No	No	No	86,508	2,500
3504	Cynthia Rice	Assistant Athletic Director, Business Ops	1.000	69,576	0	0	1,000	0	0	0	No	No	No	No	69,576	- 1,000
1752	Dale Holste	Assoc Dir, Athletic Equipment Operations	1.000	57,907	8,000	0	2,000	0	0	1,000	No	No	No	No	58,907	10,000
1766	Danielle Charters	Director Business Affairs	1.000	55,016	0	0	500	0	0	0	No	No	No	No	55,016	500
1739	Vacant	Asst AD, Facility Operations	1.000	59,010	0	0	0	0	0	0	No	No	No	No	59,010	-
3030	Dustin Clements	Senior Associate Athletic Director, External	1.000	102,524	0	0	2,500	0	0	0	Yes	Yes	No	No	102,524	2,500
1727	Doug Link	Asst Sports Info Director	1.000	47,508	0	0	500	0	0	0	No	No	No	No	47,508	500
3563	Eric Klie	Director, Student Athlete Learning Center	1.000	46,135	0	0	500	0	0	0	No	No	No	No	46,135	500
1742	Linsey Hartke	Manager, Athletic Game Operations	1.000	47,508	0	0	500	0	0	0	No	No	No	No	47,508	500
3145	Gabe Rosenvall	Assoc AD, Student Athlete Development	1.000	75,837	0	0	2,500	4,000	0	0	No	No	No	No	75,837	4,000 2,500
1700	Heather Berry	Assistant AD, Personnel	1.000	61,007	0	0	1,000	0	0	0	No	No	No	No	61,007	1,000
1726	James Spooner	Assoc. Athletic Trainer	1.000	57,990	1,000	0	1,000	0	0	1,000	No	No	No	No	57,990	1,000 2,000
3153	Jeff Pitman	Head Coach, Strength-Football	1.000	141,045	3,000	0	2,000	4,000	0	3,000	No	No	No	No	148,045	5,000
3132	Jennifer Bellomy	Assistant Athletic Director, Compliance	1.000	64,335	0	0	1,000	0	0	0	No	No	No	No	64,335	1,000
1741	Christopher Nichol	Academic Advisor, Director of Tutor Program	1.000	43,743	0	0	500	0	0	0	No	No	No	No	43,743	- 500
1767	Kevin Haynes	Asst Director, Athletic Equipment Operations	1.000	37,212	0	0	500	0	0	0	No	No	No	No	37,212	500
1751	Jolenne Dimeo	Facility Operations Supervisor	1.000	56,638	0	0	500	0	0	0	No	No	No	No	56,638	500
1774	Joseph Nickell	Assistant Athletic Director, Media Relations	1.000	58,677	0	0	1,000	0	0	0	No	No	No	No	58,677	1,000
3015	Vacant	Director, Sports Information	1.000	46,260	0	0	0	0	0	0	No	No	No	No	46,260	-
1764	Justin LaChapelle	Athletic Technical Support Specialist	1.000	47,508	0	0	500	0	0	0	No	No	No	No	47,508	500
1743	Matthew Mayer	Assistant Business Manager	1.000	40,914	0	0	500	0	0	0	No	No	No	No	40,914	- 500
1776	Brett Herring	Business Office Analyst	1.000	42,100	0	0	500	0	0	0	No	No	No	No	42,100	500
1749	Keita Shimada	Assoc. Athletic Trainer	1.000	48,714	0	0	500	0	0	1,000	No	No	No	No	49,714	500
1760	Lauren Rodgers	Asst Athletic Trainer	1.000	47,508	0	0	500	0	0	1,000	No	No	No	No	48,508	500
1728	Tyson Gale	Assistant Coach, FB Strength & Conditioning	1.000	42,500	2,000	0	500	0	0	2,000	No	No	No	No	44,500	2,500
3950	Julie Rising	Asst Manager, Athletic Events and Facilities	1.000	41,018	0	0	500	0	0	0	No	No	No	No	41,018	500
1711	Marc Paul	Assoc. AD/Athletic Trainer	1.000	77,460	0	0	2,500	0	0	2,000	No	No	No	No	79,460	2,500
1701	Curt Apsey	Executive Director, Athletics	1.000	339,810	0	0	2,000	25,000	17,500	20,000	Yes	Yes	No	Yes	402,310	2,000
3529	Vacant	Asst Director of Compliance	1.000	37,420	0	0	0	0	0	0	No	No	No	No	37,420	- -
3125	Matthew Thomas	Asst AD, Mktg & Promotions	1.000	61,215	0	0	1,000	0	0	0	No	No	No	No	61,215	1,000
3154	Spencer Jahn	Director, Marketing & Promotions	1.000	47,508	0	0	500	0	0	0	No	No	No	No	47,508	500
1703	Max Corbet	Assoc AD, Administration	1.000	67,788	0	0	2,498	0	0	0	No	No	No	No	67,788	2,498
1763	Michael Walsh	Asst Sports Info Director & Web Coor	1.000	47,508	0	0	500	0	0	0	No	No	No	No	47,508	500
3194	Nicole Gamez	Associate Athletic Director, CFO	1.000	95,930	0	0	1,500	0	0	0	No	No	No	No	95,930	1,500
3023	Cody Smith	Asst Athletic Director, Event Operations	1.000	58,012	0	0	1,000	0	0	0	No	No	No	No	58,012	1,000
1773	Paul Smith	Asst Athletic Trainer	1.000	47,508	0	0	499	0	0	1,000	No	No	No	No	48,508	499
1753	Raul Ibarra	Assistant Director, Athletic Equipment Oper	1.000	43,493	0	0	500	0	0	0	No	No	No	No	43,493	500
1777	Rene Barraza	Athletic Facilities Scheduling Coordinator	1.000	37,212	0	0	500	0	0	300	No	No	No	No	37,512	500
1759	Patricia Moran	Asst Athletic Director Finance	1.000	62,586	0	0	1,000	0	0	0	No	No	No	No	62,586	1,000
1702	Robert Carney	Assoc AD, Facilities and Operations	1.000	91,167	0	0	2,500	0	0	0	No	No	No	No	91,167	2,500
1754	Scott Duncan	Facility Maintenance Supervisor	1.000	49,941	0	0	500	0	0	0	No	No	No	No	49,941	500
3545	Shaela Prialux-Soho	Ticket Manager	1.000	48,984	0	0	500	0	0	0	No	No	No	No	48,984	500
3110	Taryn Schutte	Academic Advisor	1.000	37,420	0	0	500	0	0	0	No	No	No	No	37,420	- 500
1736	Cameron Howard	Asst Director, Marketing & Promotions	1.000	36,504	0	0	500	0	0	0	No	No	No	No	36,504	500
3188	Katie Tuller	Director, Special Events	1.000	47,508	0	0	500	0	0	0	No	No	No	No	47,508	500
3970	Syringa Stark	Athletic Insurance Coordinator	1.000	37,981	0	0	500	0	0	0	No	No	No	No	37,981	500
3064	Taylor Little	Coordinator, Video Services	1.000	47,508	0	0	500	0	0	0	No	No	No	No	47,508	500
1735	Ashley Hudson	Asst Athletic Trainer	1.000	47,508	0	0	500	0	0	0	No	No	No	No	47,508	500
1724	Tobruk Everman Blaine	Head Cheer/Dance Coach	1.000	47,570	0	0	500	0	0	0	No	No	No	No	47,570	500
1715	Tyler Smith	Assoc Athletic Trainer	1.000	57,991	0	0	1,000	0	0	1,000	No	No	No	No	57,991	1,000 1,000
3806	Nicole Denno	Assistant Athletic Trainer	1.000	47,508	0	0	500	0	0	0	No	No	No	No	47,508	500
3947	Victoria Lewis	Business Manager	1.000	47,500	0	0	500	0	0	0	No	No	No	No	47,500	500

**Intercollegiate Athletics Compensation Report  
Boise State University  
FY2017 Actual Compensation**

**ATTACHMENT 1**

PCN	Depart/Name/Title		Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	State Approp.	Funding	
				Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Mbership	Car	Other			Program Revenue	All Other
	Men's Sports																
	Football						Nike	APR	Winning	Bowl/Other							
1704	Bryan Harsin	Head Coach	1.000	1,350,004	0	0	3,000	20,000	0	35,000	Yes	Yes	No	Yes		1,405,004	3,000
3103	Kent Riddle	Assoc HC- TE/Spc Team Coord	1.000	275,018	0	0	2,000	4,000	0	3,000	No	Yes	No	Yes		282,018	2,000
1708	Steve Caldwell	Asst HC-Defensive Line	1.000	250,000	0	0	2,000	4,000	0	3,000	No	Yes	No	No		257,000	2,000
3186	Zak Hill	Offensive Coordinator	1.000	285,000	0	0	2,000	2,000	0	3,000	No	Yes	No	No		290,000	2,000
3160	Bradley Bedell	Assistant Coach	1.000	225,000	0	0	0	0	0	0	No	Yes	No	Yes		225,000	-
3162	Andy Avalos	Defensive Coordinator	1.000	315,000	0	0	2,000	4,000	0	3,000	No	Yes	No	Yes		322,000	2,000
1707	Eric Kiesau	Assistant Coach	1.000	185,016	0	0	0	0	0	0	No	Yes	No	No		185,016	-
3134	Ashley Ambrose	Assistant Coach	1.000	210,000	0	0	2,000	2,000	0	3,000	No	Yes	No	No		215,000	2,000
1706	Gabe Franklin	Assistant Coach	1.000	195,000	0	0	2,000	2,000	0	3,000	No	Yes	No	No		200,000	2,000
1705	Lee Marks	Assistant Coach	1.000	145,000	0	0	2,000	4,000	0	3,000	No	Yes	No	No		152,000	2,000
1730	Taylor Tharp	Director, Football Operations/Ext Relations	1.000	60,994	4,000	0	2,000	4,000	0	3,000	No	No	No	No		67,994	6,000
1709	Chris Ross	Director, Program Development	1.000	85,010	15,000	0	2,000	0	0	3,000	No	No	No	No		88,010	17,000
1732	Kevin Riley	Dir. FB Video/Technology	1.000	50,732	0	0	500	0	0	3,000	No	No	No	No		53,732	500
1750	Brad Larrondo	Assoc Athletic Director, Football	1.000	96,852	11,400	0	2,500	4,000	0	3,000	No	Yes	No	No		103,852	13,900
1762	Darren Uscher	Director of Recruiting	1.000	54,941	3,000	0	1,000	2,000	0	3,000	No	No	No	No		59,941	4,000
	Basketball																
1710	Leon Rice	Head Coach	1.000	650,000	0	0	10,000	8,000	14,000	12,776	Yes	Yes	No	Yes		684,776	10,000
1714	Phil Beckner	Assistant Coach, Men's Basketball	1.000	140,000	0	0	2,500	0	4,000	0	No	Yes	No	No		144,000	2,500
1712	Mike Burns	Assistant Coach, Men's Basketball	1.000	125,008	0	0	2,500	0	4,000	0	No	No	No	No		129,008	2,500
3133	Chris Acker	Assistant Coach, Men's Basketball	1.000	125,008	0	0	0	0	0	0	No	No	No	No		125,008	-
1745	David Moats	Director, Men's BB Operations	1.000	42,703	0	0	2,480	0	0	0	No	No	No	No	42,703	-	2,480
	Wrestling																
1713	Mike Mendoza	Head Coach	1.000	72,405	0	0	2,000	0	0	0	No	Yes	No	No	72,405	-	2,000
3182	Riley Orozco	Assistant Coach	1.000	45,012	0	0	500	0	0	0	No	No	No	No	45,012	-	500
3180	Levi Jones	Assistant Coach	1.000	32,136	0	0	500	0	0	0	No	No	No	No	32,136	-	500
	Golf																
3566	Dan Potter	Head Coach	1.000	47,071	0	0	2,000	3,000	0	0	Yes	Yes	No	No		50,071	2,000
	Tennis																
3151	Greg Patton	Head Coach	1.000	98,800	0	0	2,000	0	0	0	No	Yes	No	No		98,800	2,000
3178	Greg Ouellette	Assistant Coach	1.000	33,426	260	0	500	0	0	0	No	No	No	No	33,426	-	760
	Men/Women's Track & Field																
2223	Corey Ihmels	Head Coach	1.000	107,016	0	0	4,000	6,000	23,750	0	No	No	No	Yes		136,766	4,000
1719	Patrick McCurry	Assistant Coach	1.000	45,844	0	0	500	0	4,250	0	No	No	No	No	45,844	4,250	500
3177	Gavin O'Neal	Assistant Coach	1.000	46,280	0	0	500	1,200	750	0	No	No	No	No	46,280	1,950	500
1721	Travis Hartke	Assoc Head CC & Asst Track and Field Coa	1.000	46,613	0	0	500	2,400	5,250	0	No	No	No	No	46,613	7,650	500
	Women's Sports																
	Basketball																
2226	Gordon Presnell	Head Coach	1.000	220,002	750	0	7,500	12,500	26,500	0	No	No	No	Yes		259,002	8,250
3181	Cody Butler	Assistant Coach	1.000	90,002	1,250	0	500	5,000	7,000	0	No	Yes	No	No	90,002	12,000	1,750
3129	Heather Sower	Assistant Coach	1.000	80,017	1,250	0	500	5,000	7,000	0	No	Yes	No	No	62,463	29,554	1,750
1720	Cariann Ramirez	Assistant Coach	1.000	70,013	2,750	0	500	2,500	7,000	0	No	No	No	No	63,732	15,781	3,250
1744	Julia Fishman	Dir. Women's BB Operations	1.000	47,508	400	0	500	0	3,500	0	No	No	No	No	47,508	3,500	900
	Soccer																
1722	James Thomas	Head Coach	1.000	82,660	5,300	0	2,000	0	0	5,000	No	No	No	No	53,596	34,064	7,300
1723	Edward Moore	Assistant Coach	1.000	33,863	4,975	0	500	0	0	0	No	No	No	No	33,863	-	5,475
1748	Miren Zabala	Assistant Coach	1.000	30,784	4,975	0	500	0	0	0	No	No	No	No		30,784	5,475
	Volleyball																
1716	Shawn Garus	Head Coach	1.000	100,007	10,000	0	3,500	1,750	18,500	0	Yes	Yes	No	Yes		120,257	13,500
3176	Allison Buck	Assistant Coach	1.000	36,005	2,500	0	500	0	1,750	0	No	No	No	No	36,005	1,750	3,000
3130	Candy Murphy	Assistant Coach	1.000	66,020	7,627	0	500	0	1,750	0	No	No	No	No	66,020	1,750	8,127
	Gymnastics																
1718	Neil Resnick	Co-Head Coach	1.000	81,807	0	0	2,000	2,000	9,000		Yes	Yes	No	Yes	81,807	11,000	2,000
3174	Tina Bird	Co-Head Coach	1.000	70,013	11,000	0	2,000	2,000	9,000		No	Yes	No	Yes		81,013	13,000
3164	Patti Murphy	Assistant Coach	1.000	38,460	4,488	0	500	1,200	2,000		No	No	No	No	38,460	3,200	4,988
	Tennis																
3163	Sherman Roghaar	Head Coach	1.000	64,937	8,565	0	2,000	4,000	0	0	No	No	No	Yes	64,937	4,000	10,565
3179	Kristian Widen	Assistant Coach	1.000	45,012	6,280	0	500	1,200	0	0	No	No	No	No	45,012	1,200	6,780
	Golf																
3127	Nicole Bird	Head Coach	1.000	47,029	0	0	2,000	3,000	0	0	Yes	Yes	No	No	47,029	3,000	2,000
	Softball																
1737	Cynthia Ball	Head Coach	1.000	71,428	1,000	0	2,000	0	4,000	0	No	No	No	No	71,428	4,000	3,000
1738	Bailey Wigness	Assistant Coach	1.000	30,680	1,300	0	500	0	0	0	No	No	No	No	30,680	-	1,800
1747	Joel Oliver	Assistant Coach	1.000	30,680	1,700	0	500	0	0	0	No	No	No	No	30,680	-	2,200
	Swimming																
1731	Jeremy Kipp	Head Coach	1.000	81,432	2,750	0	2,000	3,000	6,000	0	No	Yes	No	Yes	81,432	9,000	4,750
1733	Meghan Hawthorne	Assistant Coach	1.000	39,791	2,750	0	500	1,200	1,000	0	No	No	No	No	39,791	2,200	3,250
1746	Brandon Blaisdell	Diving Coach	1.000	45,927	0	0	500	1,200	1,000	0	No	No	No	No	45,012	3,115	500

10,898,874

Notes:

\* Employee works 1 FTE at the University. The FTE and Base Salary on this report reflect the amount of the employee's salary which is funded by Athletics.

## Intercollegiate Athletics Compensation Report

## ATTACHMENT 2

## Boise State University

## FY2018 Estimated Compensation

PCN	Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	Funding		Base Salary Annualized Change	Comments		
			Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Mbership	Car	Other		State Approp.	Program Revenue			All Other	
	Athletic Administration																		
3150	Aaron Juarez	Associate Sports Info Director	1.000	46,405	0	0	500	0	0	0	No	No	No	No	46,405	-	500	-2% FLSA rollback	
1763	Rachel Caton	Associate Sports Info Director	1.000	46,405	0	0	500	0	0	0	No	No	No	No	-	46,405	500	New	
3530	Adam Herman	Director, Sports Performance Coach	1.000	79,706	0	0	2,000	0	0	2,000	No	No	No	No	81,706	2,000	3% CEC		
3502	Andy Atkinson	Director, Ath Info & Digital Tech	1.000	73,487	0	0	1,000	0	0	0	No	No	No	No	73,487	1,000	3% CEC		
3149	Anita Guerricabeitia	Asst AD - Tkt Operations	1.000	74,340	0	0	1,000	1,500	0	1,200	No	No	No	No	77,040	1,000	3% CEC		
3167	Sara Swanson	Assistant Athletic Director, Student-Athlete Dev	1.000	59,135	0	0	1,000	0	0	0	No	No	No	No	59,135	1,000	3% Promotion & CEC		
3005	Natalie Keffer	Assistant Athletic Director, Development	0.010	704	0	0	1,000	0	0	0	No	No	No	No	704	1,000	4% CEC		
3592	Bart Hendricks	Director, Development/Athletics	0.282	13,978	0	0	500	0	0	0	No	No	No	No	13,978	500	2% CEC		
1725	Brandon Voigt	Asst Athletic Trainer	1.000	42,328	0	0	500	0	0	1,600	No	No	No	No	42,328	1,600	500	-11% FLSA rollback	
1770	Brayden Dunning	Sr. Director, Development	1.000	52,895	0	0	500	0	0	0	No	No	No	No	52,895	500	6% Equity		
3584	Christina Webster	Director, Annual Giving	1.000	43,202	0	0	500	0	0	0	No	No	No	No	43,202	500	6% Equity		
1758	Benjamin Jaeger	Associate Director, Sports Performance Coach	1.000	44,180	350	0	500	0	0	1,000	No	No	No	No	45,180	850	23% Promotion & CEC		
1768	Caleb Howard	Coordinator, Video Services	1.000	44,908	0	0	500	0	0	0	No	No	No	No	44,908	500	17% Promotion		
1717	Christina Van Tol	Sr. Assoc AD /Internal/SWA	1.000	125,570	0	0	2,500	0	0	0	No	Yes	No	No	125,570	-	2,500	4% CEC	
1772	Brandon Pringle	Assistant Coach, Strength & Conditioning/Foot	1.000	42,516	2,000	0	500	0	0	2,000	No	No	No	No	44,516	2,500	0%		
1761	Tyler Whitmer	Associate Director, Sports Performance Coach	1.000	44,429	0	0	500	0	0	1,000	No	No	No	No	45,429	500	New		
3549	Matt Brewer	Associate Athletic Director, Compliance	1.000	88,900	0	0	2,500	0	0	0	No	No	No	No	88,900	2,500	3% CEC		
1752	Dale Holste	Assoc Dir, Athletic Equipment Operations	1.000	59,509	8,000	0	2,000	0	0	1,000	No	No	No	No	60,509	10,000	3% CEC		
3410	Danielle Charters	Director Business Operations	1.000	56,680	0	0	1,000	0	0	0	No	No	No	No	56,680	1,000	3% CEC		
1739	Vacant	Asst AD, Facility Operations	1.000	-	0	0	0	0	0	0	No	No	No	No	-	-		Vacant	
3030	Brad Larrondo	Senior Associate Athletic Director, External	1.000	103,002	0	0	2,500	4,000	2,000	3,000	No	Yes	No	No	112,002	2,500	6% Promotion		
3072	Benjamin Price	Director of Development	1.000	47,008	0	0	2,500	0	0	0	No	No	No	No	47,008	2,500	New		
1727	Doug Link	Associate Sports Info Director	1.000	46,405	0	0	500	0	0	300	No	No	No	No	46,705	500	-2% FLSA rollback		
3563	Eric Kile	Director, Student Athlete Learning Center	1.000	48,048	0	0	500	1,500	0	0	No	No	No	No	48,048	1,500	500	4% CEC	
1742	David (DJ) Giumento	Manager, Athletic Game Operations	1.000	49,192	0	0	500	0	0	1,000	No	No	No	No	50,192	500	New		
3145	Gabe Rosenvall	Assoc AD, Student Athlete Development	1.000	84,303	0	0	2,500	5,500	0	0	No	No	No	No	84,303	5,500	2,500	11% Promotion	
1700	Heather Berry	Assistant AD, Personnel	1.000	64,813	0	0	1,000	0	0	500	No	No	No	No	65,313	1,000	6% CEC		
1726	James Spooner	Assoc. Athletic Trainer	1.000	59,738	1,000	0	1,000	0	0	1,000	No	No	No	No	59,738	1,000	2,000	3% CEC	
3153	Jeff Pitman	Head Coach, Strength-Football	1.000	150,010	3,000	0	2,000	4,000	25,000	6,000	No	No	No	No	185,010	5,000	6% Promotion		
3132	Jennifer Bellomy	Assistant Athletic Director, Compliance	1.000	66,269	0	0	1,000	0	0	0	No	No	No	No	66,269	1,000	3% CEC		
1741	Christopher Nichol	Academic Advisor, Director of Tutor Program	1.000	44,970	0	0	500	1,500	0	0	No	No	No	No	44,970	1,500	500	3% CEC	
1767	Kyle Moeller	Asst Director, Athletic Equipment Operations	1.000	38,314	0	0	500	0	0	0	No	No	No	No	38,314	500	New		
1751	Jolenne Dimeo	Facility Operations Supervisor	1.000	58,363	0	0	500	0	0	0	No	No	No	No	58,363	500	3% CEC		
1774	Joseph Nickell	Associate Athletic Director, Media Relations	1.000	72,509	0	0	2,500	0	0	0	No	No	No	No	72,509	2,500		24% Promotion & CEC	
1771	Vacant	Director, Creative Services	1.000	47,508	0	0	0	0	0	0	No	No	No	No	47,508	-		Vacant	
1764	Justin LaChapelle	Athletic Technical Support Specialist	1.000	47,216	0	0	500	0	0	0	No	No	No	No	47,216	500		-1% FLSA rollback	
1743	Matthew Mayer	Assistant Business Manager	1.000	43,181	0	0	500	0	0	0	No	No	No	No	43,181	-	500	6% Equity	
1776	Mackenzie Cabot	Business Office Analyst	1.000	42,100	0	0	500	0	0	0	No	No	No	No	42,100	500		New	
3805	Keita Shimada	Assoc. Athletic Trainer	1.000	52,936	0	0	1,000	0	0	1,000	No	No	No	No	53,936	1,000		9% Equity	
1760	Lauren Rodgers	Asst Athletic Trainer	1.000	39,645	0	0	500	0	0	1,000	No	No	No	No	40,645	500		-17% FLSA rollback	
1728	Tyson Gale	Assistant Coach, FB Strength & Conditioning	1.000	42,516	2,000	0	500	0	0	2,000	No	No	No	No	44,516	2,500		0%	
3950	Julie Rising	Asst Manager, Athletic Events and Facilities	1.000	42,266	0	0	500	0	0	500	No	No	No	No	42,766	500		3%	
1711	Marc Paul	Assoc. AD/Athletic Trainer	1.000	79,789	0	0	2,500	0	0	2,000	No	No	No	No	81,789	2,500		3% CEC	
1701	Curt Apsey	Executive Director, Athletics	1.000	352,581	0	0	2,000	35,000	17,500	20,000	Yes	Yes	No	Yes	425,081	2,000		4% CEC	
1766	Vacant	Asst Director of Compliance	1.000	38,300	0	0	0	0	0	0	No	No	No	No	38,300	-		Vacant	
3529	Vacant	Asst Director of Compliance	1.000	38,300	0	0	0	0	0	0	No	No	No	No	38,300	-		Vacant	
3125	Matthew Thomas	Asst AD, Mktng & Promotions	1.000	63,066	0	0	1,000	0	0	0	No	No	No	No	63,066	1,000		3% CEC	
3154	Spencer Jahn	Director, Marketing & Promotions	1.000	45,324	0	0	500	0	0	1,000	No	No	No	No	46,324	500		-5% FLSA rollback	
1763	Peter Clark	Asst Sports Info Director & Web Coor	1.000	38,314	0	0	500	0	0	0	No	No	No	No	38,314	500		New	
3194	Nicole Gamez	Associate Athletic Director, Business Affairs	1.000	98,842	0	0	1,500	0	0	1,000	Yes	No	No	No	99,842	1,500		3% CEC	
3023	Cody Smith	Asst Athletic Director, Event Operations	1.000	60,050	0	0	1,000	0	0	1,800	No	No	No	No	61,850	1,000		4% CEC	
1773	Seth Rede	Asst Athletic Trainer	1.000	38,314	0	0	500	0	0	1,000	No	No	No	No	39,314	500		New	
1753	Raul Ibarra	Assistant Director, Athletic Equipment Operatic	1.000	44,388	0	0	500	0	0	0	No	No	No	No	44,388	500		2% CEC	
1777	Rene Barraza	Athletic Facilities Scheduling Coordinator	1.000	39,292	0	0	500	0	0	300	No	No	No	No	39,592	500		6% CEC	
1759	Patricia Moran	Asst Athletic Director Business & Finance	1.000	64,460	0	0	1,000	0	0	200	No	No	No	No	64,660	1,000		3% CEC	
1702	Robert Carney	Assoc AD, Facilities and Operations	1.000	93,912	0	0	2,500	0	0	2,300	No	No	No	No	96,212	2,500		3% CEC	
1754	Vacant	Facility Maintenance Supervisor	1.000	52,936	0	0	0	0	0	0	No	No	No	No	52,936	-		Vacant Equity	
3545	Shaela Prialux-Soho	Ticket Manager	1.000	50,336	0	0	500	0	0	1,000	No	No	No	No	51,336	500		3% CEC	
3110	Taryn Schutte	Academic Advisor	1.000	39,666	0	0	500	1,500	0	0	No	No	No	No	39,666	1,500	500	6% Equity	
1736	Cameron Howard	Asst Director, Marketing & Promotions	1.000	39,292	0	0	500	0	0	300	No	No	No	No	39,592	500		8% Promotion & CEC	
3188	Katie Tuller	Director, Special Events	1.000	43,576	0	0	500	0	0	0	No	No	No	No	43,576	500		-8% FLSA rollback	
3970	Syringa Stark	Athletic Insurance Coordinator	1.000	39,687	0	0	500	0	0	0	No	No	No	No	39,687	500		4% CEC	
3064	Taylor Little	Coordinator, Video Services	1.000	47,903	0	0	500	0	0	0	No	No	No	No	47,903	500		1% CEC	
1773	Connor Bennett	Asst Athletic Trainer	1.000	38,314	0	0	500	0	0	0	No	No	No	No	-	38,314	500		New
1724	Kassandra Landry	Head Cheer/Dance Coach	1.000	40,020	0	0	500	0	0	0	No	No	No	No	40,020	500		New	
1715	Tyler Smith	Assoc Athletic Trainer	1.000	59,738	0	0	1,000	0	0	1,600	No	No	No	No	59,738	1,600	1,000	3% CEC	
3806	Nicole Denno	Assistant Athletic Trainer	1.000	39,271	0	0	500	0	0	0	No	No	No	No	39,271	500		-17% FLSA rollback	
3947	Victoria Lewis	Business Manager	1.000	49,005	0	0	500	0	0	0	No	No	No	No	49,005	500		3% CEC	

**Intercollegiate Athletics Compensation Report  
Boise State University  
FY2018 Estimated Compensation**

**ATTACHMENT 2**

PCN	Depart/Name/Title		Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	State Approp.	Funding		Base Salary Annualized Change	Comments
				Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Mbership	Car	Other			Program Revenue	All Other		
	Men's Sports Football						Nike	APR	Winning	Bowl/Other									
1704	Bryan Harsin	Head Coach	1.000	1,450,000	0	0	3,000	20,000	125,000	0	Yes	Yes	No	Yes		1,595,000	3,000	7% Contract	
3103	Kent Riddle	Assoc HC- TE/Spc Team Coord	1.000	290,000	3,000	0	2,000	4,000	25,000	6,000	No	Yes	No	Yes		325,000	5,000	5% Promotion	
1708	Chad Kauhaahaa	Asst HC-Defensive Line	1.000	225,000	3,000	0	2,000	0	0	0	No	Yes	No	No		225,000	5,000	New	
3186	Zak Hill	Offensive Coordinator	1.000	300,000	3,000	0	2,000	4,000	25,000	6,000	No	Yes	No	Yes		335,000	5,000	5% Promotion	
3160	Bradley Bedell	Assistant Coach	1.000	250,000	3,000	0	2,000	4,000	25,000	6,000	No	Yes	No	No		285,000	5,000	11% Promotion	
3162	Andy Avalos	Defensive Coordinator	1.000	335,000	3,000	0	2,000	4,000	35,000	6,000	No	Yes	No	Yes		380,000	5,000	6% Promotion	
1707	Eric Kiesau	Assistant Coach	1.000	210,000	3,000	0	2,000	2,000	25,000	6,000	No	Yes	No	No		243,000	5,000	14% Promotion	
3134	Jeffrey Popovich	Assistant Coach	1.000	200,000	3,000	0	2,000	0	0	0	No	Yes	No	No		200,000	5,000	New Promotion	
1706	Gabe Franklin	Assistant Coach	1.000	210,000	3,000	0	2,000	4,000	25,000	6,000	No	Yes	No	No		245,000	5,000	8% Promotion	
1705	Lee Marks	Assistant Coach	1.000	155,000	3,000	0	2,000	4,000	25,000	6,000	No	Yes	No	No		190,000	5,000	7% Promotion	
1730	Taylor Tharp	Director, Football Operations/Ext Relations	1.000	61,007	4,000	0	2,000	4,000	2,000	3,000	No	No	No	No		70,007	6,000	0%	
1775	Vacant	Director, Program Development	1.000	87,381	-	0	0	0	0	0	No	No	No	No		87,381	-	Vacant CEC	
1732	Kevin Riley	Dir. FB Video/Technology	1.000	50,732	0	0	500	0	2,000	3,000	No	No	No	No		55,732	500	0%	
1765	Vacant	Football Recruiting Operations Coordinator	1.000	38,300	0	0	0	0	0	0	No	No	No	No		38,300	-	Vacant	
1762	Darren Uscher	Director of Recruiting	1.000	54,954	3,000	0	1,000	4,000	2,000	3,000	No	No	No	No		63,954	4,000	0%	
	Basketball																		
1710	Leon Rice	Head Coach	1.000	675,002	0	0	10,000	20,000	8,000	0	Yes	Yes	No	Yes		703,002	10,000	4% Contract	
1714	Phil Beckner	Assistant Coach, Men's Basketball	1.000	140,005	0	0	2,500	5,000	2,000	0	No	Yes	No	No		147,005	2,500	0%	
1712	Mike Burns	Assistant Coach, Men's Basketball	1.000	128,758	0	0	2,500	5,000	2,000	0	No	Yes	No	No		135,758	2,500	3% Contract	
3133	Chris Acker	Assistant Coach, Men's Basketball	1.000	125,008	0	0	2,500	0	2,000	0	No	Yes	No	No		127,008	2,500	0%	
1745	David Moats	Director, Men's BB Operations	1.000	42,703	0	0	2,500	0	1,000	0	No	No	No	No	42,703	1,000	2,500	0%	
	Wrestling																		
1713	Vacant	Head Coach	1.000	-	0	0	0	0	0	0	No	No	No	No	-	-	-	Vacant	
3182	Riley Orozco	Assistant Coach	1.000	45,012	0	0	500	1,200	0	0	No	No	No	No	45,012	1,200	500	0%	
3180	Vacant	Assistant Coach	1.000	-	0	0	0	0	0	0	No	No	No	No	-	-	-	Vacant	
	Golf																		
3566	Dan Potter	Head Coach	1.000	62,504	0	0	2,000	3,000	0	0	Yes	Yes	No	No		65,504	2,000	33% Retention	
	Tennis																		
3151	Greg Patton	Head Coach	1.000	100,548	0	0	2,000	1,600	0	0	No	Yes	No	No		102,148	2,000	2% CEC	
3178	Pierre Tafelski	Assistant Coach	1.000	33,967	250	0	500	1,000	0	0	No	No	No	No	33,967	1,000	750	New	
	Men/Women's Track & Field																		
2223	Corey Ihmels	Head Coach	1.000	108,909	0	0	4,000	9,000	23,750	0	No	No	No	Yes		141,659	4,000	2% CEC	
1719	Patrick McCurry	Assistant Coach	1.000	51,780	0	0	500	2,400	4,250	0	No	No	No	No	51,780	6,650	500	13% CEC + Retention	
3177	Gavin O'Neal	Assistant Coach	1.000	47,216	0	0	500	1,200	750	0	No	No	No	No	47,216	1,950	500	2% CEC	
1721	Travis Hartke	Assoc Head CC & Asst Track and Field Coach	1.000	52,924	0	0	500	2,400	5,250	0	No	No	No	No	52,924	7,650	500	14% CEC + Retention	
	Baseball																		
3191	Gary Van Tol	Head Coach	1.000	80,000	0	0	2,000	0	0	0	Yes	Yes	No	Yes		80,000	2,000	New	
3105	Vacant	Assistant Coach	1.000	50,000	0	0	0	0	0	0	No	No	No	No		50,000	-	Vacant	
3107	Vacant	Assistant Coach	1.000	50,000	0	0	0	0	0	0	No	No	No	No		50,000	-	Vacant	
	Women's Sports Basketball																		
2226	Gordon Presnell	Head Coach	1.000	230,007	750	0	7,500	12,500	1,000	0	No	No	No	Yes		243,507	8,250	5% Contract	
3181	Cody Butler	Assistant Coach	1.000	95,015	1,250	0	500	5,000	2,000	0	No	Yes	No	No	95,015	7,000	1,750	6% Promotion	
3129	Heather Sower	Assistant Coach	1.000	85,010	1,250	0	500	5,000	2,000	0	No	Yes	No	No	62,463	29,547	1,750	6% Promotion	
1720	Cariann Ramirez	Assistant Coach	1.000	75,005	2,750	0	500	5,000	2,000	0	No	No	No	No	63,732	18,273	3,250	7% Promotion	
1744	Julia Fishman	Dir, Women's BB Operations	1.000	39,271	400	0	500	2,500	1,000	0	No	No	No	No	39,271	3,500	900	-17% FLSA rollback	
	Soccer																		
1722	James Thomas	Head Coach	1.000	83,304	5,000	0	2,000	3,000	0	5,000	No	No	No	Yes	53,596	37,708	7,000	1% CEC	
1723	Edward Moore	Assistant Coach	1.000	34,736	4,500	0	500	1,200	0	0	No	No	No	No	34,736	1,200	5,000	3% CEC	
1748	Vacant	Assistant Coach	1.000	31,554	0	0	0	0	0	0	No	No	No	No		31,554	-	Vacant	
	Volleyball																		
1716	Shawn Garus	Head Coach	1.000	110,012	10,000	0	3,500	5,000	1,500	0	Yes	Yes	No	Yes		116,512	13,500	10% Contract	
3176	Allison Buck	Assistant Coach	1.000	36,005	2,500	0	500	1,200	750	0	No	No	No	No	36,005	1,950	3,000	0%	
3130	Candy Murphy	Assistant Coach	1.000	66,020	7,500	0	500	1,200	750	0	No	No	No	No	66,020	1,950	8,000	0%	
	Gymnastics																		
1718	Neil Resnick	Co-Head Coach	1.000	84,802	500	0	2,000	2,000	2,000	0	Yes	Yes	No	Yes	84,802	4,000	2,500	4% Contract	
3174	Tina Bird	Co-Head Coach	1.000	75,005	10,000	0	2,000	2,000	2,000	0	No	Yes	No	Yes		79,005	12,000	7% Contract	
3164	Patti Murphy	Assistant Coach	1.000	39,458	4,000	0	500	1,200	1,000	0	No	No	No	No	39,458	2,200	4,500	3% CEC	
	Tennis																		
3163	Sherman Roghaar	Head Coach	1.000	66,581	5,000	0	2,000	4,000	0	0	No	Yes	No	Yes	66,581	4,000	7,000	3% CEC	
3179	Kristian Widen	Assistant Coach	1.000	46,176	5,000	0	500	1,200	0	0	No	No	No	No	46,176	1,200	5,500	3% CEC	
	Golf																		
3127	Nicole Bird	Head Coach	1.000	47,757	0	0	2,000	3,000	0	0	Yes	Yes	No	No	47,757	3,000	2,000	2% CEC	
	Softball																		
1737	Cynthia Ball	Head Coach	1.000	72,884	1,000	0	2,000	3,000	2,000	0	No	No	No	No	72,884	5,000	3,000	2% CEC	
1738	Bailey Wigness	Assistant Coach	1.000	31,450	1,000	0	500	1,200	0	0	No	No	No	No	31,450	1,200	1,500	3% CEC	
1747	Joel Oliver	Assistant Coach	1.000	31,159	1,000	0	500	1,200	0	0	No	No	No	No	31,159	1,200	1,500	2% CEC	
	Swimming																		
1731	Jeremy Kipp	Head Coach	1.000	86,445	2,750	0	2,000	3,000	3,000	0	No	Yes	No	Yes	86,445	6,000	4,750	6% Contract	
1733	Meghan Hawthorne	Assistant Coach	1.000	40,592	2,750	0	500	1,200	1,000	0	No	No	No	No	40,592	2,200	3,250	2% CEC	
1746	Brandon Blaisdell	Diving Coach	1.000	46,426	500	0	500	1,200	1,000	0	No	No	No	No	45,012	3,614	1,000	1% CEC	



# Intercollegiate Athletics Compensation Report

## Idaho State University

### FY 2017 Actual Compensation

Depart/Name/Title		Compensation					Contract Bonuses			Perks			Multi-Yr Contract	Funding			
		Athletic FTE	Base Salary	27th Pay date	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform..	Other	Club Mbership	Car		Other	State Approp.	Program Revenue	All Other
Athletic Administration:																	
	Jeff Tingey	Athletic Director	1.00	144,664	5,564		15,000				Yes	Yes		Yes	150,228	15,000	
	Jim Kramer	Asst Athl Dir/ UBO	1.00	75,733	2,913									No	78,646		
	Nancy Graziano	Assoc Athl Dir/Compliance	1.00	79,082	3,042									No	82,123		
	Matthew Steuart	Dir Academic Services/Asst Athl Dir	1.00	49,130	1,890									No		51,019	
	Steve Schaack	Asst AD - Media Relations	1.00	57,200	2,200									No	59,400		
	Jenna Larson	Asst Dir Media Relations	1.00	37,357	1,437									No	38,794		
	Jodi Wotowey	Head Athletic Trainer	1.00	53,726	2,066									No	55,793		
	Brandon Payne	Asst Athletic Trainer	1.00	40,616	1,602									No	42,218		
	Daryl Finch	(A) Asst Athletic Trainer	0.88	37,644										No	37,644		
	Elizabeth Reinstein	Asst Athletic Trainer	1.00	38,257	1,484	242								No	39,741		242
	Kristin Shuman	Head Strength Coach	0.95	47,617										No	47,617		
	Kalee Ralphs	Director of Marketing & Promos	1.00	42,016	1,616									No		43,632	
	Tyson Munns	(A) Asst AD for Development	0.70	35,796										No		35,796	
	Joe Borich	(B) Asst AD for Development	0.20	15,289							Yes	Yes		No		15,289	
	Robert Crompton	Athletic Equipment Manager	1.00	35,901	1,381	140								No	37,282		140
Bengal Foundation																	
	Donna Hays	Exec Dir Bengal Foundation	1.00	50,482	1,942									No		52,423	
Men's Sports																	
Football																	
	Mike Kramer	(A) Hd Coach	0.91	149,720	5,758							Yes		Yes	155,479		
	Robert Phenicie	(B) Interim Hd Coach	0.24	21,579								Yes		No	21,579		
	Spencer Toone	Asst Coach/Defense Coordinator	1.00	56,680	2,180	6,350								No	58,860		6,350
	Dorian Keller	Asst Coach	1.00	40,019	1,539	6,500								No	41,558		6,500
	Roger Cooper	Asst Head Coach - Defensive Coord.	1.00	51,522	1,982	13,500						Yes		No	53,503		13,500
	Braeden Clayson	(A) Dir of Football Operations/Video Coord.	0.75	34,172										No	34,172		
	Tyson Munns	(B) Dir of Football Operations/Video Coord.	0.31	14,611		6,100								No	14,611		6,100
	Steven Fifita	Asst Coach/Def Line/NFL Coord	1.00	41,226	1,586	5,900								No	42,811		5,900
	Matthew Troxel	(A) Asst Coach / Academic Liaison	0.68	37,210								Yes		No	37,210		
	Aaron Prier	(B) Asst Coach / Academic Liaison	0.15	3,846		3,200								No	1,442	2,404	3,200
	Robert Phenicie	(A) Asst Coach - Offensive Coord./QB	0.76	40,274										No	40,274		
	Matthew Troxel	(B) Asst Coach - Offensive Coord./QB	0.17	11,848		6,100								No	11,848		6,100
	Stanley Franks	(A) Asst Coach - Defensive Backs	0.86	35,517										No	35,517		
	Tevita Fiefia	Asst Coach/Special Teams Coord.	1.00	44,939	1,923	6,000								No	46,862		6,000
Basketball																	
	William Evans	Hd Coach	0.95	103,114	3,966	2,200	20,000					Yes		Yes	107,080	20,000	2,200
	Andrew Ward	Asst Coach	1.00	65,624	2,524	2,200						Yes		No	68,148		2,200
	Jay Collins	Asst Coach	1.00	42,515	1,635	2,200								No	44,150		2,200
	Tim Walsh	Asst Coach	1.00	43,368	1,668	2,200								No	45,036		2,200
Tennis																	
	Gretchen Maloney	Hd Coach	0.42	20,618										No	20,618		
	Mark Rodel	Asst Coach	0.38	16,656										No	16,656		

(A) = indicates previous coach / employee

(B) = indicates current coach / employee

# Intercollegiate Athletics Compensation Report

## Idaho State University

### FY 2017 Actual Compensation

Depart/Name/Title		Athletic FTE	Compensation				Contract Bonuses			Perks			Multi-Yr Contract	Funding			
			Base Salary	27th Pay date	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform..	Other	Club Mbership	Car		Other	State Approp.	Program Revenue	All Other
Track & Field																	
	Hillary L. Merkley	Hd Coach	0.46	29,121	1,120								No	30,241			
	Yuriy Litvinski	Asst Coach	0.46	16,479									No	16,479			
Cross Country																	
	Nathan Houle	Hd Coach	0.50	24,003	923								No	24,926			
Women's Sports																	
Basketball																	
	Seton Sobolewski	Hd Coach	0.95	96,599	3,715	1,000	5,000	5,000		2,205	Yes	Yes	100,314	12,205	1,000		
	Michael Trujillo	Asst Coach	1.00	47,757	1,837	2,000					Yes	No	49,594		2,000		
	Ryan Johnson	Asst Coach	1.00	32,198	1,238	2,200						No	33,437		2,200		
	Bryanna Mueller	Asst Coach	0.96	24,877		500						No	24,877		500		
Volleyball																	
	Fredrick Reynolds	Hd Coach	0.91	62,803	2,416	3,000		2,500	1,500		Yes	Yes	65,219	4,000	3,000		
	Keisha Fisher	Asst Coach	0.97	30,420	1,202	4,000						No	31,622		4,000		
Tennis																	
	Gretchen Maloney	Hd Coach	0.42	20,618								No	20,618				
	Mark Rodel	Asst Coach	0.38	16,656								No	16,656				
Track & Field																	
	Hillary L. Merkley	Hd Coach	0.46	29,121	1,120							No	30,241				
	Yuriy Litvinski	Asst Coach	0.46	16,479								No	16,479				
Golf																	
	Kelly Hooper	Hd Coach	0.18	8,760								No	8,760				
Cross Country																	
	Nathan Houle	Hd Coach	0.50	24,003	923							No	24,926				
Soccer																	
	Allison Gibson	Hd Coach	1.00	65,894	2,534	11,125					Yes	Yes	68,429		11,125		
	Christopher Cogan	Asst Coach	1.00	32,178	1,238	4,100						No	33,415		4,100		
Softball																	
	Candi Letts	Hd Coach	1.00	58,011	2,231	1,750					Yes	Yes	60,242		1,750		
	Lauren Cantillo	(A) Asst Coach	0.12	4,270								No	4,270				
	Alex Schultz	(B) Asst Coach	0.88	30,967		3,000						No	30,967		3,000		
Grand Total			42.94	2,386,784	72,394	95,507	40,000	0	7,500	1,500	2,205			2,258,614	251,769	95,507	

(A) = indicates previous coach / employee

(B) = indicates current coach / employee

Game Guarantee Payments

Seton Sobolewski - \$2,205 (3% of the Gross Guarantee Payments)

(\* These coaches receive pay for their participation in off-campus clinics or events.

These earnings are not reflected in the Regular Salary payroll costs for Idaho State University.

If a coach has an agreement with an apparel company, cash payments (payroll) should be reported as compensation. Report the value of clothes and equipment that you know coaches receive in the Perks--Other column. Payments from the foundation should be reported in the other column. Indicate "Yes" or "No" if department employees have an assigned car. If there has been turnover in a position, the FTE should reflect the percent of time employed.

**Intercollegiate Athletics Compensation Report**  
**Idaho State University**  
**FY 2018 Estimated Compensation**

FY 2019 Estimated Compensation																	
Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	Funding			Base Salary Annualized Change	Comments
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Mbership	Car	Other		State Approp.	Program Revenue	All Other		
Athletic Administration:																	
	Jeff Tingey	Athletic Director	1.00	150,467	15,000		6,000		Yes	Yes		Yes	150,467	21,000		4% Merit	
	Nancy Graziano	Assoc Athl Dir / Compliance	1.00	81,474								No	81,474			3% Merit	
	Jim Kramer	Asst Athl Dir/ UBO	1.00	77,251								No	77,251			2% Merit	
	Matthew Steuart	Dir Academic Services	1.00	51,106								No	51,106			4% Merit	
	Steve Schaack	Asst AD for Media Relations	1.00	58,926								No	58,926			3% Merit	
	Jenna Larson	Asst Director Media Relations	1.00	38,480								No	38,480			3% Merit	
	Jodi Wotowey	Head Athletic Trainer	1.00	55,349								No	55,349			3% Merit	
	Shannon Burke	Asst Sports Trainer	0.93	34,584								No	34,584			New	
	Brandon Payne	Asst Athletic Trainer	1.00	41,642								No	41,642			3% Merit	
	Elizabeth Reinstein	Asst Athletic Trainer	1.00	38,126								No	38,126			0%	
	Daniel Ryan	Dir of Strength & Conditioning	0.98	44,146								No	44,146			New	
	Kalee Ralphs	(A) Director of Marketing & Promos	0.71	30,799								No		30,799		3% Merit	
	Vacant	(B) Director of Marketing & Promos	0.29	12,486										12,486		New	
	Joe Borich	Asst AD for Development	1.00	75,005					Yes	Yes		No		75,005		0%	
	Robert Crompton	Athletic Equipment Manager	1.00	37,357	200							No	37,357		200	4% Merit	
	Michael Kramer	Former Head Football Coach	0.56	91,756								No		91,756		New	
Bengal Foundation																	
	Donna Hays	Exec Dir Bengal Foundation	1.00	52,000					Yes			No		52,000		3% Merit	
Men's Sports																	
Football																	
	Robert Phenicie	Interim Hd Coach	0.54	45,523						Yes		No	45,523			-4%	
	Robert Phenicie	Hd Coach	0.37	61,795						Yes		Yes	61,795			New	
	Charles Yancy	Asst Coach	1.00	40,019								No	40,019			New	
	Spencer Toone	(A) Asst Coach/Offensive Line	0.54	31,136								No	31,136			2% Merit	
	Roman Sapolu	(B) Asst Coach/Offensive Line	0.42	16,931								No	16,931			New	
	Dorian Keller	(A) Asst Coach	0.65	27,214								No	27,214			4% Merit	
	James Stagge	(B) Asst Coach	0.34	13,545								No	13,545			New	
	Roger Cooper	Asst Head Coach - DL & Acad. Liason	1.00	55,998						Yes		No	55,998			9% Merit & Sal Incr	
	Tyson Munns	Director of Football Oper./Video Coord.	1.00	48,443								No	48,443			2% Merit	
	Steven Fifita	Asst Coach - Defensive Line	1.00	43,421								No	43,421			5% Merit & Sal Incr	
	Matthew Troxel	(A) Asst Coach/Offensive Coord.	0.58	40,392								No	40,392			0%	
	Michael Ferriter	(B) Asst Coach/Offensive Coord.	0.42	25,388								No	25,388			New	
	Aaron Prier	Asst Coach/Academic Liaison	1.00	27,315								No	27,315			9% Sal Incr	
	Tevita Fiefia	Asst Coach / Special Teams Coord.	1.00	54,621								No	54,621			22% Sal Incr	
Basketball																	
	William Evans	Hd Coach	0.96	106,213	1,800	20,000				Yes		Yes	106,213	20,000	1,800	3% Merit	
	Andrew Ward	Asst Coach	1.00	66,955	1,800					Yes		No	66,955		1,800	2% Merit	
	Jay Collins	Asst Coach	1.00	43,368	1,800							No	43,368		1,800	2% Merit	
	Tim Walsh	Asst Coach	1.00	44,678	1,800							No	44,678		1,800	3% Merit	
Tennis																	
	Gretchen Maloney	Hd Coach	0.42	21,243								No	21,243			3% Merit	
	Mark Rodel	Asst Coach	0.38	17,328								No	17,328			4% Merit	

(A) = indicates previous coach / employee

(B) = indicates current coach / employee

**Intercollegiate Athletics Compensation Report**  
**Idaho State University**  
**FY 2018 Estimated Compensation**

Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	Funding			Base Salary Annualized Change	Comments
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Mbership	Car	Other		State Approp.	Program Revenue	All Other		
Track & Field																	
Hillary L. Merkley		0.46										No	29,121			0%	
Yuriy Litvinski		0.50										No	18,730			4% Merit	
Cross Country																	
Nathan Houle		0.50					500					No	24,003	500		0%	
Women's Sports																	
Basketball																	
Seton Sobolewski		0.96			5,000					Yes		Yes	99,499	5,000		3% Merit	
Michael Trujillo		1.00		1,458						Yes		Yes	48,714		1,458	2% Merit	
Ryan Johnson		1.00		1,458								No	33,176		1,458	3% Merit	
Bryanna Mueller		1.00		1,458								No	26,790		1,458	4%	
Volleyball																	
Fredrick Reynolds		0.91		2,500						Yes		Yes	62,803		2,500	0%	
Keisha Fisher	(A)	0.63		3,500								No	19,826		3,500	0%	
April Sanchez	(B)	0.37		5,500								No	11,415		5,500	New	
Tennis																	
Gretchen Maloney		0.42										No	21,243			3% Merit	
Mark Rodel		0.38										No	17,328			4% Merit	
Track & Field																	
Hillary L. Merkley		0.46										No	29,121			0%	
Yuriy Litvinski		0.50										No	18,730			4% Merit	
Golf																	
Dallen Atkins		0.38										No	19,032			New	
Cross Country																	
Nathan Houle		0.50					500					No	24,003	500		0%	
Soccer																	
Allison Gibson		1.00				4,600				Yes		Yes	65,894	4,600		0%	
Christopher Cogan	(A)	0.54		1,000								No	17,853		1,000	3% Merit	
Stephanie Beall	(B)	0.45										No	19,806			New	
Softball																	
Candi Letts		1.00								Yes		Yes	58,011			0%	
Alex Schultz		1.00										No	36,067			3% Merit	
Grand Total		44.05	2,503,646	24,275	40,000	0	11,600	0	0				2,241,600	313,646	24,275		

(A) = indicates previous coach / employee  
(B) = indicates current coach / employee

Game Guarantee Payments

No Game Guarantee Payments will be issued this fiscal year.

(\*) These coaches receive pay for their participation in off-campus clinics or events.  
These earnings are not reflected in the Regular Salary payroll costs for Idaho State University.

If a coach has an agreement with an apparel company, cash payments (payroll) should be reported as compensation. Report the value of clothes and equipment that you know coaches receive in the Perks--Other column. Payments from the foundation should be reported in the other column. Indicate "Yes" or "No" if department employees have an assigned car. If there has been turnover in a position, the FTE should reflect the percent of time employed.

# Intercollegiate Athletics Compensation Report

## University of Idaho

### FY2017 Actual Compensation

Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other			Multi-Yr Contract	Funding		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other^^	Academic Perform.	Winning Perform.	Other	Club Memb.	Car	Other		State Approp.	Program Revenue	All Other
Athletic Administration:															
Rob Spear	Athletic Director	1.00	192,597		15,000	1,080	10,000			yes*		yes	202,597	16,080	
Thomas Zimmer	Business Manager, Athletics	1.00	77,078			100							77,078	100	
Ugis Svazs	Compliance Coordinator	1.00	38,808										38,808	0	
Margaret Henderson	Asst Business Manager, Athletics	1.00	42,355											42,355	
Amber Pittman	Administrative Coordinator	1.00	35,529											35,529	
Jill Reader	Administrative Coordinator	1.00	30,715											30,715	
Margaret Saylor	Administrative Assistant 1	1.00	2,136											2,136	
Anthony Castro	Dir. Equip Rm	1.00	51,377			720								52,097	
Marisa Vitek	Asst Equip Rm	1.00	34,714			440								35,154	
Tim Jackson	Video Coord.	1.00	47,177			480								47,657	
Becky Paull	Dir. Med. Rel	1.00	66,609			360								66,969	
Seth Pringle	Asst. Med Rel	1.00	39,601			360								39,961	
Joeseeph St. Pierre	Asst. Med Rel	1.00	30,734			360								31,094	
Erin Bierstedt	Asst Trainer	1.00	11,732	675		120								11,852	675
Christopher Walsh	Asst Trainer	1.00	31,974			200								32,174	
Toby van Amerongen	Asst Trainer	1.00	47,544			480								48,024	
Barrie Steele	Hd Trainer	1.00	79,948	475		720								80,668	475
Margaret Eldrich	Student Insurance Coord	1.00	34,141											34,141	
Jake Scharnhorst	Strength Coach	1.00	62,253	250		960		1,000						63,213	1,250
Joe Herold	Asst Strength	1.00	33,014	250		270								33,284	250
Miles Gemberling	Asst Strength	1.00	34,148											34,148	
Isaiah Phelps	Asst Strength	1.00	7,066											7,066	
Tim Mooney	Assoc AD/External Ops	0.50	58,981	^		960				yes				59,941	
Pete Isakson	Assoc AD/Revenue Generation	0.50	20,196	^		400								20,596	
Samantha Parrott	Devl. Coord.	0.50	30,132	^		960								31,092	
Suzanne Stride	Devl. Coord.	0.50	30,132	^		960								31,092	
Shelly Robson	Devl. Coord.	0.50	23,956	^		960				yes				24,916	
Brent Vicino	Asst AD, Annual Giving	0.25	795	^										795	
Troy Nealey	Devl. Coord.	0.25	6,903	^		560								7,463	
Emily Adams	Devl. Coord.	1.00	48,752			480								49,232	
Ryan Gilmore	Dir Marketing/Promotions	1.00	38,654			405								39,059	
Kaitlin Parsons	Asst Dir Marketing/Promotions	1.00	7,308			180								7,488	
Chris Apenbrink	Director of Ticket Ops	1.00	46,270			480								46,750	
Hardin, Glendon	Ticket Sales Manager	1.00	41,712			480								42,192	
Men's Sports															
Football															
Paul Petrino	Hd Coach	1.00	188,970		250,000	960	10,000	60,000		yes+		yes	198,970	250,960	60,000
Kris Cinkovich	Assistant	1.00	158,429	2,000		960		2,000		yes			158,429	960	4,000
Michael Breske	Assistant	1.00	137,600	1,650		960		2,000					137,600	960	3,650
Jason Shumaker	Assistant	1.00	82,624	2,000		960		2,000		yes			82,624	960	4,000
Charles Molnar	Assistant	1.00	75,370	2,000	5,272	960		2,000		yes			75,370	6,232	4,000
Aric Williams	Assistant	1.00	74,142	2,000		960		2,000					74,142	960	4,000
Troy Purcell	Assistant	1.00	68,256	2,000		960		2,000		yes+			68,256	960	4,000
Eric Brown	Assistant	1.00	60,373	4,000		1,120		2,000		yes+			60,373	1,120	6,000
Alfred Pupunu	Assistant	1.00	45,484	2,000		560		2,000		yes*			45,484	560	4,000
Luther Elliss	Assistant	1.00	20,698			320				yes			20,698	320	
Kenneth Holmes	Assistant	1.00	31,205	2,000		480				yes*			31,205	480	2,000
Bobby Daly	Assistant/Dir. of FB Ops	1.00	62,494	4,289		960							62,494	960	4,289
Brian Reader	Dir. of FB Ops	1.00	19,727			400							19,727	400	
Basketball															

# Intercollegiate Athletics Compensation Report

## University of Idaho

### FY2017 Actual Compensation

Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other			Multi-Yr Contract	Funding		
		Base Salary	Camps/Clinics	Media	Equip Co & Other^^	Academic Perform.	Winning Perform.	Other	Club Memb.	Car	Other		State Approp.	Program Revenue	All Other
Don Verlin Hd Coach	1.00	184,891		60,000	960	6,250	15,000	11,902	&	yes		yes	218,043	60,960	
Tim Murphy Assistant	1.00	70,214		16,500	960					yes			70,214	17,460	
Zachary Claus Assistant	1.00	45,845		10,000	960								45,845	10,960	
Kirk Earlywine Assistant	1.00	44,096		14,000	960					yes+			44,096	14,960	
Tim Marrion Dir Player Development	1.00	10,415			400					yes*			10,415	400	
Brooks Malm Dir Player Development	1.00	25,499								yes*			25,499	0	
<b>Men's Track &amp; XC</b>															
Tim Cawley Dir. of T&F	0.50	34,157		4,000	960	1,750						yes	34,157	6,710	
Cathleen Cawley Assistant	0.50	18,908											18,908	0	
Travis Floeck Assistant	0.50	24,314			480								24,314	480	
<b>Golf</b>															
David Nuhn Hd Coach	1.00	41,249			960		2,000						41,249	2,960	
<b>Tennis</b>															
Abid Akbar Hd Coach	1.00	40,233			960								40,233	960	
<b>Women's Sports</b>															
<b>Basketball</b>															
Jon Newlee Hd Coach	1.00	107,889		18,000	960	1,500	17,694	16,786	&	yes		yes	107,889	54,940	
Christa Sanford Assistant	1.00	64,796			960								64,796	960	
Jeri Jacobson Assistant	1.00	33,887	500		960								33,887	960	500
Steven Fennelley Assistant	1.00	34,669	500	5,000	960								34,669	5,960	500
<b>Women's Track &amp; XC</b>															
Tim Cawley Dir. of T&F	0.50	34,157		4,000		1,750						yes	34,157	5,750	
Cathleen Cawley Assistant	0.50	18,908			960								18,908	960	
Travis Floeck Assistant	0.50	24,314			480								24,314	480	
<b>Volleyball</b>															
Debbie Buchanan Hd Coach	1.00	93,287		15,000	960					yes+		yes	93,287	15,960	
Brian Lamppa Associate	1.00	44,485		10,000	960								44,485	10,960	
Kara Newlee Assistant	1.00	38,916			960								38,916	960	
<b>Women's Soccer</b>															
Derek Pittman Hd Coach	1.00	46,742		15,000	960	1,500	5,000					yes	46,742	22,460	
Joshua Davis Assistant	1.00	32,419			960								32,419	960	
<b>Women's Golf</b>															
Lisa Johnson Hd Coach	1.00	47,205			960	1,000	3,430						47,205	5,390	
<b>Tennis</b>															
Mariana Cobra Muraca Hd Coach	1.00	7,426			160		2,000						7,426	2,160	
Babar Akbar Hd Coach	1.00	13,593			320								13,593	320	
<b>Women's Swimming</b>															
Mark Sowa Hd Coach	1.00	56,205		18,000	960								56,205	18,960	
Kelsie Saxe Assistant	1.00	27,002		5,000	960								27,002	5,960	
James Southerland Assistant	1.00	29,614			960								25,986	4,588	
<b>Grand Totals</b>	<b>69.00</b>	<b>3,705,742</b>	<b>26,589</b>	<b>464,772</b>	<b>46,035</b>	<b>33,750</b>	<b>122,125</b>	<b>28,688</b>					<b>2,678,711</b>	<b>1,645,400.92</b>	<b>103,589</b>

^ other portion of full FTE paid by Advancement

^^ cell phone stipend

&amp; share of game guarantee and/or gate per contract

yes+ receive a car stipend between \$200-\$400/month rather than a car; this amount not included in base salary

# Intercollegiate Athletics Compensation Report

## University of Idaho

### FY2018 Estimated Compensation

			Compensation				Contract Bonus			Other			Funding			Base Salary		
		Athletic FTE	Base Salary	Camps/ Clinics	Media	Equip Co & Other^A	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change	Comments
Athletic Administration:																		
Rob Spear		Athletic Director	1.00	193,024		15,000	540	10,000			yes		yes	203,024	15,540		0.2%	
Thomas Zimmer		Business Manager, Athletics	1.00	78,770										78,770			2.2%	
Ugis Svazs		Compliance Coordinator	1.00	49,899										49,899			28.6%	FLSA increase
Margaret Henderson		Asst Business Manager, Athletics	1.00	41,579											41,579		-1.8%	
Amber Pittman		Administrative Coordinator	1.00	34,778											34,778		-2.1%	
Jill Reader		Administrative Coordinator	1.00	30,742											30,742		0.1%	
Anthony Castro		Dir. Equip Rm	1.00	51,022			360								51,382		-0.7%	
Marisa Vitek		Asst Equip Rm	1.00	30,638			240								30,878		-11.7%	overtime in FY17
Tim Jackson		Video Coor.	1.00	54,995	2,000		240								55,235	2,000	16.6%	retention increase
Janel Lee		Asst. Video Svcs	1.00	27,810											27,810		New	
Mike Walsh		Dir. Med. Rel	1.00	61,006											61,006		New	
Seth Pringle		Asst. Med Rel	1.00	36,691			180								36,871		-7.3%	overtime in FY17
Joeseph St. Pierre		Asst. Med Rel	1.00	34,424			180								34,604		12.0%	retention increase
Christopher Walsh		Asst Trainer	1.00	48,464	750		240							48,464	240	750	51.6%	new hire in FY17
Justin Pomar		Asst Trainer	1.00	48,464										48,464	0		New	
Chelsea Richardson		Asst Trainer	1.00	48,464											48,464		New	
Barrie Steele		Hd Trainer	1.00	78,603	588		360							78,603	360	588	-1.7%	
Margaret Eldrich		Student Insurance Coord	1.00	34,278										34,278	0		0.4%	
Jake Scharnhorst		Strength Coach	1.00	63,024			480								63,504		1.2%	
Miles Gemberling		Asst Strength	1.00	41,746											41,746		22.2%	promotion
Isaiah Phelps		Asst Strength	1.00	32,157	500										32,157	500	355.1%	new hire in FY17
Tim Mooney		Assoc AD/External Ops	0.50	57,983	^		480			yes					58,463		-1.7%	
Pete Isakson		Assoc AD/Revenue Generation	0.50	52,510	^		480								52,990		162.0%	new hire in FY17
Samantha Parrott		Devl. Coor.	0.50	29,619	^		480								30,099		-1.7%	
Suzanne Stride		Devl. Coor.	0.50	29,619	^		480								30,099		-1.7%	
Shelly Robson		Devl. Coor.	0.50	23,400	^		480			yes					23,880		-2.3%	
Emily Adams		Devl. Coor.	1.00	48,464			240								48,704		-0.6%	
Andrew Clausen		Dir Marketing/Promotions	1.00	41,517											41,517		New	
Chris Apenbrink		Director of Ticket Ops	1.00	48,464											48,464		4.7%	FLSA increase
Men's Sports																		
Football																		
Paul Petrino		Hd Coach	1.00	191,214		255,000	480	20,000		yes+		yes		211,214	255,480		1.2%	
Kris Cinkovich		Assistant	1.00	155,730	3,000		480			yes				155,730	480	3,000	-1.7%	
Michael Breske		Assistant	1.00	135,262	3,000		480							135,262	480	3,000	-1.7%	
Jason Shumaker		Assistant	1.00	83,616	3,000		480			yes				83,616	480	3,000	1.2%	
Charles Molnar		Assistant	1.00	76,502	3,000	5,272	480			yes				76,502	5,752	3,000	1.5%	
Aric Williams		Assistant	1.00	75,026	3,000		480							75,026	480	3,000	1.2%	
Luther Elliss		Assistant	1.00	70,637	3,000		480			yes				70,637	480	3,000	241.3%	new hire in FY17
Troy Purcell		Assistant	1.00	69,014	3,000		480			yes+				69,014	480	3,000	1.1%	
Eric Brown		Assistant	1.00	65,645	7,500		480			yes+				65,645	480	7,500	8.7%	promotion
Bobby Daly		Assistant	1.00	57,970	5,390		480							57,970	480	5,390	-7.2%	overtime in FY17
Brian Reader		Dir. of FB Ops	1.00	49,899	3,000		480							49,899	480	3,000	152.9%	new hire in FY17

note: all % are skewed by 27th payroll in FY17

# Intercollegiate Athletics Compensation Report

## University of Idaho

### FY2018 Estimated Compensation

Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other			Multi-Yr Contract	Funding			Base Salary Annualized Change	Comments	
		Base Salary	Camps/ Clinics	Media	Equip Co & Other^^	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other		State Approp.	Program Revenue	All Other			
Basketball																		
Don Verlin	Hd Coach	1.00	185,432		60,000	480	0	12,500	20,000	&		yes		yes	217,932	60,480	0.3%	
Tim Murphy	Assistant	1.00	71,053		15,000	480						yes			71,053	15,480	1.2%	
Zachary Claus	Assistant	1.00	46,405		12,000	480									46,405	12,480	1.2%	
Kirk Earlywine	Assistant	1.00	44,637		12,500	480						yes+			44,637	12,980	1.2%	
Brooks Malm	Dir Player Development	1.00	37,440									yes			37,440	0	46.8%	new hire in FY17
Men's Track & XC																		
Tim Cawley	Dir. Of T&F	0.50	33,582		4,000	480	2,000							yes	35,582	4,480	-1.7%	
Cathleen Cawley	Assistant	0.50	18,595												18,595	0	-1.7%	
Travis Floeck	Assistant	0.50	23,910			240									23,910	240	-1.7%	
Golf																		
David Nuhn	Hd Coach	1.00	42,037			480	750								42,787	480	1.9%	
Tennis																		
Abid Akbar	Hd Coach	1.00	40,726			480									40,726	480	1.2%	
Women's Sports																		
Basketball																		
Jon Newlee	Hd Coach	1.00	108,222		18,000	480	1,500	6,000	28,000	&		yes		yes	143,722	18,480	0.3%	
Christa Sanford	Assistant	1.00	63,710			480									63,710	480	-1.7%	
Jeri Jacobson	Assistant	1.00	34,299	500		480									34,299	480	500	1.2%
Steven Fennelley	Assistant	1.00	35,194	500		480									35,194	480	500	1.5%
Women's Track & XC																		
Tim Cawley	Dir. Of T&F	0.50	33,582		4,000		2,000							yes	35,582	4,000	-1.7%	
Cathleen Cawley	Assistant	0.50	18,595			480									18,595	480	-1.7%	
Travis Floeck	Assistant	0.50	23,910			240									23,910	240	-1.7%	
Volleyball																		
Debbie Buchanan	Hd Coach	1.00	91,707		15,000	480	1,500					yes+		yes	93,207	15,480	-1.7%	
Brian Lamppa	Associate	1.00	43,742		10,000	480									43,742	10,480	-1.7%	
Kara Newlee	Assistant	1.00	38,272			480									38,272	480	-1.7%	
Women's Soccer																		
Derek Pittman	Hd Coach	1.00	47,278		15,000	480	1,500	4,000						yes	52,778	15,480	1.1%	
Joshua Davis	Assistant	1.00	32,718			480									32,718	480	0.9%	
Women's Golf																		
Lisa Johnson	Hd Coach	1.00	47,778			480	1,000								48,778	480	1.2%	
Tennis																		
Babar Akbar	Hd Coach	1.00	39,915			480									39,915	480	193.6%	new hire in FY17
Women's Swimming																		
Mark Sowa	Hd Coach	1.00	56,888		18,000	480									56,888	18,480	1.2%	
Kelsie Saxe	Assistant	1.00	27,331		2,500	480									27,331	2,980	1.2%	
James Southerland	Assistant	1.00	29,952			480									26,283	4,149	1.1%	
Grand Totals		61.49	3,799,581	41,728	461,272	21,780	40,250	22,500	48,000						2,986,009	1,407,374	41,728	

^ other portion of full FTE paid by Advancement

^^ cell phone stipend

&amp; share of game guarantee/gate per contract

yes+ receive a car stipend between \$200-\$400/month rather than a car; this amount not included in base salary



**Intercollegiate Athletics Compensation Report  
Lewis-Clark State College  
FY2017 Actual Compensation**

Depart/Name/Title	FTE	Compensation				Contract Bonus			Other		Multi-Yr Contract	All Compensation		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Car		State Approp.	Program Revenue	All Other
Athletic Administration														
Gary Picone	Director, Athletics	1.00	79,832					2,500	No	Yes	No	73,275		9,057
Brooke Henze	Asst. Director	1.00	61,684						No	Yes	No	24,057		37,627
Tracy Collins	Trainer	1.00	47,476	1,500					No	No	No	47,476	1,500	
Taryn Cadez-Schmidt	Asst. Athletic Trainer	1.00	37,336						No	No	No	28,002		9,334
Alexandria Tygerson	Athletic Operations Manager	1.00	37,637						No	No	No	37,637		
Kristina Keener	Business Manager	1.00	40,442						No	No	No	13,750		26,692
Allison Beck	Admin. Asst. 2	1.00	30,940						No	No	No	10,520		20,420
Men's Sports														
Basketball														
Brandon Rinta	Head Coach	1.00	53,012				500	500	No	Yes	No	54,012		
Drew Church (New)	Asst. Coach	0.14	5,000	835					No	No	No		5,835	
Baseball														
Jeremiah Robbins	Head Coach	1.00	70,000				1,000	1,500	No	Yes	No	72,500		
Kyle Blackwell	Asst. Coach	1.00	37,337						No	No	No	37,337		
Allen Balmer	Asst. Coach	1.00	47,515						No	No	No	47,515		
Cross-Country														
Mike Collins	Head Coach	0.25	13,341	250			250	500	No	No	No	14,091	250	
Cyrus Hall	Asst. Coach	0.25	9,364						No	No	No	9,364		
Track														
Mike Collins	Head Coach	0.25	13,340	2,250			250	250	No	No	No	13,840	2,250	
Cyrus Hall	Asst. Coach	0.25	9,364						No	No	No	9,364		
Tennis														
Kai Fong	Head Coach	0.50	27,234				500	250	No	No	No	8,375		19,609
Golf														
Paul Thompson (Old)	Head Coach	0.23	0				750		No	No	No	750		
Drew Reinland	Head Coach	0.25	10,000						No	No	No	7,600	2,400	
Fred Noland	Asst. Coach	0.07	2,500						No	No	No		2,500	

**Intercollegiate Athletics Compensation Report**  
**Lewis-Clark State College**  
**FY2017 Actual Compensation**  
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Depart/Name/Title	FTE	Compensation				Contract Bonus			Perks		Multi-Yr Contract	All Compensation		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Mbership	Car		State Approp.	Program Revenue	All Other
Women's Sports														
Basketball														
Brian Orr		1.00	55,542						No	Yes	No	55,542		
Aubree Callen		0.28	10,000						No	No	No		10,000	
Cross-Country														
Mike Collins		0.25	13,341				250		No	No	No	13,591		
Cyrus Hall		0.25	9,364						No	No	No	9,364		
Track														
Mike Collins		0.25	13,341	2,250			250	250	No	No	No	13,841	2,250	
Cyrus Hall		0.25	9,364						No	No	No	9,364		
Matthew Kelley		0.03	1,000	150					No	No	No		1,150	
Volleyball														
Latoya Harris		1.00	50,000						No	Yes	No	50,000		
Tennis														
Kai Fong		0.50	27,233					250	No	No	No	7,875		19,608
Golf														
Paul Thompson (Old)		0.23	0				250		No	No	No	250		
Drew Reinland		0.25	10,000						No	No	No	7,600	2,400	
Fred Noland		0.07	2,500						No	No	No		2,500	
GRAND TOTAL		17.55	835,039	7,235	0	0	0	4,000	6,000			676,892	33,035	142,347

**Intercollegiate Athletics Compensation Report  
Lewis-Clark State College  
FY2018 Estimated Compensation**

Depart/Name/Title	FTE	Compensation				Contract Bonus			Other		Multi-Yr Contract	All Compensation			Base Salary Annualized Change
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Car		State Approp.	Program Revenue	All Other	
Athletic Administration															
Gary Picone (Old)								2,500	No	No	No	2,225	275		
Brooke Henze (New)	1.00	79,832							No	Yes	No	71,050		8,782	New
Scott McClure	1.00	51,074							No	No	No	20,940		30,134	New
Tracy Collins	1.00	49,138	1,500						No	No	No	49,138	1,500		3.5%
Taryn Cadez-Schmidt	1.00	38,643							No	No	No	28,982		9,661	3.5%
Alexandria Tygerson (Old)	1.00	19,320							No	No	No	19,320			
Allison Beck (New)	1.00	22,350							No	No	No	22,350			New
Kristina Keener	1.00	41,898							No	No	No	14,245		27,653	3.6%
Allison Beck (Old)	1.00	15,456							No	No	No	5,255		10,201	
Melissa Strerath (New)	1.00	16,744							No	No	No	5,693		11,051	New
Men's Sports															
Basketball															
Brandon Rinta	1.00	54,920	20,000				500	1,000	No	Yes	No	56,420	20,000		3.6%
Drew Church	0.14	5,000	1,340						No	No	No		6,340		0%
Baseball															
Jeremiah Robbins	1.00	72,450	5,525				1,000	1,500	No	Yes	No	74,950	5,525		3.5%
Kyle Blackwell (Old)	1.00	14,276	5,525						No	No	No	14,276	5,525		
William Silvestri (New)	1.00	28,985							No	No	No	28,985			New
Allen Balmer	1.00	49,178							No	No	No	49,178			3.5%
Cross-Country															
Mike Collins	0.25	13,808					500	750	No	No	No	15,058			3.1%
Cyrus Hall	0.25	9,692							No	No	No	9,692			3.5%
Track															
Mike Collins	0.25	13,808	1,250				250	250	No	No	No	14,308	1,250		3.1%
Cyrus Hall	0.25	9,692	400						No	No	No	9,692	400		3.5%
Lawrence Sandahl (New)	0.04	1,350							No	No	No		1,350		0.0%
Matthew Kelley (New)	0.03	1,125							No	No	No		1,125		New
Tennis															
Kai Fong	0.50	28,187							No	No	No	7,892		20,295	3.5%
Deanri Human	0.12	625							No	No	No			625	
Golf															
Drew Reinland	0.25	10,300					500		No	No	No	8,328		2,472	3%
Fred Noland	0.07	2,500							No	No	No		2,500		0%
Maxton Reinland (New)	0.06	2,000							No	No	No		2,000		New

Intercollegiate Athletics Compensation Report  
Lewis-Clark State College  
FY2018 Estimated Compensation  
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Depart/Name/Title	FTE	Compensation				Contract Bonus			Perks		Multi-Yr Contract	All Compensation			Base Salary Annualized Change	
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Mbership	Car		State Approp.	Program Revenue	All Other		
Women's Sports																
Basketball																
Brian Orr		Head Coach	1.00	57,486	6,354			1,000	1,000	No	Yes	No	59,486	6,354	3.5%	
Caelyn Orlandi (New)		Asst. Coach	0.28	9,762						No	No	No		9,762	New	
Cross-Country																
Mike Collins		Head Coach	0.25	13,808					250	No	No	No	14,058		3.1%	
Cyrus Hall		Asst. Coach	0.25	9,692						No	No	No	9,692		3.5%	
Track																
Mike Collins		Head Coach	0.25	13,808	1,250				250	250	No	No	No	14,308	1,250	3.1%
Cyrus Hall		Asst. Coach	0.25	9,692	400						No	No	No	9,692	400	3.5%
Lawrence Sandahl (New)		Asst. Coach	0.04	1,350							No	No	No		1,350	0.0%
Matthew Kelley		Pole Vault Asst.	0.03	1,125	150						No	No	No		1,275	12.5%
Volleyball																
LaToya Harris (Old)		Head Coach	1.00	26,539						No	Yes	No	26,539		0.0%	
Shaun Pohlman (New)		Head Coach	1.00	22,886						No	Yes	No	22,886		New	
Vacant		Asst. Coach								No	No	No				Vacant
Tennis																
Kai Fong		Head Coach	0.50	28,186					500	500	No	No	No	8,892	20,294	3.5%
Deanri Human		Asst Coach	0.11	625							No	No	No		625	
Golf																
Drew Reinland		Head Coach	0.25	10,300					500	500	No	No	No	8,828	2,472	3%
Fred Noland		Asst. Coach	0.07	2,500							No	No	No		2,500	0%
Maxton Reinland (New)		Asst. Coach	0.06	2,000							No	No	No		2,000	New
GRAND TOTAL			21.55	862,109	43,694	0	0	0	5,000	8,500				702,357	70,681	144,265

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### SUBJECT

Athletics Gender Equity Reports

### REFERENCE

June 2016 Board adopted the reports required by the institutions' federal regulatory body regarding compliance with Title IX in athletics programs, along with summaries of such reports, as the method to report to the Board on gender equity.

### APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section V.X.

### ALIGNMENT WITH STRATEGIC PLAN

Goal 1 ("A Well Educated Citizenry") Objective A ("Access: Set policy and advocate for increasing access to Idaho's educational system for all Idahoans, regardless of socioeconomic status, age, or geographic location.").

### BACKGROUND/DISCUSSION

Title IX of the Education Amendments of 1972 is the federal legislation that bans gender discrimination in schools, whether in academics or athletics. Title IX states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance ...." (20 U.S.C. §1681(a))

In 1996 the US Department of Education's Office for Civil Rights (OCR) issued a "Clarification of Intercollegiate Athletics Policy Guidance: The Three-Part Test" to determine if an institution is in compliance. All three parts must be met for an institution to be considered in compliance.

**First**, the selection of sports and the level of competition must accommodate the students' interests and abilities, using one of the three factors listed below:

1. Participation opportunities for male and female students are provided in numbers **substantially proportionate** to their respective enrollments.
2. Where the members of one gender have been and are underrepresented among intercollegiate athletes, whether the institution can show a **history and continuing practice of program expansion** which is demonstrably responsive to the developing interests and abilities of that gender.
3. Where the members of one gender are underrepresented among intercollegiate athletes and the institution cannot show a continuing practice of program expansion, whether it can be demonstrated that the interests and abilities of the members of that gender have been **fully and effectively accommodated** by the present program.

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**Second**, financial assistance must be substantially proportionate to the ratio of male and female athletes. Institutions within 1% variance are considered compliant.

**Third**, benefits, opportunities, and treatments afforded sports participants are to be equivalent, but not necessarily identical, including equipment and supplies, scheduling of games and practices, travel expenses, availability and compensation of coaches, quality of facilities, medical services, housing, dining, and recruitment. Compliance is measured on a program-wide basis, not on a sport-by-sport basis.

Idaho State Board of Education (Board) Policy V.X.4.c requires the four-year institutions to provide gender equity reports for review by the Board in a format and time to be determined by the Executive Director. The reports from the institutions include a narrative discussion of gender equity-related issues along with a summary table which distills data from the detailed gender equity report provided annually by each institution to the U.S. Department of Education.

### IMPACT

The attached summary worksheets show the institutions' enrollment, financial aid, and participants by gender. The worksheets also show the actual revenues and expenses for the most current completed fiscal year by sport, as well as overall operating (Game Day) expenses, number of participants, and operating expenses per participant. Finally, the worksheets provide information on average salaries of coaches and the count of coaches per sport by gender.

### ATTACHMENTS

Attachment 1: BSU Gender Equity Narrative	Page 5
Attachment 2: BSU Gender Equity Worksheet	Page 17
Attachment 3: ISU Gender Equity Narrative	Page 21
Attachment 4: ISU Gender Equity Worksheet	Page 23
Attachment 5: UI Gender Equity Narrative	Page 27
Attachment 6: UI Gender Equity Worksheet	Page 29
Attachment 7: LCSC Gender Equity Narrative	Page 33
Attachment 8: LCSC Gender Equity Worksheet	Page 35

### STAFF COMMENTS AND RECOMMENDATIONS

Significant information on gender equity aspects of athletic operations at the individual institutions is included in the attached narrative documents. The actual detailed "Equity in Athletics Data Analysis (EADA)" reports are also available for review and analysis by the public on the U.S. Department of Education website at <https://ope.ed.gov/athletics/> . This site also provides tools to download EADA reports for any NCAA or NAIA institution and to compare groups of institutions and review trends.

In their narratives, the institutions reported the status of compliance in the three parts of Title IX.

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Boise State University (BSU) provided an in-depth analysis of their compliance to Title IX in all three tests. BSU reported compliance in the first test because the average number of participants per women's team is higher than the number of female participants needed to achieve strict proportionality. BSU also reported compliance in the second test for financial assistance with a .9% advantage to males. For the third test, BSU did not report any disparities.

Idaho State University (ISU) is in compliance for the first test. For the participation test, both their participation and enrollments are 49% male and 51% female. For the second test for financial aid, ISU is not in compliance. Their unduplicated count is 52.1% male while their financial aid for males is 54.9%. The difference of 2.8% is more than the 1% threshold. ISU states that financial opportunities are equitably available between genders, but the annual awarding and accepting of scholarships varies. While ISU did not state whether they were in compliance in the third test, they did note that specific program areas are monitored.

University of Idaho (UI) reported a 1.2% differential in the first test with a disadvantage to males. UI reported noncompliance in the second test for financial assistance with a 4.7% disadvantage to females. UI did not state whether they were in compliance in the third test, however they did note specific program enhancements that have been made.

Lewis-Clark State College (LCSC) reported noncompliance in the first test because it missed substantial proportionality in enrollments by 18% with a disadvantage to females and noted meeting the first test is problematic due to financial constraints. LCSC reported noncompliance in the second test for financial assistance by 5% with a disadvantage to males. LCSC reports compliance in the third test for program equivalency.

Representatives from the four affected institutions will be available in the event that Board members have questions on specific areas related to Gender Equity reports or on the institutions' efforts related to achieving/maintaining equity.

**BOARD ACTION**

This item is for informational purposes only. Any action will be at the Board's discretion.

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**BOISE STATE UNIVERSITY  
NARRATIVE SUMMARY FOR GENDER EQUITY REPORT 2017-2018**

At Boise State University, the Athletic Department, with oversight from the Intercollegiate Athletic Advisory Committee (IAAC) Gender-Equity Subcommittee, conducts an annual *Gender-Equity Review for Compliance with Title IX in Athletics*. The outcome of this report includes recommendations to the university that help achieve and maintain compliance in areas where gender differences may currently exist or may be developing. The summary of recommendations made from the FY17 review in the areas of travel and per diem allowances, scheduling of games and practices, housing and dining facilities and services, and equipment and supplies are summarized in Table 1 on page 8. Recommendations that have been made over the last eight years and a summary of progress towards completion are outlined in Table 2 on pages 9-15. A suggested schedule of program area reviews is outlined in Table 3 on page 16.

Outside consultant, Good Sports, Inc. Title IX and Gender Equity Specialists, will conduct a comprehensive evaluation of the Boise State Athletic Department in 2017-18 and 2018-19. The consultant will assist in providing strategic options to resolve gender differences that currently exist or could develop as a result of the discontinuation of wrestling in 2017 and addition of baseball in 2019 and beyond.

**Participation Opportunities**

At Boise State University, we have maintained compliance for this component of Title IX by providing women and men with participation opportunities at rates that are proportionate to their respective rates of enrollment as full-time undergraduate students (meeting “test one” of the three part test). The participation review is in progress for FY18, but in FY17 athletic participation was 50.1% women to 49.9% men. The measure of proportionality in athletics for every institution is related to its full-time undergraduate enrollment. Boise State’s fulltime undergraduate enrollment combined total for the fall 2016 and spring 2017 semesters was 52.7% female and 47.3% male.

While Boise State does not meet *strict* proportionality (athletic participation rates match *exact* undergraduate enrollment rates for each gender), the OCR’s 1996 Policy Clarification explains how to determine “how close is close enough.” OCR evaluators identify:

- A. The average number of participants per team in the underrepresented gender;
- B. The number of participants in the underrepresented gender to be added to the current program to achieve strict proportionality; and
- C. Determine which of the two numbers is larger.

If the average number of participants per team of the underrepresented gender is larger, compliance with test one (proportionality) is achieved.

For Boise State, the average number of participants per women’s team in 2016-17 was 21.7 (260 female participants, 12 women’s teams). In order to meet strict proportionality,

using the 2016-2017 athletic participation and undergraduate enrollment numbers, 21 additional female participants would be needed to reach 52.7% athletic participation. Because the average number of participants per women's team is higher than the number of female participants needed to achieve strict proportionality (21.7 versus 21) with the undergraduate population, participation rates are considered "close enough" that compliance with test one (proportionality) is met per the OCR's 1996 Policy Clarification.

The assessment of accommodation of interests and abilities indicates Boise State University complied with the participation program component in 2016-2017 because women and men were provided with participation opportunities at rates that are at or near proportionate to their respective rates of enrollment as full-time undergraduate students (meeting test one, proportionality).

Further, to ensure continued compliance in this program area, head coaches are provided guidelines for roster size maximums and minimums annually. Each roster size is based on the head coach's input on their ideal roster size with consideration of the overall program participation rates. This practice will be continued in upcoming years and represents the Athletic Department's continued effort to provide proportionate participation opportunities with respect to undergraduate enrollment.

#### **Athletic Financial Aid**

Compliance for this program component requires an analysis of regular term athletic aid that is awarded, summer term awards and degree completion financial aid. To achieve compliance, total scholarship dollars awarded during the regular academic year should be substantially proportionate to participation rates for male and female student-athletes. At Boise State University, in 2016-17, the variance between financial aid (unduplicated) participation and financial aid awarded (using the *NCAA Squad List Athletic Grant Amount*) was 0.9%. To achieve Title IX compliance the recommended variance of percentage points should be to be within +/- 1%, and therefore, Boise State was **in compliance with regard to athletic financial aid** in FY17.

Summer term awards and fifth-year aid for student-athletes who have exhausted their eligibility are analyzed separately from each other and separate from regular year aid. There is no compliance standard established specifically for summer term or fifth year aid and there is no expectation that the need for these awards will arise at the same proportion as participation. Disproportionate awards for the summer term and fifth-year student-athletes are not unusual. The essential consideration is whether female and male student-athletes have an equal opportunity to receive such awards.

**Summer Term Awards.** At Boise State, summer term aid is based on the percentage of athletic scholarship the student-athlete has been awarded during the regular term. For incoming student-athletes who will receive aid in the fall, the sports are budgeted for every student-athlete to take three credits, receive five weeks of room and board and a book stipend. This opportunity is equivalently available to all programs. Based on the set policy,

summer term financial aid is equally available to male and female student-athletes who request aid, which ensures Boise State is in compliance with Title IX.

**Degree Completion Financial Aid.** At Boise State degree completion financial aid is available to all student-athletes who qualify. The policy for qualification is consistent across all sport programs, ensuring compliance with Title IX.

**Athletic Benefits and Opportunities**

With regard to the remaining eleven program areas under Athletic Benefits and Opportunities, the Gender-Equity Subcommittee has made new recommendations to continue improving program areas in order to maintain or achieve equity between male and female student-athletes. Those recommendations and progress towards completion are outlined in the table on the following pages. Guidance on the prioritization of addressing these recommendations will be provided by the consultant reviewing the Boise State Athletic Department for the 2017-18 academic year. Some of these outstanding recommendations are, in part being addressed in the budget this fiscal year, while others will be addressed during the next budget cycle. However; overall, a funding source for addressing *all* disparities and programs needs still needs to identified.

**Table 1**

**Summary of 2016-2017 Review Recommendations**

**Travel and Per Diem Allowances, Housing and Dining Facilities and Services, Equipment and Supplies, Scheduling of Games and Practices Recommendation**

<p><i>Travel and Per Diem Allowances:</i> Modes of transportation to and from away competitions and at competition sites for soccer, softball, and volleyball be evaluated to resolve existing gender differences and to prevent further disparities from arising.</p> <p><i>Travel and Per Diem Allowances:</i> Travel squad sizes for soccer, swimming and indoor and outdoor track and field be evaluated to resolve existing gender differences and to prevent further disparities from arising.</p> <p><i>Travel and Per Diem Allowances:</i> Length of stay before and after competitions, with focus on beach volleyball, and indoor and outdoor track and field be evaluated to address existing disparities.</p> <p><i>Travel and Per Diem Allowances:</i> The Athletic Department continue to evaluate and monitor travel budgets for all women's programs, men's and women's track and field, and for men's golf and tennis to ensure equivalent adequacy between men's and women's programs within the department, specifically to adequately address student-athlete welfare during away competitions regardless of location.</p>
<p><i>Scheduling of Games and Practice Times:</i> The Athletic Department monitor competition schedules to ensure an optimal number of contests are being scheduled for all programs and that travel budgets for these programs, specifically for swimming and diving and track and field, are supplemented accordingly to allow for a similar level of adequacy of competition scheduling.</p> <p><i>Scheduling of Games and Practice Times:</i> The addition of lights is considered for the softball and soccer facilities.</p>
<p><i>Housing and Dining Facilities and Services:</i> Training table is considered for all of the men's and women's programs who would like it or for a similar percentage of male and female student-athletes.</p> <p><i>Housing and Dining Facilities and Services:</i> Pre- and post-game meals are addressed by either providing these meals to all teams that want them at the frequency and location preferred by the team, or that a similar percentage of female participants are provided pre- and post-game meals at a location and quality equivalent to the men's programs that receive them.</p>
<p><i>Equipment and Supplies:</i> Equipment and NIKE allotment budgets for women's programs, specifically, women's golf, gymnastics, soccer, softball, and swimming and diving, are evaluated to ensure that competition uniforms, practice gear, and sport-specific items can be provided at a similar quality and frequency as they are provided to men's programs.</p> <p><i>Equipment and Supplies:</i> Equipment and NIKE allotment budgets are evaluated for women's programs, specifically women's golf, soccer, and softball, to ensure equivalently adequate quantity of necessary competition and practice uniforms and sport-specific items are provided by the athletic department.</p>

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**Table 2**  
**Summary of Recommendations Made and Progress Towards Completion**  
**from 2009-2010 and Subsequent Reviews through 2016-2017, Updated February 2018**

Recommendations	Progress Made
<p><i>(15-16 Rec) Accommodation of Interests and Abilities:</i> The Athletic Department continues to monitor and carefully examine participation goals, and guide head coaches regarding roster sizes to ensure quality participation opportunities for female student-athletes and efficient but not excessive participation opportunities for male student-athletes, specifically in football and men's and women's track and field and cross-country.</p> <p>Updated Recommendation:</p> <p><i>(16-17 Rec) Accommodation of Interests and Abilities:</i> The Athletic Department continues to monitor and carefully examine participation goals, and guide head coaches regarding roster sizes to ensure quality participation opportunities for female student-athletes and efficient but not excessive participation opportunities for male student-athletes to ensure continued compliance during the gap of wrestling being discontinued and after the baseball team has a full roster in 2019-20 and beyond.</p>	<p><b>ONGOING</b></p> <p>Participation rates in 2016-17 met compliance standards for test one (proportionality) of the three-part-test.</p>
<p><i>(15-16 &amp; 16-17 Rec) Athletic Financial Assistance:</i> The Athletic Department continues to require coaches to fully award female athletic scholarship dollars during the academic school year unless there is a reasonable professional decision to do otherwise.</p>	<p><b>ONGOING</b></p> <p>Financial aid award rates in 2016-17 met compliance standards because financial aid was awarded at a rate that was proportionate to participation (within 1 percentage point)</p>
<p><i>(15-16 Rec) Athletic Financial Assistance:</i> The Athletic Department continues to monitor scholarship budgets for female equivalency sports with budget constraints limiting them the ability to fully award scholarship allotments.</p> <p>Updated Recommendation:</p> <p><i>(16-17 Rec) Athletic Financial Assistance:</i> The Athletic Department continues to monitor scholarship budgets for female equivalency sports knowing budget constraints may limit the ability to fully award scholarship allotments. Priority should be given to funding beach volleyball scholarships</p>	<p><b>ONGOING</b></p> <p>The athletic department has increased female scholarship budgets over the last 8 years and has been able to cover overages for women's programs that exceed scholarship budgets.</p>
<p><i>(15-16 Rec) Coaching:</i> As female participation opportunities increase over time, an additional full time assistant track coach should be considered, with strong consideration given to a hiring a female coach.</p>	
<p><i>(09-10 Rec) Coaching:</i> The University gives multi-year contracts equally to men's and women's head coaches.</p>	<p><b>COMPLETED</b></p> <p>FY13 - Softball and Swimming and Diving Head Coaches were offered multi-year contracts,</p>

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	<p>softball declined, swimming has been approved by the SBOE.</p> <p>FY14 - Gymnastics co-head coaches were both offered multi-year, one accepted, completed and in effect for FY14. FY15 - Women's Tennis was offered a multi-year contract, which was completed for FY15.</p> <p>FY16 – the new swimming coach and the other co-head gymnastics coach were given multi-year contracts.</p> <p>FY18—the women's soccer coach was given a multi-year contract.</p>
<p><i>(15-16 Rec) Recruitment of Student-Athletes:</i> The Athletic Department continue to evaluate recruitment budgets for all sports, with emphasis placed on track and field/cross-country, women's basketball, gymnastics, soccer, softball, and volleyball to assure adequate recruitment resources for these programs.</p>	<p><b>ONGOING</b></p> <p>FY18 – volleyball recruiting budget increased \$20K to accommodate for NCAA rule changes</p>
<p><i>(15-16 Rec) Recruitment of Student-Athletes:</i> The Athletic Department considers awarding additional courtesy cars or compensation in lieu of a courtesy car to eight women's program assistant coaches with off-campus recruiting duties.</p>	<p><b>ONGOING</b></p> <p>FY18 - women's head tennis coach was provided a courtesy car.</p> <p>FY18 - new SBOE policy on courtesy cars and compensation in lieu of a courtesy car requires additional evaluation of this program component before proceeding</p>
<p><i>(15-16 Rec) Recruitment of Student-Athletes:</i> The softball coach pursues the use of a loaner car for use during official recruiting weekends.</p>	
<p><i>(10-11 Rec) Recruitment of Student-Athletes:</i> The women's swimming and diving coach pursue the use of a loaner car for use during official recruiting weekends.</p>	<p><b>COMPLETED</b></p> <p>The coach now has a courtesy car that is sufficient for official recruiting weekends.</p>
<p><i>(12-13 Rec) Equipment and Supplies:</i> The Department of Athletics evaluate the gymnastics and track and field equipment budgets with regard to competition uniforms and an adequate amounts of training shoes for team members.</p> <p>Updated Recommendation:</p> <p><i>(16-17 Rec) Equipment and Supplies:</i> Equipment and NIKE allotment budgets for women's programs, specifically, women's golf, gymnastics, soccer, softball, and swimming and diving, are evaluated to ensure that competition uniforms, practice gear, and sport-specific items can be provided at a similar quality and frequency as they are provided to men's programs.</p> <p>and</p> <p><i>(16-17 Rec) Equipment and Supplies:</i> Equipment and NIKE allotment budgets are evaluated for women's programs, specifically women's golf, soccer, and softball,</p>	<p><b>ONGOING</b></p> <p>FY17 – one time supplements of NIKE allotment was provided to track and field (\$2,400) additional training shoes. Volleyball and sand volleyball received a combined increase of NIKE allotment (\$3,368) for cold weather and outdoor gear. Women's Golf received a one time NIKE allotment (\$1,284) to purchase better shoes.</p> <p>FY18 - Gymnastics purchased one set of new competition uniforms. Football received a one time NIKE allotment increase (\$130K) for new uniforms, and track and field received a one time NIKE allotment (\$4,780) for equipment budget overages.</p> <p>FY19 – annual NIKE allotment budgets will increase for volleyball (\$3,525), soccer (\$2,000), women's track and field (\$5,000) and softball (\$5,000 in FY19)</p>

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to ensure equivalently adequate quantity of necessary competition and practice uniforms and sport-specific items are provided by the athletic department.	FY20 – annual NIKE allotment for softball will increase (\$5,000) to match the anticipated budget for baseball
<p><i>(12-13 Rec) Equipment and Supplies:</i> The Department of Athletics gives consideration to adding a Director of Softball Operations or fulltime team manager.</p> <p><i>(15-16 Rec) Support Services:</i> Additional support services are considered by the Athletic Department for the softball, swimming and diving and track/cross country programs' head and assistant coaches.</p>	<p><b>ONGOING</b></p> <p>A review of the support services program area resulted in a recommendation of clerical support being provided to softball, swimming and track and field/cross country. In an ongoing review of this team and all women's Olympic sports, a director of operations for Olympic sports will be considered</p>
<i>(12-13 Rec) Equipment and Supplies:</i> The Department of Athletics examines equipment budgets for men's and women's tennis with regard to sport-specific items for competitions and stringing services.	<p><b>COMPLETED</b></p> <p>Stringing services now provided to both teams. Increase of \$20K to tennis equipment budget provided started in FY16.</p>
<i>(09-10 Rec) Equipment and Supplies:</i> The Athletic Department continues to monitor the volleyball equipment budget to assure upgrades have been made under the new coaching staff.	<p><b>COMPLETED</b></p> <p>In FY12 and FY13 NIKE comp dollars were allocated to all sports to meet equipment team needs (VB received \$12,500 in NIKE apparel in FY13, \$15K in FY14, and \$17,475 in FY15). Additional increased listed above.</p>
<p><i>(12-13 Rec) Medical and Training Services and Facilities:</i> The Athletic Department add additional athletic training staff members so issues are addressed to support all athletic programs, specifically for football, softball, and volleyball.</p>	<p><b>ONGOING</b></p> <p>FY16, a position that was ½ time athletic trainer and ½ time Insurance was converted to a FT athletic trainer position devoted to football. Another part time trainer was also added to the staff.</p> <p>FY17 another fulltime trainer was added for volleyball and beach volleyball now has a fulltime trainer.</p> <p>FY19 a part time trainer will be added for women's tennis.</p> <p>FY20 Two fulltime trainers will be added, one for baseball and one for softball</p>
<p><i>(09-10 Rec) Medical and Training Facilities and Services:</i> The Athletic Department add an additional weight room staff member and evaluate the weight room equipment to determine if upgrades or additional equipment might be necessary so issues are addressed to support all athletic programs.</p>	<p><b>COMPLETED</b></p> <p>Additional FT weight room staff members were added, one in FY12 and one in FY13. Upgrade to equipment in the Fedrizzi Training Complex was completed in FY12. Two fulltime athletic trainers were added in FY 11 and FY12. A new weight room for football with new equipment was completed in the Bleymaier Football Complex, fall 2013</p>

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	<p>With no new weight room staff added in FY13-FY16, additional weight room staff should be considered during the budget cycle to assess if the needs of the department support an additional position.</p> <p>Either FY19 or FY20 an additional weight room staff member will be added.</p>
<p><i>(11-12 Rec) Scheduling of Games and Practice Times:</i> The Athletic Department continues to monitor competition schedules to ensure an optimal number of contests are being scheduled for all programs.</p> <p>Updated Recommendation:</p> <p><i>(16-17 Rec) Scheduling of Games and Practice Times:</i> The Athletic Department monitor competition schedules to ensure an optimal number of contests are being scheduled for all programs and that travel budgets for these programs, specifically for swimming and diving and track and field, are supplemented accordingly to allow for a similar level of adequacy of competition scheduling.</p>	<p><b>ONGOING</b></p> <p>FY12 - gymnastics and softball scheduled desired number of competitions (though, softball was not able to compete in all of them due to weather cancelations).</p> <p>FY13 - every women's program with the exception of swimming and diving had an increases to their travel budget resulting in a total increase to women's program travel budgets of \$130K (men's programs increased \$73K, excluding FB increase to accommodate travel to HI).</p> <p>FY14 - women's golf, softball, volleyball and track and field/cross country had increases to their travel budgets again totaling ~\$12K.</p> <p>FY15 - soccer and softball travel budgets increased for a total of ~\$13K</p> <p>FY16 – swimming program provided guarantee money (\$10K) to invite program to compete at BSU, coaches utilized for other parts of budget</p> <p>FY17 &amp; FY18 – swimming used some travel budget to take training trip to Hawaii during fall break in lieu of additional competition. Provides adequate training for diving and swim team in preparation for competition season.</p> <p>FY18-Swimming was able to add two end of season competitions within their travel budget. Assessment of competition schedules and adequacy of travel budgets will continue.</p>
<p><i>(11-12 Rec and 16-17 Rec) Scheduling of Games and Practice Times: The addition of lights is considered for the softball and soccer facilities.</i></p>	<p><b>ONGOING</b></p>
<p><i>(11-12 Rec) Scheduling of Games and Practice Times: Head coaches document their reasoning annually if they schedule less than the NCAA allowable competitions for their team.</i></p>	<p><b>COMPLETED</b></p> <p>Were included in the Playing and Practice Season Approval Form starting in FY15.</p>
<p><i>(11-12 Rec) Scheduling of Games and Practice Times: An improved competition site is considered for the swimming and diving team.</i></p>	<p><b>COMPLETED</b></p>



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	In FY15, \$4.5K was paid for swimming and diving to have exclusivity of their competition site for home meets.
<p><i>(11-12 Rec) Travel &amp; Per Diem Allowances:</i> The Athletic Department continue to monitor travel budgets, specifically women's golf, wrestling and track and field to ensure adequacy within their programs with regard to travel squad sizes and per diem amount provided during away competitions.</p> <p>Updated Recommendation:</p> <p><i>(16-17 Rec) Travel and Per Diem Allowances:</i> The Athletic Department continue to evaluate and monitor travel budgets for all women's programs, men's and women's track and field, and for men's golf and tennis to ensure equivalent adequacy between men's and women's programs within the department, specifically to adequately address student-athlete welfare during away competitions regardless of location.</p>	<p><b>ONGOING</b></p> <p>FY11 and FY12 - travel budgets for men's programs increased a net total of \$89,462, women's programs by a net total of \$213,930, and track and field by a total of \$59,760. Coaches became actively involved in budget projection during the budgeting process within the department each year.</p> <p>FY13 - women's golf, softball, volleyball and track and field/cross country had increases to their travel budgets with a total increase of \$12,417 to overall travel budgeted. The wrestling team fund raised \$5,000 additional dollars to cover the expenses of overnight stays during travel and will include this cost in their travel budget request for FY15 and going forward.</p> <p>FY14 - On budget projection/wish lists completed by coaches for travel budgets, men's golf, wrestling, women's basketball, soccer, swimming and volleyball all had travel-related budget increases. Due to zero growth budget year, none of the requests were met in their entirety, however, women's golf, softball and volleyball travel budgets were increased (totaling \$6.7K), track travel budget was increased \$5.6K.</p> <p>FY15 - soccer and softball travel budgets were increased (totaling \$13K)</p> <p>FY16 – increase of \$100K each for MBB and WBB, WBB chose to repurpose \$25K of it to other priorities within the program</p> <p>FY17 – beach volleyball travel budget was added (\$22K),</p> <p>FY 18 – travel budget increases for volleyball (\$10K) and track and field (\$48K)</p>
<p><i>(09-10 Rec) Travel and Per Diem Allowances:</i> The Athletic Department allow no more than two student-athletes to share a hotel room unless there is an odd number of travelers or a reasonable professional decision justifies otherwise and a written justification is provided by the coach to the Associate Athletic Director of Student Services prior to travel.</p>	<p><b>COMPLETED</b></p> <p>Policy implemented for FY12</p>
<p><i>(11-12 Rec) Housing and Dining Facilities and Services:</i> The Athletic Department continues to monitor budgets and trade out dollars to meet the</p>	<p><b>COMPLETED and ONGOING</b></p>

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## ATTACHMENT 1

<p>need of each program with regard to pre- and post-game meals and term break dining.</p> <p>Updated Recommendation:</p> <p><i>(16-17 Rec) Housing and Dining Facilities and Services:</i> Pre- and post-game meals are addressed by either providing these meals to all teams that want them at the frequency and location preferred by the team, or that a similar percentage of female participants are provided pre- and post-game meals at a location and quality equivalent to the men's programs that receive them.</p>	<p>In FY12, training table budgets were adjusted with coaches input; \$8,249 more dollars were provided to women's programs, and \$17,450 in trade out was provided to programs with unmet need. An assessment of training table budgets and trade out allocations will continue.</p> <p>In FY13-FY15 – trade out dollars remained equitable to previous years.</p> <p>In FY15 fueling stations were added to the department, available to all sports programs. A complete review of this program area completed in FY17.</p> <p>FY18 – Moocho application was implemented, with an additional \$10K in trade value. Initially used all incoming bridge students for summer term break. Success of app resulted in the addition of it for fall and winter term break and some pre- and post-game meals, allowing some teams' needs to be addressed. Intention is to add it for spring break as well.</p>
<p><i>(11-12 Rec) Housing and Dining Facilities and Services:</i> Temporary housing during term breaks and training table for every program, if that is the preference, is a consideration during the budgeting process.</p>	<p><b>ONGOING</b></p> <p>In FY15, it became department policy that student athletes on aid must be provided appropriate room/board when required practices are held over term breaks. Track and field and men's golf will work with their sport administrator to ensure they meet this requirement annually</p>
<p><i>(12-13 Rec) Publicity:</i> Athletic program marketing plans continue to be reviewed and finalized with head coaches in a timely fashion and evaluated periodically throughout the competitive season.</p>	<p><b>ONGOING</b></p> <p>In FY12, a new athletic marketing director was appointed.</p> <p>In FY13, a new marketing staff was hired, plans were developed for every sport but continued emphasis needs to be placed on a timely completion and regular communication and execution of marketing plans for each sports program.</p> <p>Additional fulltime position to cover marketing for women's sports or Olympic sports only needs further consideration.</p>
<p><i>(13-14 Rec) Locker Rooms, Practice and Competitive Facilities:</i> Improve facilities for women's soccer, softball, swimming, volleyball and sand volleyball practice and competition facilities*</p>	<p><b>ONGOING</b></p> <p>FY14 - a study was completed for improvement of practice pool and upgrading Bronco Gym and repairs were made to</p>

# BUSINESS AFFAIRS AND HUMAN RESOURCES

APRIL 19, 2018

## ATTACHMENT 1

	<p>audience seating at Appleton Tennis Center for men's and women's tennis</p> <p>FY15 - a fan was installed over the practice pool to improve air quality and starting blocks were replace.</p> <p>FY16 - the Auxiliary Gym floor was replaced for men's and women's basketball practice facility and Bronco Gym was upgraded for volleyball competition and practice. The floor was resurfaced and redesigned; a new sound system and acoustical banners were installed. Improvements have been made to the soccer facility to improve fan experience and field conditions for players.</p> <p>FY17 - adding a digital video board in Bronco Gym for volleyball to improve game day experience.</p> <p>FY18 – new bleachers are being added to DLP and new cages for softball.</p>
<p><i>(13-14 Rec) Locker Rooms, Practice and Competitive Facilities:</i> Improve locker rooms for several women's teams to be comparable quality to the locker room for the football team or provide women's teams with benefits superior to men's teams in other program areas*</p>	<p><b>ONGOING</b></p> <p>In FY14 swimming locker room was remodeled to include new floors, benches and lockers.</p> <p>FY15 the old football locker room was upgraded with new shower and restrooms, converted to become the new women's track locker room. Soccer locker room was upgraded with new carpet, tile and paint. The old women's track locker room was converted to the softball locker room.</p>
<p><i>(12-13 Rec) Medical and Training Services and Facilities:</i> The Replace or add ice machines in Taco Bell Arena and Dona Larsen Park Training Rooms.</p>	<p><b>COMPLETED</b></p> <p>Ice machines for both locations have been installed.</p>

\*Recommendations made as strategies to address disparities during FY14 review completed by outside consultant

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**ATTACHMENT 1**

**Table 3**  
**Suggested Schedule for Review of Program Areas in Future Years**

<b>Year</b>	<b>Program Areas Reviewed</b>
2017-2018 (written in 2018-19)	Comprehensive Review
2018-2019 (written in 2019)	Follow Up Comprehensive Review
2019-2020 (written in 2020-21)	Participation Financial Aid Coaching Recruitment of Student-Athletes Support Services Tutoring
2020-2021 (written in 2021-22)	Participation Financial Aid Scheduling of Games and Practice Times Travel and Per Diem Allowances Housing and Dining Facilities and Services
2021-2022 (written in 2021-22)	Participation Financial Aid Equipment and Supplies Medical and Training Facilities and Services Publicity
2022-2023 (written in 2021-22)	Participation Financial Aid Locker Rooms, Practice and Competitive Facilities

**Boise State University**  
**Equity in Athletics Disclosure Act (EADA) Report**  
**Report on Athletic Program Participation Rates and Financial Support Data**  
**July 1, 2016 through June 30, 2017**

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	5,855	47%
Female Students	6,495	53%
<b>Totals</b>	<b>12,350</b>	<b>100%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$2,717,556	53%	\$536,513
Women's Teams	\$2,407,143	47%	\$209,434
<b>Totals for All Teams</b>	<b>\$5,124,699</b>	<b>100%</b>	<b>\$745,947</b>

**Athletic Participation**

Sport	Number of Participants		Number of Participants Participating on a Second Team		Number of Participants Participating on a Third Team	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Basketball	15	17	0	0	0	0
Beach Volleyball	0	14	0	14	0	0
Cross Country	18	24	18	24	18	24
Football	112	0	0	0	0	0
Golf	11	7	0	0	0	0
Gymnastics	0	17	0	0	0	0
Soccer	0	29	0	0	0	0
Softball	0	27	0	0	0	0
Swimming and Diving	0	27	0	0	0	0
Tennis	12	10	0	0	0	0
Track, Indoor	25	38	25	38	18	24
Track, Outdoor	31	39	25	38	18	24
Volleyball	0	15	0	14	0	0
Wrestling	31	0	0	0	0	0
Others	0	0	0	0	0	0
<b>Total Participants</b>	<b>255</b>	<b>264</b>	<b>68</b>	<b>128</b>	<b>54</b>	<b>72</b>
<b>Participant Proportion</b>	<b>49%</b>	<b>51%</b>				
<b>Unduplicated Count of Participants</b>	<b>212</b>	<b>188</b>				

## Total Revenues &amp; Expenses

Varsity Teams		Total Revenues			Total Expenses			Revenues minus Expenses		
		Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball		\$ 3,688,228	\$ 367,353	\$ 4,055,581	\$ 2,821,386	\$ 1,547,049	\$ 4,368,435	\$ 866,842	\$ (1,179,696)	\$ (312,854)
Beach Volleyball		\$ -	\$ 18,511	\$ 18,511	\$ -	\$ 101,079	\$ 101,079	\$ -	\$ (82,568)	\$ (82,568)
Football		\$ 21,302,390	\$ -	\$ 21,302,390	\$ 11,141,018	\$ -	\$ 11,141,018	\$ 10,161,372	\$ -	\$ 10,161,372
Golf		\$ 129,763	\$ 217,172	\$ 346,935	\$ 314,571	\$ 304,132	\$ 618,703	\$ (184,808)	\$ (86,960)	\$ (271,768)
Gymnastics		\$ -	\$ 377,584	\$ 377,584	\$ -	\$ 793,488	\$ 793,488	\$ -	\$ (415,904)	\$ (415,904)
Soccer		\$ -	\$ 373,512	\$ 373,512	\$ -	\$ 842,793	\$ 842,793	\$ -	\$ (469,281)	\$ (469,281)
Softball		\$ -	\$ 240,819	\$ 240,819	\$ -	\$ 798,920	\$ 798,920	\$ -	\$ (558,101)	\$ (558,101)
Swimming and Diving		\$ -	\$ 225,300	\$ 225,300	\$ -	\$ 790,861	\$ 790,861	\$ -	\$ (565,561)	\$ (565,561)
Tennis		\$ 105,718	\$ 247,970	\$ 353,688	\$ 345,663	\$ 442,547	\$ 788,210	\$ (239,945)	\$ (194,577)	\$ (434,522)
Track		\$ 192,102	\$ 548,637	\$ 740,739	\$ 648,890	\$ 682,589	\$ 1,331,479	\$ (456,788)	\$ (133,952)	\$ (590,740)
Volleyball		\$ -	\$ 314,490	\$ 314,490	\$ -	\$ 713,234	\$ 713,234	\$ -	\$ (398,744)	\$ (398,744)
Wrestling		\$ 146,634	\$ -	\$ 146,634	\$ 501,303	\$ -	\$ 501,303	\$ (354,669)	\$ -	\$ (354,669)
<b>Totals for All Teams</b>		<b>\$ 25,564,835</b>	<b>\$ 2,931,348</b>	<b>\$ 28,496,183</b>	<b>\$ 15,772,831</b>	<b>\$ 7,016,692</b>	<b>\$ 22,789,523</b>	<b>\$ 9,792,004</b>	<b>\$ (4,085,344)</b>	<b>\$ 5,706,660</b>
Not Allocated by Gender/Sport				\$ 7,851,955			\$ 11,071,768			\$ (3,219,813)
<b>Grand Totals for Athletics</b>				<b>\$ 36,348,138</b>			<b>\$ 33,861,291</b>			<b>\$ 2,486,847</b>
Totals for All Sports Except Football & Basketball		\$ 574,217	\$ 2,563,995	\$ 3,138,212	\$ 1,810,427	\$ 5,469,643	\$ 7,280,070	\$ (1,236,210)	\$ (2,905,648)	\$ (4,141,858)

## Operating (Game Day) Expenses

Varsity Teams		Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
		Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball		\$776,972	\$406,276	\$1,183,248	15	17	32	\$51,798	\$23,899	\$75,697
Beach Volleyball		\$ -	21,798	\$21,798		14	14		\$1,557	\$1,557
Football		2,530,303	\$ -	\$2,530,303	112		112	\$22,592		\$22,592
Golf		106,044	69,623	\$175,667	11	7	18	\$9,640	\$9,946	\$19,587
Gymnastics		\$ -	193,019	\$193,019		17	17		\$11,354	\$11,354
Soccer		\$ -	203,962	\$203,962		29	29		\$7,033	\$7,033
Softball		\$ -	294,428	\$294,428		27	27		\$10,905	\$10,905
Swimming and Diving		\$ -	207,878	\$207,878		27	27		\$7,699	\$7,699
Tennis		91,145	87,461	\$178,606	12	10	22	\$7,595	\$8,746	\$16,342
Track		156,609	169,660	\$326,269	74	101	175	\$2,116	\$1,680	\$3,796
Volleyball		\$ -	162,248	\$162,248		15	15		\$10,817	\$10,817
Wrestling		97,470	\$ -	\$97,470	31		31	\$3,144		\$3,144
<b>Totals for All Teams</b>		<b>\$3,758,543</b>	<b>\$1,816,353</b>	<b>\$5,574,896</b>	<b>255</b>	<b>264</b>	<b>519</b>	<b>\$14,739</b>	<b>\$6,880</b>	<b>\$10,742</b>
Totals for All Sports Except Football & Basketball		\$451,268	\$1,410,077	\$1,861,345	128	247	375	\$22,496	\$69,737	\$92,233

## Average Coaching Salaries

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$ 397,086	\$ 91,331	\$160,609	\$53,614
Number of Coaches Used to Calculate Average	6	10	19	18
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$433,185	\$107,448	\$177,934	\$60,657
Full-Time Equivalents (FTEs) Used to Calculate Average	5.50	8.50	17.15	15.91

## Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	1		1						1
Football	1		1						1
Golf	1		1						1
Tennis	1		1						1
Wrestling	1		1						1
Track & Field & Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1						1
Beach Volleyball		1	1						1
Golf					1		1		1
Gymnastics					1		1		1
Soccer	1		1						1
Softball					1		1		1
Swimming & Diving	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1						1
Volleyball		1	1						1
<b>Totals for Women's Teams</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>10</b>

Counts of Assistant Coaches

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	3		3						3
Football	9	4	9	4					13
Golf		1		1					1
Tennis	1	1	1	1					2
Wrestling	2	2	2	2					4
Track & Field & Cross Country		7	3	4		1		1	8
<b>Totals for Men's Teams</b>	<b>15</b>	<b>15</b>	<b>18</b>	<b>12</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>31</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1		2		2		3
Beach Volleyball						1	1		1
Golf		1		1					1
Gymnastics	1		1		1	1	1	1	3
Soccer	1		1		1		1		2
Softball	1		1		1		1		2
Swimming & Diving	1		1		1		1		2
Tennis	1		1			2		2	3
Track & Field & Cross Country		7	3	4		1		1	8
Volleyball		1		1	1	1	2		3
<b>Totals for Women's Teams</b>	<b>6</b>	<b>9</b>	<b>9</b>	<b>6</b>	<b>7</b>	<b>6</b>	<b>9</b>	<b>4</b>	<b>28</b>



**IDAHO STATE UNIVERSITY  
NARRATIVE SUMMARY FOR GENDER EQUITY REPORT 2017-2018**

Idaho State University Athletic Department is committed to gender equity and continues to monitor Gender Equity Compliance. The Department of Athletics meets monthly with coaches, staff, and administrators where gender equity-related issues can be discussed. The Athletic Department Senior Staff meets weekly where gender equity-related issues can be discussed and resolved. Additionally, the Athletic Department Senior Staff meets individually with coaches to discuss gender equity concerns and issues. The Athletic Director, the Assistant Athletic Director for Finance, and the head coach for each team meet to create and finalize their respective budgets utilizing gender equity strategies. Recently, Idaho State University has hired a full-time Title IX coordinator who will work in conjunction with the Athletic Department to oversee Gender Equity Compliance.

In their March 2018 meeting, the Assistant Athletic Director for Finance will present the EADA report to the Athletic Advisory Board (AAB) in regards to Gender Equity Compliance.

**ACCOMMODATION OF INTEREST**

The accommodation of interest prong from Title IX compliance has been taken into account in determining the sports that are currently offered at Idaho State University. Based on the most recent surveys and demographics, the Athletic Department is accommodating these interests.

**PROPORTIONALITY**

Idaho State University's Director of Institutional Research provides the fall full-time enrollment figures from IPEDS to determine proportionality. Based on these numbers, the Associate Athletic Director/Senior Women's Administrator and the Assistant Athletic Director for Finance meet with each head coach prior to the first contest to verify team rosters to reach their roster management targets. The NCAA allows 105 players on the fall football camp squad. We have instituted an 85-player limit on the fall football squad to help with roster management. Proportionality was achieved.

**FINANCIAL AID**

The Athletic Department fully funds athletic scholarships in accordance with NCAA Bylaws Article XV. These financial opportunities are equitably available between genders.

As in previous years, each ISU female sport is funded to the NCAA Maximum level of scholarship. That being the case, the annual awarding and accepting of scholarship offers in the team-building process is a variable exercise. In FY17, both volleyball and women's track and field, despite solid recruiting efforts and subsequent scholarship offers awarded an all-time low level of scholarships. Volleyball awarded 9.50 of the NCAA maximum 12.00 and Track awarded 11.23 of the NCAA maximum 18.00. Combined, if

these 9.30 unused scholarships had been awarded another \$264,000 would have been spent and Women's Sports scholarship would have been 48% of total scholarships.

Idaho State sponsors a total of 15 NCAA Division I sports (six male and nine female). If each sport awards the maximum NCAA level of scholarships (178.1 total), the gender breakdown would be 52% male (93.10 scholarship equivalencies) and 48% female (85.00).

### **EQUAL TREATMENT WITHIN PROGRAMS**

The Athletic Department monitors management and expenditures in the eleven core areas of Gender Equity. These include:

1. Equipment and Supplies
2. Scheduling Games and Practice Times
3. Team Travel and Per Diem Allowances
4. Tutors
5. Coaching Staff
6. Locker Rooms, Practice and Competition Facilities
7. Medical and Training Facilities and Services
8. Housing and Dining Facilities
9. Publicity and Marketing
10. Support Services
11. Recruitment of Student-Athletes

As part of the vision of the Idaho State University Athletic Department, the department will be a steward of all financial, technological, and facility resources in a manner that provides a competitive, compliant, equitable and sustainable intercollegiate environment. The Athletic Department intends to address any future systemic challenges related to gender equity during the upcoming academic year.

**Idaho State University**  
**Equity in Athletics Disclosure Act (EADA) Report**  
**Report on Athletic Program Participation Rates and Financial Support Data**  
**July 1, 2016 through June 30, 2017**

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	3,168	49%
Female Students	3,330	51%
<b>Totals</b>	<b>6,498</b>	<b>100%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$ 2,361,041	55%	\$ 101,000
Women's Teams	1,943,463	45%	92,000
<b>Totals for All Teams</b>	<b>\$ 4,304,504</b>	<b>100%</b>	<b>\$ 193,000</b>

**Athletic Participation**

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Basketball	15	14	29				
Football	85		85				
Golf		9	9				
Soccer		28	28				
Softball		16	16				
Tennis	8	9	17				
Track & Field (Indoor)	27	35	62	37	39	12	13
Track & Field (Outdoor)	30	37	67	37	39	12	13
Cross Country	8	20	28	12	13	12	13
Volleyball		13	13		1		1
<b>Total Participants</b>	<b>173</b>	<b>181</b>	<b>354</b>	<b>86</b>	<b>92</b>	<b>36</b>	<b>40</b>
<b>Percentage of Total</b>	<b>49%</b>	<b>51%</b>	<b>100%</b>				
<b>Unduplicated Count</b>	<b>137</b>	<b>126</b>	<b>263</b>				

**Idaho State University  
Equity in Athletics Disclosure Act (EADA) Report**

**Total Revenues & Expenses**

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$1,195,626	\$ 769,684	\$ 1,965,310	\$1,236,259	\$1,098,579	\$ 2,334,838	\$ (40,633)	\$ (328,895)	\$ (369,528)
Football	2,738,235		2,738,235	3,516,670		3,516,670	(778,435)		(778,435)
Golf		68,143	68,143		201,154	201,154		(133,011)	(133,011)
Soccer		566,726	566,726		739,226	739,226		(172,500)	(172,500)
Softball		462,267	462,267		604,645	604,645		(142,378)	(142,378)
Tennis	142,958	177,445	320,403	224,104	332,486	556,590	(81,146)	(155,041)	(236,187)
Track & Field & Cross Country	314,215	279,914	594,129	572,647	524,489	1,097,136	(258,432)	(244,575)	(503,007)
Volleyball		281,953	281,953		575,481	575,481		(293,528)	(293,528)
<b>Totals for All Teams</b>	<b>\$4,391,034</b>	<b>\$2,606,132</b>	<b>\$ 6,997,166</b>	<b>\$5,549,680</b>	<b>\$4,076,060</b>	<b>\$ 9,625,740</b>	<b>(\$1,158,646)</b>	<b>(\$1,469,928)</b>	<b>(\$2,628,574)</b>
Not Allocated by Gender/Sport			6,107,616			3,495,996			2,611,620
<b>Grand Totals for Athletics</b>			<b>\$13,104,782</b>			<b>\$13,121,736</b>			<b>\$ (16,954)</b>
Totals for All Sports Except Football & Basketball	\$457,173	\$1,836,448	\$2,293,621	\$796,751	\$2,977,481	\$3,774,232	(\$339,578)	(\$1,141,033)	(\$1,480,611)

**Operating (Game Day) Expenses**

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 333,214	\$ 288,678	\$ 621,892	15	14	29	\$ 22,214	\$ 20,620	\$ 21,445
Football	817,212		817,212	85		85	9,614		9,614
Golf		58,014	58,014		9	9		6,446	6,446
Soccer		125,859	125,859		28	28		4,495	4,495
Softball		108,719	108,719		16	16		6,795	6,795
Tennis	37,770	42,138	79,908	8	9	17	4,721	4,682	4,700
Track & Field & Cross Country	111,008	110,316	221,324	65	92	157	1,708	1,199	1,410
Volleyball		152,262	152,262		13	13		11,712	11,712
<b>Totals for All Teams</b>	<b>\$1,299,204</b>	<b>\$885,986</b>	<b>\$2,185,190</b>	<b>173</b>	<b>181</b>	<b>354</b>	<b>\$7,510</b>	<b>\$4,895</b>	<b>\$6,173</b>
Totals for All Sports Except Football & Basketball	\$ 148,778	\$ 597,308	\$ 746,086	73	167	240	\$ 2,038	\$ 3,577	\$ 3,109

**Idaho State University  
Equity in Athletics Disclosure Act (EADA) Report**

**Average Coaching Salaries**

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$ 76,103	\$ 50,053	\$ 36,196	\$ 22,547
Number of Head Coaches Used to Calculate Average	5	8	15	12
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$ 99,612	\$ 65,071	\$ 44,142	\$ 31,885
Full-Time Equivalents (FTEs) Used to Calculate Average	3.82	6.15	12.30	8.49

**Counts of Head Coaches**

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/ Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/ Volunteer	
<b>Men's Varsity Teams</b>									
Basketball		1	1						1
Football		1	1						1
Tennis		1		1					1
Track & Field & Cross Country		1	1			1	1		2
<b>Totals for Men's Teams</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>5</b>
<b>Women's Varsity Teams</b>									
Basketball		1	1						1
Golf						1		1	1
Soccer					1		1		1
Softball					1		1		1
Tennis						1		1	1
Track & Field & Cross Country		1	1			1	1		2
Volleyball		1	1						1
<b>Totals for Women's Teams</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>8</b>

**Idaho State University  
Equity in Athletics Disclosure Act (EADA) Report**

**Counts of Assistant Coaches**

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	3		3						3
Football	8	1	8	1					9
Tennis									0
Track & Field & Cross Country		4	1	3					4
<b>Totals for Men's Teams</b>	<b>11</b>	<b>5</b>	<b>12</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16</b>
<b>Women's Varsity Teams</b>									
Basketball	2		2		1		1		3
Golf		1		1					1
Soccer	1	1	1	1					2
Softball					1		1		1
Tennis						1		1	1
Track & Field & Cross Country		4	1	3				1	4
Volleyball					1	1	1	1	2
<b>Totals for Women's Teams</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>14</b>

**UNIVERSITY OF IDAHO  
NARRATIVE SUMMARY FOR GENDER EQUITY REPORT 2017-2018**

The University of Idaho annually conducts a gender equity assessment that includes interviews with all head coaches and some student-athletes. The results of these conversations have produced resource reallocation and adjustments to specific sports budgets. Gender equity issues are taken seriously by the Department of Athletics and the University of Idaho.

**I. Participation Opportunities**

For FY 2017, current undergraduate enrollment is 53.5% male and student-athlete participation is 52.3% male. This results in a 1.2% differential with males being the underrepresented gender.

For FY 2018 and beyond, the University of Idaho is projecting compliance with the participation opportunity prong of gender equity requirements. Current UI undergraduate enrollment is 52.31% male and student-athlete participation is 55.16% male. This results in a 2.85% differential with females being the underrepresented gender. Assuming a consistent enrollment differential and with a continued dedication to providing participation opportunities for men and women, the University of Idaho anticipates continued strict compliance with gender equity guidelines.

**II. Financial Aid**

In FY 2017 the number of unduplicated males represents 53.0% of total unduplicated participants with 168 males and 149 females participating. The scholarship amounts awarded to males and females are \$3,499,878 and \$2,568,097 representing 57.7% and 42.3%, respectively. When the unduplicated participant ratio is compared to the financial aid awarded ratio it results in a 4.7% variance.

For FY 2018, the University is making progress but is not currently in compliance. The department is studying the involved factors and is committed to achieving compliance. The number of unduplicated males represents 56.13% of total unduplicated participants with 174 males and 136 females participating. The scholarship amounts awarded to males and females are \$3,511,203 and \$2,367,684 representing 59.73% and 40.27% respectively. When the unduplicated participant ratio is compared to the financial aid awarded ratio it results in a 3.60% variance. This variance can be brought into compliance by effecting the unduplicated participant ratio, the financial aid totals ratio, or a combination of the two.

We will try to maintain the number of female student-athletes while slightly increasing the number male student-athletes. This will bring the variance closer to compliance. In addition we will encourage coaches in our women's programs to fully allocate all of their available scholarships. This will also close the variance, and, when coupled with our participant efforts will bring us within +/- 1%.

### **III. Equal Treatment within Programs**

The Gender Equity Committee continues to work on finalizing a self-study for the Athletic Department. The departure of the Senior Woman Administrator/Director of Compliance has slowed the process. Despite this departure, the department continues to make improvements. A new turf inside the Kibbie Dome was designed to allow the women's soccer program to move indoors. This has greatly improved soccer's facility needs and allowed our soccer team to become the first Division I women's soccer program to play indoors. Women's basketball was allocated another office space in order to provide the same number of offices as the men's basketball program. The planning for a new basketball arena has included both the men's and women's program in the planning process to ensure equitable programmatic needs are designed. Upon completion of a new arena, volleyball will become the sole athletic department occupant of Memorial Gym which will ensure better practice times and access. Representatives on the gender equity committee consist of the Faculty Athletic Representative, University Title IX Coordinator, Senior Woman Administrator, Faculty Representative and Coaching Representative. Interviews have not revealed any serious deficiencies.

### **IV. Conclusion**

As indicated in the attached spreadsheet, the University of Idaho dedicates significant resources toward gender equity compliance. In fact, the SBOE approved gender equity funding accounts for less than 20% of our FY17 gender equity obligations. The University of Idaho will continue to meet Title IX Prong One compliance through roster management. In an effort to meet Title IX Prong Two compliance, we will monitor rosters and encourage the use of all available scholarships in our women's programs.



**University of Idaho**  
**Equity in Athletics Disclosure Act (EADA) Report**  
**Report on Athletic Program Participation Rates and Financial Support Data**  
**July 1, 2016 through June 30, 2017**

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	3,880	54%
Female Students	3,368	46%
<b>Totals</b>	<b>7,248</b>	<b>100%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$3,499,878	58%	\$252,298
Women's Teams	2,568,097	42%	174,577
<b>Totals for All Teams</b>	<b>\$6,067,975</b>	<b>100%</b>	<b>\$426,875</b>

**Athletic Participation**

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Basketball	13	14	27				
Football	105		105	1		1	
Golf	9	9	18				
Soccer		30	30				
Swimming & Diving		38	38				
Tennis	8	6	14				
Track & Field (Indoor)	34	36	70	34	36	15	13
Track & Field (Outdoor)	34	36	70	34	36	15	13
Cross Country	14	13	27	14	13	14	13
Volleyball		16	16				
<b>Total Participants</b>	<b>217</b>	<b>198</b>	<b>415</b>	<b>83</b>	<b>85</b>	<b>45</b>	<b>39</b>
<b>Percentage of Total</b>	<b>52%</b>	<b>48%</b>	<b>100%</b>				
<b>Unduplicated Count</b>	<b>168</b>	<b>149</b>	<b>317</b>				

**University of Idaho**  
**Equity in Athletics Disclosure Act (EADA) Report**

**Total Revenues & Expenses**

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 1,680,472	\$ 1,353,458	\$ 3,033,930	\$ 1,680,472	\$ 1,353,458	\$ 3,033,930	\$ -	\$ -	\$ -
Football	7,283,199		7,283,199	7,069,959		7,069,959	213,240		213,240
Golf	275,659	379,513	655,172	275,659	379,513	655,172	-	-	-
Soccer		886,410	886,410		886,410	886,410		-	-
Swimming & Diving		724,895	724,895		724,895	724,895		-	-
Tennis	338,361	357,529	695,890	338,361	357,529	695,890	-	-	-
Track & Field & Cross Country	602,240	819,206	1,421,446	602,240	769,185	1,371,425	-	50,021	50,021
Volleyball		859,588	859,588		859,588	859,588		-	-
<b>Totals for All Teams</b>	<b>\$ 10,179,931</b>	<b>\$ 5,380,599</b>	<b>\$ 15,560,530</b>	<b>\$ 9,966,691</b>	<b>\$ 5,330,578</b>	<b>\$ 15,297,269</b>	<b>\$ 213,240</b>	<b>\$ 50,021</b>	<b>\$ 263,261</b>
Not Allocated by Gender/Sport			6,089,665			5,345,209			744,456
<b>Grand Totals for Athletics</b>			<b>\$ 21,650,195</b>			<b>\$ 20,642,478</b>			<b>\$ 1,007,717</b>
Totals for All Sports Except Football & Basketball	\$ 1,216,260	\$ 4,027,141	\$ 5,243,401	\$ 1,216,260	\$ 3,977,120	\$ 5,193,380	\$ -	\$ 50,021	\$ 50,021

**Operating (Game Day) Expenses**

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 479,796	\$ 414,595	\$ 894,391	13	14	27	\$ 36,907	\$ 29,614	\$ 33,126
Football	1,826,960		1,826,960	105		105	17,400		17,400
Golf	91,387	95,868	187,255	9	9	18	10,154	10,652	10,403
Soccer		211,045	211,045		30	30		7,035	7,035
Swimming & Diving		120,442	120,442		38	38		3,170	3,170
Tennis	101,407	89,161	190,568	8	6	14	12,676	14,860	13,612
Track & Field & Cross Country	114,851	111,005	225,856	82	85	167	1,401	1,306	1,352
Volleyball		209,444	209,444		16	16		13,090	13,090
<b>Totals for All Teams</b>	<b>\$ 2,614,401</b>	<b>\$ 1,251,560</b>	<b>\$ 3,865,961</b>	<b>217</b>	<b>198</b>	<b>415</b>	<b>\$ 12,048</b>	<b>\$ 6,321</b>	<b>\$ 9,316</b>
Totals for All Sports Except Football & Basketball	\$307,645	\$836,965	\$1,144,610	99	184	283	\$3,108	\$4,549	\$4,045

**University of Idaho**  
**Equity in Athletics Disclosure Act (EADA) Report**

**Average Coaching Salaries**

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$119,724	\$65,549	\$69,122	\$32,799
Number of Head Coaches Used to Calculate Average	5	7	15	11
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$133,027	\$70,591	\$76,802	\$37,978
Full-Time Equivalents (FTEs) Used to Calculate Average	4.50	6.50	13.50	9.50

**Counts of Head Coaches**

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	1		1						1
Football	1		1						1
Golf	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1						1
Golf					1		1		1
Soccer	1		1						1
Swimming & Diving	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1						1
Volleyball					1		1		1
<b>Totals for Women's Teams</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>7</b>

**University of Idaho**  
**Equity in Athletics Disclosure Act (EADA) Report**

**Counts of Assistant Coaches**

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	3		3						3
Football	9	4	9	4					13
Golf		1		1					1
Tennis		1		1					1
Track & Field & Cross Country		6	2	4		3	1	2	9
<b>Totals for Men's Teams</b>	<b>12</b>	<b>12</b>	<b>14</b>	<b>10</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>27</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1		2	1	2	1	4
Golf						1		1	1
Soccer	1	1	1	1		1		1	3
Swimming & Diving	1		1		1		1		2
Tennis						1		1	1
Track & Field & Cross Country		6	2	4		3	1	2	9
Volleyball	1	1	1	1	1		1		3
<b>Totals for Women's Teams</b>	<b>4</b>	<b>8</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>6</b>	<b>23</b>

**LEWIS-CLARK STATE COLLEGE  
NARRATIVE SUMMARY FOR GENDER EQUITY REPORT 2017-2018**

**I. Participation Opportunities**

Compliance for this component means meeting one test of the three-part test for participation opportunities. LCSC does not currently meet these criteria.

**1. Proportionate to enrollment**

In FY17, athletic participation was 58% male to 42% female. LCSC's fulltime undergraduate enrollment in FY17 was 40% male and 60% female. This results in an 18% overrepresentation of males. LCSC is exploring the establishment of program caps and increasing recruitment efforts in golf and volleyball to assist in meeting this requirement.

**2. Demonstrate continuing program expansion**

The College is not actively engaged in program expansion due to budgetary constraints. The growth in men's track and the demand for other men's sports necessitates a deliberate investment in women's sports. LCSC is hampered in our efforts for a new soccer program by resource constraints (including the limits on Athletic funding) and challenges with regard to facilities. These challenges include additional dorm and practice space and competition facilities.

**3. Fully accommodate the interest and abilities of the underrepresented gender**

To determine whether the College may meet test three and as a starting point, the College will survey students in FY19 with regard to interest in particular sports.

**II. Financial Aid**

The Financial Assistance requirement of Title IX, requiring assistance to be substantially proportionate to the ratio of male and female athletes, is not being met. Athletic student aid totals (allocation of actual resources in FY17) were 53% to males and 47% to females in comparison to the unduplicated participation rate of 58% males to 42% females. The 1% variance allowed is not being met. This results in a 5% proportional advantage for females. The recruitment efforts identified in the previous section will assist in progressing towards compliance.

**III. Equal Treatment of Programs**

The benefits, opportunities, and treatments afforded sports participants are equivalent. LCSC is compliant with the Equal Treatment of Programs requirement of Title IX, but we are again hampered in our efforts to remain so, due to resource constraints. We regularly review and evaluate the quality, availability, and maintenance of all Athletic facilities, but our future success in achieving Title IX compliance hinges greatly on the ability to invest in new Athletic facilities.

LCSC has not yet asked for a separate dollar limit or policy waiver to fund gender equity initiatives, but does not rule out approaching the Board in the future to propose the addition of another women's sport, with the goal of achieving full compliance with Title IX. Such a proposal would require reexamination of the existing Board limits placed upon the College's Athletic programs, which disproportionately disadvantage us, relative to the universities, when it comes to investing in new athletic programs.

Lewis-Clark State College  
Equity in Athletics Disclosure Act (EADA) Report  
Report on Athletic Program Participation Rates and Financial Support Data  
July 1, 2016 through June 30, 2017

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	914	40%
Female Students	1,349	60%
<b>Totals</b>	<b>2,263</b>	<b>100%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$1,018,239	53%	\$7,345
Women's Teams	896,535	47%	11,488
<b>Totals for All Teams</b>	<b>\$1,914,774</b>	<b>100%</b>	<b>\$18,833</b>

**Athletic Participation**

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Baseball	45		45				
Basketball	14	12	26		1		1
Golf	10	9	19				
Tennis	11	15	26				
Track & Field (Indoor)	32	28	60	30	25	16	9
Track & Field (Outdoor)	32	21	53	31	20	16	9
Cross Country	18	19	37	17	15	16	8
Volleyball		14	14				
<b>Total Participants</b>	<b>162</b>	<b>118</b>	<b>280</b>	<b>78</b>	<b>61</b>	<b>48</b>	<b>27</b>
<b>Percentage of Total</b>	<b>58%</b>	<b>42%</b>	<b>100%</b>				
<b>Unduplicated Count</b>	<b>115</b>	<b>82</b>	<b>197</b>				

**Lewis-Clark State College**  
**Equity in Athletics Disclosure Act (EADA) Report**

**Total Revenues & Expenses**

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Baseball	\$926,121		\$926,121	\$926,121		\$926,121	\$0		\$0
Basketball	393,403	365,238	758,641	393,403	365,238	758,641	0	0	0
Golf	147,388	163,715	311,103	147,388	163,715	311,103	0	0	0
Tennis	124,821	178,399	303,220	124,821	178,399	303,220	0	0	0
Track & Field (Indoor)	36,040	64,340	100,380	36,040	64,340	100,380	0	0	0
Track & Field (Outdoor)	54,060	96,510	150,570	54,060	96,510	150,570	0	0	0
Cross Country	173,389	257,709	431,098	173,389	257,709	431,098	0	0	0
Volleyball		326,005	326,005		326,005	326,005		0	0
<b>Totals for All Teams</b>	<b>\$1,855,222</b>	<b>\$1,451,916</b>	<b>\$3,307,138</b>	<b>\$1,855,222</b>	<b>\$1,451,916</b>	<b>\$3,307,138</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Not Allocated by Gender/Sport			713,130			700,254			12,876
<b>Grand Totals for Athletics</b>	<b>\$1,855,222</b>	<b>\$1,451,916</b>	<b>\$4,020,268</b>	<b>\$1,855,222</b>	<b>\$1,451,916</b>	<b>\$4,007,392</b>	<b>\$0</b>	<b>\$0</b>	<b>\$12,876</b>
Totals for All Sports Except Baseball & Basketball	\$535,698	\$1,086,678	\$1,622,376	\$535,698	\$1,086,678	\$1,622,376	\$0	\$0	\$0

**Operating (Game Day) Expenses**

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Baseball	\$137,150		\$137,150	45		45	\$3,048		\$3,048
Basketball	74,434	62,131	136,565	14	12	26	5,317	\$5,178	5,253
Golf	28,804	31,850	60,654	10	9	19	2,880	3,539	3,192
Tennis	13,736	14,974	28,710	11	15	26	1,249	998	1,104
Track & Field (Indoor)	11,733	11,781	23,514	32	28	60	367	421	392
Track & Field (Outdoor)	17,599	17,672	35,271	32	21	53	550	842	665
Cross Country	37,207	37,256	74,463	18	19	37	2,067	1,961	2,013
Volleyball		55,255	55,255		14	14		3,947	3,947
<b>Totals for All Teams</b>	<b>\$320,663</b>	<b>\$230,919</b>	<b>\$551,582</b>	<b>162</b>	<b>118</b>	<b>280</b>	<b>\$1,979</b>	<b>\$1,957</b>	<b>\$1,970</b>
Totals for All Sports Except Baseball & Basketball	\$109,079	\$168,788	\$277,867	103	106	209	\$1,059	\$1,592	\$1,330



Lewis-Clark State College  
Equity in Athletics Disclosure Act (EADA) Report

Average Coaching Salaries

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$25,651	\$22,897	\$16,418	\$6,385
Number of Head Coaches Used to Calculate Average	7	7	7	5
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$62,130	\$55,460	\$42,408	\$37,559
Full-Time Equivalents (FTEs) Used to Calculate Average	2.89	2.89	2.71	0.85

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/ Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/ Volunteer	
<b>Men's Varsity Teams</b>									
Baseball	1		1						1
Basketball	1		1						1
Golf		1		1					1
Tennis		1	1						1
Track & Field (Indoor)		1	1						1
Track & Field (Outdoor)		1	1						1
Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1						1
Golf		1		1					1
Tennis		1	1						1
Track & Field (Indoor)		1	1						1
Track & Field (Outdoor)		1	1						1
Cross Country		1	1						1
Volleyball					1		1		1
<b>Totals for Women's Teams</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>7</b>

**Lewis-Clark State College**  
**Equity in Athletics Disclosure Act (EADA) Report**

**Counts of Assistant Coaches**

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Baseball	2		2						2
Basketball		1		1					1
Golf		1		1					1
Tennis									0
Track & Field (Indoor)		1	1						1
Track & Field (Outdoor)		1	1						1
Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>
<b>Women's Varsity Teams</b>									
Basketball						1		1	1
Golf		1		1					1
Tennis									0
Track & Field (Indoor)		1	1						1
Track & Field (Outdoor)		1	1						1
Cross Country		1	1						1
Volleyball									0
<b>Totals for Women's Teams</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>5</b>

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**SUBJECT**

FY 2019 Appropriation Information – Institutions and Agencies of the State Board of Education

**APPLICABLE STATUTE, RULE, OR POLICY**

Applicable Legislative Appropriation Bills (2018)

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 1 (“A Well Educated Citizenry”) Objective A (“Access: Set policy and advocate for increasing access to Idaho’s educational system for all Idahoans, regardless of socioeconomic status, age, or geographic location.”).

**BACKGROUND/ DISCUSSION**

The 2018 Legislature has passed and the Governor has signed the appropriation bills for the agencies and institutions of the Board.

The table on Tab 4 page 3 lists the FY 2019 appropriations related to the State Board of Education.

**IMPACT**

Appropriations provide funding and spending authority for the agencies and institutions of the State Board of Education, allowing them to offer programs and services to Idaho’s citizens.

The appropriation bill for the Office of the State Board of Education contained the intent language below.

Report on Dual Credit. The intent language in the appropriations bill requires the Board to provide a report to the Joint Finance-Appropriations Committee (JFAC), the Senate Education Committee, and the House Education Committee on the utilization of dual credit by students in Idaho high schools. The Board shall provide a history for the state funding for dual credit enrollment, data regarding the short-term achievement of students engaged in dual credit enrollment, and the costs incurred by institutions of higher education providing dual credits with the opportunity for input from said institutions. Reporting to the Legislature should occur no later than February 1, 2019 and shall be formatted in such a manner that allows consistent comparison across all institutions.

Staff is working with the institutions to ensure cost accounting procedures are in place by July 1, 2018 to enable the collection of consistent comparable cost data.

**ATTACHMENTS**

Attachment 1 – FY 2019 Appropriations List

Page 3

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**STAFF COMMENTS**

Staff comments and recommendations are included for each specific institution and agency allocation.

**BOARD ACTION**

Motions for the allocations for College and Universities, Community Colleges, and Career Technical Education are found on each specific institution and agency allocation.

**BUSINESS AFFAIRS AND HUMAN RESOURCES  
APRIL 19, 2018**

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**ATTACHMENT 1**

**State Board of Education  
FY 2019 Appropriations to Institutions and Agencies**

	<b>General Fund</b>	<b>% Δ From FY 2018</b>	<b>Total Fund</b>
<b><u>Allocations</u></b>			
College and Universities	\$295,763,200	3.0%	\$576,786,400
Community Colleges	46,126,600	17.1%	46,926,600
Career Technical Education	66,397,900	1.6%	75,963,200
<b><u>Agencies</u></b>			
Agricultural Research & Extension Service	31,307,100	.1%	31,331,100
Health Education Programs	18,714,500	20.0%	19,035,500
Special Programs	19,242,200	23.6%	23,366,800
Office of the State Board of Education	6,374,900	14.1%	15,961,200
Idaho Public Television	2,585,300	(22.3%)	9,448,600
Division of Vocational Rehabilitation	8,648,300	.7%	28,306,100
State Department of Education (Superintendent of Public Instruction)	14,519,800	2.3%	39,273,000

**Statewide Issues**

Permanent Building Fund Advisory Committee Recommendations:

\$10M to College of Western Idaho for Health Sciences Building

\$3M to University of Idaho for Nuclear Seed Lab

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**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**SUBJECT**

FY 2019 College and Universities Appropriation Allocation

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedures, Section V.S.  
Senate Bill 1344 (2018)

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 1 ("A Well Educated Citizenry") Objective A ("Access: Set policy and advocate for increasing access to Idaho's educational system for all Idahoans, regardless of socioeconomic status, age, or geographic location.").

**BACKGROUND/DISCUSSION**

The Legislature appropriates to the State Board of Education and the Board of Regents monies for the general education programs at Boise State University (BSU), Idaho State University (ISU), University of Idaho (UI), Lewis-Clark State College (LCSC), and system-wide needs. The Board allocates the appropriation to the four institutions based on legislative intent and Board Policy, Section V.S.

According to Board policy, the allocation is made in the following order: 1) each institution shall be allocated its prior year budget base; 2) funds for the Enrollment Workload Adjustment (EWA); 3) operations and maintenance funds for new, major general education capital improvement projects.; 4) decision units above the base; and 5) special activities or projects at the discretion of the Board.

This action allocates the FY 2019 College and Universities appropriation to the institutions for general education programs and system-wide needs. These funds, allocated along with revenue generated from potential fee increases, will establish the operating budgets for the general education program for FY 2019. The allocation for FY 2019 is shown on Tab 4a page 3. The FY 2019 general fund appropriation includes the following items:

Maintenance of Current Operations (MCO):

- |  |                |
|--|----------------|
| • Decreases for reduction in benefit costs         | (\$ 3,548,100) |
| • 3% ongoing Change in Employee Compensation (CEC) | 6,348,500      |
| • Compensation Schedule Changes                    | 10,300         |
| • Statewide cost allocation                        | 243,000        |
| • Enrollment Workload Adjustment (EWA)             | 2,502,400      |

Line Items:

- |                                    |           |
|------------------------------------|-----------|
| • Occupancy costs                  |           |
| Boise State University             | 214,100   |
| Idaho State University             | 1,356,100 |
| University of Idaho                | 61,500    |
| • Idaho Regional Optical Network   | 800,000   |
| • Degree Audit and Data System     | 350,000   |
| • Health Science & Workforce (ISU) | 680,600   |

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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• Benefit Cost Offset (UI)	1,226,200
• Access and Completion (LCSC)	<u>186,400</u>
Total General Fund increase over Base	\$10,431,000

**ATTACHMENTS**

Attachment 1 - C&U FY 2019 Appropriation Allocation	Page 3
Attachment 2 - Statement of Purpose/Fiscal Note	Page 5
Attachment 3 - Appropriation Bill (S1344)	Page 7

**STAFF COMMENTS**

Staff recommends approval of the FY 2019 College and Universities allocation as presented in Attachment 1.

**BOARD ACTION**

I move to approve the allocation of the FY 2019 appropriation for Boise State University, Idaho State University, University of Idaho, Lewis-Clark State College, and system-wide needs, as presented on Tab 4a, Page 3.

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



**FY 2019 College and University Allocation  
Based on SB 1344**

March 8, 2018

<b>Appropriation:</b>	<b>FY18 Appr</b>	<b>FY19 Appr</b>	<b>% Chge</b>	<b>Sys Needs:</b>	<b>FY18 Appr</b>	<b>FY19 Appr</b>
<b>General Educ Approp: SB 1344</b>				HERC	1,960,500	1,960,500
General Account	287,053,200	295,763,200	3.03%	UG Research	200,000	200,000
Endowment Funds	15,840,000	16,443,200	3.81%	Sys Nds	905,300	905,300
				IGEM	2,000,000	2,000,000
Total Gen Acct & Endow Funds	302,893,200	312,206,400	3.07%	Total	5,065,800	5,065,800
Student Fees/Misc Revenue	426,809,100	264,580,000	-38.01%			
One-time Economic Recovery//Millennium:	0	0				
Total General Education Appropriation	729,702,300	576,786,400	-20.96%			
<b>Allocation:</b>	<b>BSU</b>	<b>ISU</b>	<b>UI</b>	<b>LCSC</b>	<b>SYS-WIDE</b>	<b>TOTAL</b>
FY18 General Account	96,212,300	76,411,300	90,690,500	16,952,300	5,065,800	285,332,200
FY18 Endowment Funds	0	3,609,600	10,099,200	2,131,200	0	15,840,000
<b>FY18 Budget Base</b>	<b>96,212,300</b>	<b>80,020,900</b>	<b>100,789,700</b>	<b>19,083,500</b>	<b>5,065,800</b>	<b>301,172,200</b>
<b>Additional Funding for FY19:</b>						
MCO Adjustments:						
Personnel Benefits	(1,070,900)	(1,148,300)	(1,185,400)	(256,800)		(3,661,400)
Inflation including Library B&P	0	0	166,200	0	0	166,200
Replacement Capital	0	0	0	0	0	0
CEC: 3.0% onging	2,028,100	1,896,700	2,265,600	361,000		6,551,400
Compensation Schedule Changes	9,000	0	0	1,300		10,300
Endowment Fund Adjustments	0	95,900	177,700	73,800		347,400
Nonstandard Adjustments:						
Risk Mgmt/Controller/Treasurer	56,600	89,200	79,400	17,800		243,000
External Nonstandard Adjustments:						
Enrollment Workload Adjustment (EWA)	2,362,600	570,700	(355,200)	(75,700)		2,502,400
Line Items						
Idaho Regional Optical Network	0	0	0	0	800,000	800,000
Degree Audit and Data System	0	0	0	0	350,000	350,000
ISU Health Science & Workforce	0	680,600	0	0	0	680,600
LCSC Access and Completion	0	0	0	186,400	0	186,400
Occupancy Costs	214,100	1,356,100	61,500	0	0	1,631,700
UI Benefit Cost Offset	0	0	1,226,200	0	0	1,226,200
Total Addl Funding	3,599,500	3,540,900	2,436,000	307,800	1,150,000	11,034,200
<b>FY19 Gen Acct &amp; Endow Allocation</b>	<b>99,811,800</b>	<b>83,561,800</b>	<b>103,225,700</b>	<b>19,391,300</b>	<b>6,215,800</b>	<b>312,206,400</b>
% Change From FY18 Adjusted Budget Base	3.74%	4.42%	2.42%	1.61%	22.70%	3.66%
FY19 Estimated Student Fee Revenue	107,146,900	65,724,900	75,578,300	16,129,900	0	264,580,000
FY19 Operating Budget	206,958,700	149,286,700	178,804,000	35,521,200	6,215,800	576,786,400
General Fund Increase	3,599,500	3,411,100	2,036,400	234,000	1,150,000	10,431,000
% Increase	3.7%	4.5%	2.2%	1.4%	22.7%	3.7%
General Fund Increase - ongoing	3,599,500	3,389,100	810,200	228,000	1,150,000	9,176,800
% Increase	3.7%	4.4%	0.9%	1.3%	22.7%	3.2%
General Fund Increase - ongoing less Benefits & CEC	2,642,300	2,640,700	-270,000	123,800	1,150,000	6,286,800
% Increase	2.7%	3.5%	-0.3%	0.7%	22.7%	2.2%

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## STATEMENT OF PURPOSE

## RS26325

This is the FY 2019 original appropriation bill for the College and Universities Program. It appropriates \$576,786,400 and does not cap the number of authorized full-time equivalent positions. For benefit costs, the bill removes \$1,450 per eligible FTP to bring the annual employer contribution for health insurance down to \$11,650 by including a two-month employee and employer premium holiday, adds a 6.8% increase for life insurance, and adjusts funding for workers' compensation in amounts that vary by agency.

Inflationary adjustments include \$1,332,400 ongoing from dedicated funds for general inflation. Funding for replacement items includes \$3,182,200 onetime from dedicated funds for the scheduled replacement of instructional equipment. For statewide cost allocation, \$243,000 is provided, as risk management costs will increase by \$78,500 and State Controller fees will increase by \$164,500. The bill provides funding for a 3% ongoing merit-based salary increase for permanent employees, to be distributed at the discretion of the agency head or institution president. Nondiscretionary adjustments include an increase of \$2,502,400, and endowment adjustments include an increase of \$347,400.

The bill funds six line items, which provide: \$800,000 ongoing from the General Fund to sustain maintenance and operations for the Idaho Regional Optical Network (IRON); \$350,000 ongoing from the General Fund to build and maintain a degree audit and data analytics system to support student retention and degree achievement; 6.00 FTP and \$680,600 (\$658,600 ongoing, \$22,000 onetime) from the General Fund to create a clinical psychopharmacology program at Idaho State University; 2.00 FTP and \$186,400 from the General Fund (\$180,400 ongoing, \$6,000 onetime) to support access and completion efforts at Lewis-Clark State College; 8.20 FTP and \$1,631,700 ongoing from the General Fund for occupancy costs to Boise State University, Idaho State University, and University of Idaho; and \$1,226,200 onetime from the General Fund to the University of Idaho as a benefit costs offset.

**DISCLAIMER:** This statement of purpose and fiscal note are a mere attachment to this bill and prepared by a proponent of the bill. It is neither intended as an expression of legislative intent nor intended for any use outside of the legislative process, including judicial review (Joint Rule 18).

## FISCAL NOTE

	FTP	Gen	Ded	Fed	Total
FY 2018 Original Appropriation	4,559.88	287,053,200	277,905,500	0	564,958,700
Reappropriation	0.00	0	164,743,600	0	164,743,600
FY 2018 Total Appropriation	4,559.88	287,053,200	442,649,100	0	729,702,300
Noncognizable Funds and Transfers	104.72	0	0	0	0
Expenditure Adjustments	0.00	0	(3,063,800)	0	(3,063,800)
FY 2018 Estimated Expenditures	4,664.60	287,053,200	439,585,300	0	726,638,500
Removal of Onetime Expenditures	0.00	(1,721,000)	(165,979,100)	0	(167,700,100)
Base Adjustments	0.00	0	406,300	0	406,300
FY 2019 Base	4,664.60	285,332,200	274,012,500	0	559,344,700
Benefit Costs	0.00	(3,548,100)	(2,663,000)	0	(6,211,100)
Inflationary Adjustments	0.00	0	1,332,400	0	1,332,400
Replacement Items	0.00	0	3,182,200	0	3,182,200
Statewide Cost Allocation	0.00	243,000	0	0	243,000
Change in Employee Compensation	0.00	6,358,800	4,811,700	0	11,170,500
Nondiscretionary Adjustments	0.00	2,502,400	0	0	2,502,400
Endowment Adjustments	0.00	0	347,400	0	347,400
FY 2019 Program Maintenance	4,664.60	290,888,300	281,023,200	0	571,911,500
1. Personnel Costs Fund Shift	0.00	0	0	0	0
2. Idaho Regional Optical Network	0.00	800,000	0	0	800,000
3. Degree Audit and Data System	0.00	350,000	0	0	350,000
4. BSU, Public Service Initiative	0.00	0	0	0	0
5. BSU, Career Read. and Grad. Prod.	0.00	0	0	0	0
6. ISU, Health Sci and Workforce Exp	6.00	680,600	0	0	680,600
7. LCSC, Access and Completion	2.00	186,400	0	0	186,400
8. LCSC, Compliance Efforts	0.00	0	0	0	0
9. UI, Library Investment - Phase II	0.00	0	0	0	0
10. UI, Student Success and Support	0.00	0	0	0	0
11. Occupancy Costs - BSU, ISU, UI	8.20	1,631,700	0	0	1,631,700
12. Benefit cost offset	0.00	1,226,200	0	0	1,226,200
Budget Law Exemptions	0.00	0	0	0	0
FY 2019 Total	4,680.80	295,763,200	281,023,200	0	576,786,400
Chg from FY 2018 Orig Approp	120.92	8,710,000	3,117,700	0	11,827,700
% Chg from FY 2018 Orig Approp.	2.7%	3.0%	1.1%		2.1%

**Contact:**

Janet E Jessup  
 Budget and Policy Analysis  
 (208) 334-4730

**DISCLAIMER:** This statement of purpose and fiscal note are a mere attachment to this bill and prepared by a proponent of the bill. It is neither intended as an expression of legislative intent nor intended for any use outside of the legislative process, including judicial review (Joint Rule 18).

BY FINANCE COMMITTEE

RELATING TO THE APPROPRIATION TO THE STATE BOARD OF EDUCATION AND THE BOARD OF REGENTS OF THE UNIVERSITY OF IDAHO FOR FISCAL YEAR 2019; APPROPRIATING MONEYS TO THE STATE BOARD OF EDUCATION AND THE BOARD OF REGENTS OF THE UNIVERSITY OF IDAHO FOR COLLEGE AND UNIVERSITIES AND THE OFFICE OF THE STATE BOARD OF EDUCATION FOR FISCAL YEAR 2019; PROVIDING NON-GENERAL FUND REAPPROPRIATION; EXEMPTING THE APPROPRIATION FROM OBJECT AND PROGRAM TRANSFER LIMITATIONS; AND PROVIDING LEGISLATIVE INTENT FOR SYSTEMWIDE NEEDS.

SECTION 1. There is hereby appropriated to the State Board of Education and the Board of Regents of the University of Idaho for College and Universities, and the Office of the State Board of Education, the following amounts to be expended according to the designated programs and expense classes from the listed funds for the period July 1, 2018, through June 30, 2019:

**TAB 4a Page 7**

	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	TOTAL
				PAYMENTS	
Unrestricted					
Fund	<u>35,372,200</u>	<u>26,655,700</u>	<u>3,697,000</u>		<u>65,724,900</u>
TOTAL	\$117,250,500	\$28,317,200	\$3,719,000		\$149,286,700
III. UNIVERSITY OF IDAHO:					
FROM:					
General					
Fund	\$81,559,000	\$7,605,100	\$3,562,800		\$92,726,900
Agricultural College Endowment Income					
Fund	923,500	165,000	358,700		1,447,200
Scientific School Endowment Income					
Fund	3,407,700		1,418,700		4,826,400
University Endowment Income					
Fund		3,188,300	1,036,900		4,225,200
Unrestricted					
Fund	<u>52,829,100</u>	<u>21,905,600</u>	<u>843,600</u>		<u>75,578,300</u>
TOTAL	\$138,719,300	\$32,864,000	\$7,220,700		\$178,804,000
IV. LEWIS-CLARK STATE COLLEGE:					
FROM:					
General					
Fund	\$14,936,300	\$1,810,000	\$440,000		\$17,186,300
Normal School Endowment Income					
Fund		2,205,000			2,205,000
Unrestricted					
Fund	<u>14,005,400</u>	<u>2,104,500</u>	<u>20,000</u>		<u>16,129,900</u>
TOTAL	\$28,941,700	\$6,119,500	\$460,000		\$35,521,200
V. SYSTEMWIDE PROGRAMS:					
FROM:					
General					
Fund		\$2,057,800		\$4,158,000	\$6,215,800
GRAND TOTAL	\$455,701,800	\$98,866,000	\$18,060,600	\$4,158,000	\$576,786,400

SECTION 2. NON-GENERAL FUND REAPPROPRIATION AUTHORITY. There is hereby reappropriated to the State Board of Education and the Board of Regents of

1 the University of Idaho for College and Universities any unexpended and un-  
2 encumbered balances of moneys categorized as dedicated funds appropriated  
3 or reappropriated for fiscal year 2018 to be used for nonrecurring expendi-  
4 tures for the period July 1, 2018, through June 30, 2019.

5 SECTION 3. EXEMPTIONS FROM OBJECT AND PROGRAM TRANSFER LIMITATIONS.  
6 For fiscal year 2019, the State Board of Education and the Board of Regents  
7 of the University of Idaho for College and Universities is hereby exempted  
8 from the provisions of Section 67-3511(1), (2) and (3), Idaho Code, allowing  
9 unlimited transfers between object codes and between programs for all moneys  
10 appropriated to it for the period July 1, 2018, through June 30, 2019. Leg-  
11 islative appropriations shall not be transferred from one fund to another  
12 fund unless expressly approved by the Legislature.

13 SECTION 4. SYSTEMWIDE NEEDS. It is the intent of the Legislature that  
14 of the amount appropriated in Section 1, Subsection V. of this act, the fol-  
15 lowing amounts may be used as follows: (1) an amount not to exceed \$902,600  
16 may be used by the Office of the State Board of Education for systemwide needs  
17 that benefit all of the four-year institutions including, but not limited  
18 to, projects to promote accountability and information transfer throughout  
19 the higher education system; and (2) an amount of approximately \$1,960,500  
20 may be used for the mission and goals of the Higher Education Research Coun-  
21 cil as outlined in State Board of Education Policy III.W., which includes  
22 awards for infrastructure, matching grants, and competitive grants through  
23 the Idaho Incubation Fund program.

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**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**SUBJECT**

Community Colleges FY 2019 Appropriation Allocation

**APPLICABLE STATUTE, RULE, OR POLICY**

Senate Bill 1359 (2017)

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 1 ("A Well Educated Citizenry") Objective A ("Access: Set policy and advocate for increasing access to Idaho's educational system for all Idahoans, regardless of socioeconomic status, age, or geographic location.").

**BACKGROUND/DISCUSSION**

The Legislature makes an annual appropriation to the State Board of Education for community college support. The allocation to the colleges includes the current year (FY 2018) base allocation plus each college's respective share in any annual budget adjustments according to the normal budgeting process.

**IMPACT**

The FY 2019 appropriation, shown on Tab 4b page 3, includes ongoing base reduction for a health insurance decrease, 3% ongoing Change in Employee Compensation (CEC) increases, Enrollment Workload Adjustment. Line item enhancements include benefit cost offsets at College of Southern Idaho and North Idaho College to cover the reduction in general funds for their non-state health insurance plans. College of Eastern Idaho (CEI) received three lines: 1) transfer Career Technical Education funds to CEI, 2) Instruction Expansion, and 3) \$200,000 in liquor funds to match the other three community colleges. North Idaho College received funding for their Computer Science Program.

**ATTACHMENTS**

Attachment 1 – FY 2019 CC Appropriations Allocation	Page 3
Attachment 2 – Statement of Purpose/Fiscal Note	Page 5
Attachment 3 – Appropriation Bill (S1359)	Page 7

**STAFF COMMENTS AND RECOMMENDATIONS**

Staff recommends approval of the FY 2019 Community College allocation.

**BOARD ACTION**

I move to approve the allocation of the FY 2019 appropriation for the College of Southern Idaho, College of Eastern Idaho, College of Western Idaho and North Idaho College, as presented on Tab 4b, Page 3.

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

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**Idaho Community Colleges**  
**FY 2019 Appropriation Allocation - SB 1359**  
**6-Mar-18**

**General Educ Approp: JFAC Action**

	CSI	CEI	CWI	NIC	Total
1 FY 18 Total Appropriation					
2 General Funds	14,105,800		12,570,000	12,725,100	39,400,900
3 Dedicated Funds	200,000		200,000	200,000	600,000
4 Total FY17 Total Appropriation	14,305,800	-	12,770,000	12,925,100	40,000,900
5					
6 FY 19 Base					-
7 General Funds	14,105,800		12,562,000	12,720,100	39,387,900
8 Dedicated Funds	200,000		200,000	200,000	600,000
9 Total FY 19 Base	14,305,800	-	12,762,000	12,920,100	39,987,900
10					-
11 FY 19 Maintenance Items					
12 Changes in Benefit Costs	(211,400)		(136,700)	(181,700)	(529,800)
13 Inflationary Cost Increases	-		-	-	-
14 Replacement Items	-		-	-	-
15 CEC: 3% ongoing	258,600		219,700	288,400	766,700
16 Enrollment Workload Adjustment	(99,000)		1,293,900	(399,600)	795,300
17	(51,800)	-	1,376,900	(292,900)	1,032,200
18 FY 19 Maintenance					-
19 General Funds	14,054,000	-	13,938,900	12,427,200	40,420,100
20 Dedicated Funds	200,000	-	200,000	200,000	600,000
21 Total FY 18 Maintenance	14,254,000	-	14,138,900	12,627,200	41,020,100
22					
23 FY 19 Line Items					
24 Transfer CTE Funds		1,111,100			1,111,100
25 Instruction Expansion		3,902,700			3,902,700
26 Administration Expansion (Liquor)		200,000			200,000
27 Computer Science Program				307,700	307,700
28 Benefit Cost Offset	210,000			175,000	385,000
29 Total Line Items	210,000	5,213,800	0	482,700	5,906,500
30					
31 FY 19 Total Appropriation					
32 General Funds	14,264,000	5,013,800	13,938,900	12,909,900	46,126,600
33 Dedicated Funds	200,000	200,000	200,000	200,000	800,000
34 FY 19 Total Appropriation	14,464,000	5,213,800	14,138,900	13,109,900	46,926,600
35					
36					
37 GF Change from FY 18 Total	1.1%	N/A	10.9%	1.5%	17.1%
38					
39 GF Appropriation Allocation					
40 PC	11,789,400	5,005,400	9,983,500	10,877,000	37,655,300
41 OE	1,867,200	8,400	3,955,400	1,816,900	7,647,900
42 CO	607,400			216,000	823,400
43 TB					0
44 Total General Funds	14,264,000	5,013,800	13,938,900	12,909,900	46,126,600

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## STATEMENT OF PURPOSE

## RS26373

This is the FY 2019 original appropriation bill for Community Colleges. It appropriates \$46,926,600 and does not cap the number of authorized full-time equivalent positions. For benefit costs, the bill removes \$1,450 per eligible FTP to bring the annual employer contribution for health insurance down to \$11,650 by including a two-month employee and employer premium holiday, adds a 6.8% increase for life insurance, and adjusts funding for workers' compensation in amounts that vary by agency. The bill provides funding for a 3% ongoing merit-based salary increase for permanent employees, to be distributed at the discretion of the agency head or institution president. Nondiscretionary adjustments include an increase of \$795,300.

The bill funds five line items, which provide: \$307,700 from the General Fund (\$91,700 ongoing, \$216,000 onetime) for the computer science program at North Idaho College; \$1,111,100 ongoing from the General Fund for administrative costs at the College of Eastern Idaho; \$3,902,700 ongoing from the General Fund to expand instruction capabilities at the College of Eastern Idaho; \$200,000 from the Community College Fund to expand administration at the College of Eastern Idaho; and \$385,000 onetime from the General Fund to North Idaho College and the College of Southern Idaho as a benefit cost offset.

**DISCLAIMER:** This statement of purpose and fiscal note are a mere attachment to this bill and prepared by a proponent of the bill. It is neither intended as an expression of legislative intent nor intended for any use outside of the legislative process, including judicial review (Joint Rule 18).

## FISCAL NOTE

	FTP	Gen	Ded	Fed	Total
FY 2018 Original Appropriation	0.00	39,400,900	600,000	0	40,000,900
Removal of Onetime Expenditures	0.00	(13,000)	0	0	(13,000)
FY 2019 Base	0.00	39,387,900	600,000	0	39,987,900
Benefit Costs	0.00	(529,800)	0	0	(529,800)
Inflationary Adjustments	0.00	0	0	0	0
Replacement Items	0.00	0	0	0	0
Change in Employee Compensation	0.00	766,700	0	0	766,700
Nondiscretionary Adjustments	0.00	795,300	0	0	795,300
FY 2019 Program Maintenance	0.00	40,420,100	600,000	0	41,020,100
1. CSI, IT Platforms	0.00	0	0	0	0
2. CSI, Weekend College	0.00	0	0	0	0
3. CSI, Center for Education Innovation	0.00	0	0	0	0
4. NIC, Pathfinders Program	0.00	0	0	0	0
5. NIC, Computer Science Prog Faculty	0.00	307,700	0	0	307,700
6. NIC, Summer Completion Initiative	0.00	0	0	0	0
7. NIC, First Year Experience Program	0.00	0	0	0	0
8. CWI, Balance Funding	0.00	0	0	0	0
9. CWI, Addl Staff and Student Retention	0.00	0	0	0	0
10. CEI, Funds Transferred from CTE	0.00	1,111,100	0	0	1,111,100
11. CEI, Instruction Expansion	0.00	3,902,700	0	0	3,902,700
12. CEI, Administration Expansion	0.00	0	200,000	0	200,000
13. Benefit cost offset	0.00	385,000	0	0	385,000
Budget Law Exemptions	0.00	0	0	0	0
FY 2019 Total	0.00	46,126,600	800,000	0	46,926,600
Chg from FY 2018 Orig Approp	0.00	6,725,700	200,000	0	6,925,700
% Chg from FY 2018 Orig Approp.		17.1%	33.3%		17.3%

**Contact:**

Janet E Jessup  
 Budget and Policy Analysis  
 (208) 334-4730

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BY FINANCE COMMITTEE

RELATING TO THE APPROPRIATION TO THE STATE BOARD OF EDUCATION FOR COMMUNITY COLLEGES FOR FISCAL YEAR 2019; APPROPRIATING MONEYS TO THE STATE BOARD OF EDUCATION FOR COMMUNITY COLLEGES FOR FISCAL YEAR 2019; AND EXEMPTING THE APPROPRIATION FROM OBJECT AND PROGRAM TRANSFER LIMITATIONS.

SECTION 1. There is hereby appropriated to the State Board of Education for Community Colleges the following amounts to be expended according to the designated programs and expense classes from the listed funds for the period July 1, 2018, through June 30, 2019:

II. COLLEGE OF WESTERN IDAHO:			
FROM:			
General			
Fund	\$9,983,500	\$3,955,400	\$13,938,900
Community College			
Fund	<u>0</u>	<u>200,000</u>	<u>200,000</u>
TOTAL	\$9,983,500	\$4,155,400	\$14,138,900

III. NORTH IDAHO COLLEGE:				
FROM:				
General				
Fund	\$10,877,000	\$1,816,900	\$216,000	\$12,909,900
Community College				
Fund	<u>122,200</u>	<u>52,800</u>	<u>25,000</u>	<u>200,000</u>
TOTAL	\$10,999,200	\$1,869,700	\$241,000	\$13,109,900

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	TOTAL
IV. COLLEGE OF EASTERN IDAHO:				
FROM:				
General				
Fund	\$5,005,400	\$8,400		\$5,013,800
Community College				
Fund	<u>200,000</u>	<u>0</u>		<u>200,000</u>
TOTAL	\$5,205,400	\$8,400		\$5,213,800
GRAND TOTAL	\$38,132,600	\$7,927,600	\$866,400	\$46,926,600

SECTION 2. EXEMPTIONS FROM OBJECT AND PROGRAM TRANSFER LIMITATIONS. For fiscal year 2019, the State Board of Education for Community Colleges is hereby exempted from the provisions of Section 67-3511(1), (2) and (3), Idaho Code, allowing unlimited transfers between object codes and between programs for all moneys appropriated to it for the period July 1, 2018, through June 30, 2019. Legislative appropriations shall not be transferred from one fund to another fund unless expressly approved by the Legislature.



**SUBJECT**

Allocation of the State Division of Career & Technical Education Appropriation.

**APPLICABLE STATUTE, RULE, OR POLICY**

Senate Bill 1357 (2018)

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 2 (Innovation and Economic Development) Objective A (Workforce Readiness- Prepare students to efficiently and effectively enter and succeed in the workforce).

**BACKGROUND**

The Idaho Legislature appropriates funds for career technical education to the Division of Career Technical Education (CTE) in five designated programs: State Leadership and Technical Assistance, General Programs, Postsecondary Programs, Dedicated Programs, and Related Services. CTE requests approval of the allocation of the FY2019 appropriated funds detailed in Attachment 1.

**DISCUSSION**

The allocation is based on the increased level of funding in Senate Bill No.1357 and the provisions of the State Plan for Career Technical Education. The State General Fund reflects an overall increase of 1.6% from the original FY2018 appropriation. The Legislature funded a 3% change in employee compensation; employee benefit decreases; maintenance level increases in the statewide cost allocation for the Division of Career Technical Education; \$1.6 million in funds for capacity expansion of 13 specific programs at the 6 Postsecondary technical colleges; \$22,700 in one-time funding to purchase replacement equipment at the State Division; \$176,900 in ongoing funding for development of a CTE Middle School Program; \$300,000 in additional funding for secondary Program Quality Initiative grants; \$750,000 to fund the 6 Workforce Training Centers across the state; \$178,000 to align courses from secondary to postsecondary; and \$70,000 in one-time funding to design online courses through Idaho Digital Learning. The appropriation also transferred 17 FTP and \$1,111,100 from Eastern Idaho Technical College (EITC) to College of Eastern Idaho's budget.

**IMPACT**

Establish FY2019 operating budget.

**ATTACHMENTS**

Attachment 1- FY 2019 Allocation of Career Technical Education	Page 3
Attachment 2- Statement of Purpose/ Fiscal Note	Page 5
Attachment 3- Appropriation Bill (S1357)	Page 7

**STAFF COMMENTS AND RECOMMENDATIONS**

Staff recommends approval of the allocation of the FY 2019 appropriation for CTE as detailed in Attachment 1.

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**BOARD ACTION**

I move to approve the request from the Division of Career Technical Education for the allocation of the FY 2019 appropriation as detailed in Attachment 1.

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

IDAHO CAREER & TECHNICAL EDUCATION  
Allocation of Idaho Career & Technical Education  
FY 2019 Appropriation

	FY19 Allocation	FY18 Allocation
Program 01 (State Leadership and Technical Assistance)		
By Standard Class:		
Personnel Costs	\$ 2,866,100	\$ 2,695,900
Operating Expenses	399,600	463,900
Capital Outlay	49,700	23,100
Totals	\$ 3,315,400	\$ 3,182,900
By Source of Revenue:		
General Funds	\$ 2,969,200	\$ 2,724,300
One-time General Funds	49,700	98,400
Federal Funds	296,500	360,200
Totals	\$ 3,315,400	\$ 3,182,900
Program 02 (General Programs)		
By Major Program Area:		
Secondary Added Cost	\$ 7,875,000	\$ 7,875,000
Career Technical Schools	4,825,800	4,825,800
Program Quality Initiative Grants	300,000	-
General Programs Leadership	1,014,700	1,051,700
Workforce Training Centers	483,100	483,100
Carl D. Perkins Federal Grant	6,290,300	6,221,900
Hazardous Materials Training	67,800	67,800
Skillstack Maintenance	15,000	15,000
Totals	\$ 20,871,700	\$ 20,525,300
By Source of Revenue		
General Funds	\$ 14,250,600	\$ 14,024,600
One-time General Funds	248,000	196,000
Federal Funds	6,290,300	6,221,900
Dedicated Funds	67,800	67,800
Miscellaneous Revenue	15,000	15,000
Totals	\$ 20,871,700	\$ 20,525,300
Program 03 (Postsecondary Programs)		
By Technical College:		
College of Eastern Idaho	\$ 6,895,300	\$ 7,796,700
College of Southern Idaho	7,320,700	7,127,900
College of Western Idaho	9,255,700	9,138,400
Idaho State University	12,336,200	12,104,000
Lewis-Clark State College	4,868,200	4,888,400
North Idaho College	5,636,500	5,456,500
Totals	\$ 46,312,600	\$ 46,511,900
By Source of Revenue:		
General Funds	\$ 45,778,800	\$ 45,495,500
One-time General Funds	533,800	1,016,400
Totals	\$ 46,312,600	\$ 46,511,900

56	IDAHO CAREER & TECHNICAL EDUCATION		
57	Allocation of Idaho Career & Technical Education		
58	FY 2019 Appropriation		
59		FY19	FY18
60		Allocation	Allocation
61	Program 04 (Dedicated Programs)		
62			
63	By Major Program:		
64	Agriculture and Natural Resources	325,000	325,000
65	Program Quality Initiative Grants	300,000	300,000
66	Workforce Training Centers	750,000	-
67	Displaced Homemaker Program	170,000	170,000
68	Standards Alignment (Plumbing & HVAC)	82,000	0
69	Totals	\$ 1,627,000	\$ 795,000
70			
71	By Source of Revenue:		
72			
73	General Funds	\$ 1,375,000	\$ 625,000
74	Dedicated Funds	130,000	170,000
75	Miscellaneous Revenue	82,000	0
76	Totals	\$ 1,587,000	\$ 795,000
77			
78	Program 05 (Related Services)		
79			
80	By Standard Class:		
81	Personnel Costs	\$ 148,100	\$ 151,400
82	Operating Expenses	423,500	323,500
83	Trustee Payments	3,264,900	3,264,900
84	Totals	\$ 3,836,500	\$ 3,739,800
85			
86	By Source of Revenue:		
87	General Funds	\$ 1,192,800	\$ 1,191,800
88	Federal Funds	2,343,700	2,244,100
89	Miscellaneous Revenue	300,000	300,000
90	One-time Miscellaneous Revenue	0	3,900
91	Totals	\$ 3,836,500	\$ 3,739,800
92			
93	By Source of Revenue:		
94	General Funds	\$ 65,566,400	\$ 64,061,200
95	One-time General Funds	831,500	1,310,800
96	Federal Funds	8,930,500	8,826,200
97	Dedicated Funds	237,800	237,800
98	Miscellaneous Revenue	397,000	315,000
99	One-time Miscellaneous Revenue	0	3,900
100	Totals	\$ 75,963,200	\$ 74,754,900

## STATEMENT OF PURPOSE

## RS26338

This is the FY 2019 original appropriation bill for the Division of Career Technical Education. It appropriates \$75,963,200 and does not cap the number of authorized full-time equivalent positions.

For benefit costs, the bill removes \$1,450 per eligible FTP to bring the annual employer contribution for health insurance down to \$11,650 by including a two-month employee and employer premium holiday, adds a 6.8% increase for life insurance, and adjusts funding for workers' compensation in amounts that vary by agency. Funding for replacement items includes \$22,700 for computer equipment within the State Leadership and Technical Assistance Program. For statewide cost allocation, \$1,700 is provided, as Attorney General fees will decrease by \$400, fees for Legislative Audits will decrease by \$1,000, risk management costs will increase by \$700, and State Controller fees will increase by \$2,400. The bill also provides funding for a 3% ongoing merit-based salary increase for permanent employees, to be distributed at the discretion of the agency head or institution president.

The bill funds 11 line items, which provide: 2.00 FTP and \$176,900 from the General Fund (\$149,900 ongoing, \$27,000 onetime) to support career exploration programs for middle school programs; \$300,000 ongoing from the General Fund to provide incentive funding for secondary programs; 12.30 FTP and \$1,683,300 from the General Fund (\$1,149,500 ongoing, \$533,800 onetime) to expand postsecondary capacity at eleven postsecondary CTE programs throughout the state and alleviate program waiting lists; \$750,000 ongoing from the General Fund to augment funding at the six workforce training centers located throughout the state; \$178,000 onetime from the General Fund to align secondary and postsecondary programs; \$70,000 onetime from the General Fund to develop four online CTE courses through the Idaho Digital Learning Academy; \$82,000 onetime from the Miscellaneous Revenue Fund to allow CTE to update industry standards and develop end-of-course assessments for HVAC and plumbing professionals at the request of the Division of Building Safety; a net-zero correction to a previous appropriation error regarding the State Leadership and Technical Assistance and General Programs within the Division of Career Technical Education; a deduction of 17.00 FTP and \$1,111,100 ongoing from the Division of Career-Technical Education, which includes funds for maintenance and administrative staff that will continue to be needed as Eastern Idaho Technical College transitions to College of Eastern Idaho; \$500 ongoing from the General Fund for projected annual information technology services; and \$100,000 ongoing from federal funds to support continued adult education.

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## FISCAL NOTE

	FTP	Gen	Ded	Fed	Total
FY 2018 Original Appropriation	582.96	65,372,000	556,700	8,826,200	74,754,900
Reappropriation	0.00	0	447,600	5,471,000	5,918,600
1. Dental Hygiene Funds to Nursing	0.00	0	0	0	0
FY 2018 Total Appropriation	582.96	65,372,000	1,004,300	14,297,200	80,673,500
Noncognizable Funds and Transfers	(8.57)	0	0	0	0
FY 2018 Estimated Expenditures	574.39	65,372,000	1,004,300	14,297,200	80,673,500
Removal of Onetime Expenditures	0.00	(1,310,800)	(447,600)	(5,471,000)	(7,229,400)
Base Adjustments	8.57	0	(3,900)	0	(3,900)
FY 2019 Base	582.96	64,061,200	552,800	8,826,200	73,440,200
Benefit Costs	0.00	(788,900)	0	(14,900)	(803,800)
Replacement Items	0.00	22,700	0	0	22,700
Statewide Cost Allocation	0.00	2,700	0	(1,000)	1,700
Change in Employee Compensation	0.00	1,052,600	0	20,200	1,072,800
FY 2019 Program Maintenance	582.96	64,350,300	552,800	8,830,500	73,733,600
1. CTE Middle School Quality Program	2.00	176,900	0	0	176,900
2. CTE Secondary Incentive Funding	0.00	300,000	0	0	300,000
3. Postsecondary Capacity Expansion	12.30	1,683,300	0	0	1,683,300
4. Workforce Training Centers	0.00	750,000	0	0	750,000
5. Centers for New Direction	0.00	0	0	0	0
6. Ag Startup Funding	0.00	0	0	0	0
7. Program Alignment	0.00	178,000	0	0	178,000
8. Online CTE Course Development	0.00	70,000	0	0	70,000
9. Standard Alignment for Trades	0.00	0	82,000	0	82,000
10. Reorganization Correction	0.00	0	0	0	0
11. Shift of Funds to CEI	(17.00)	(1,111,100)	0	0	(1,111,100)
12. IT/Telecommunications	0.00	500	0	0	500
14. Increase Funds for Adult Ed	0.00	0	0	100,000	100,000
Budget Law Exemptions	0.00	0	0	0	0
FY 2019 Total	580.26	66,397,900	634,800	8,930,500	75,963,200
Chg from FY 2018 Orig Approp	(2.70)	1,025,900	78,100	104,300	1,208,300
% Chg from FY 2018 Orig Approp.	(0.5%)	1.6%	14.0%	1.2%	1.6%

**Contact:**

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 Budget and Policy Analysis  
 (208) 334-4730

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BY FINANCE COMMITTEE

RELATING TO THE APPROPRIATION TO THE DIVISION OF CAREER TECHNICAL EDUCATION FOR FISCAL YEAR 2019; APPROPRIATING MONEYS TO THE DIVISION OF CAREER TECHNICAL EDUCATION FOR FISCAL YEAR 2019; EXEMPTING THE APPROPRIATION FROM OBJECT TRANSFER LIMITATIONS FOR THE POSTSECONDARY PROGRAM; PROVIDING INTENT LANGUAGE FOR THE REPURPOSING OF APPROPRIATION; PROVIDING NON-GENERAL FUND REAPPROPRIATION AUTHORITY; PROVIDING LEGISLATIVE INTENT FOR THE TRANSFER OF A CASH BALANCE; AND DECLARING AN EMERGENCY.

SECTION 1. There is hereby appropriated to the Division of Career Technical Education the following amounts to be expended according to the designated programs and expense classes from the listed funds for the period July 1, 2018, through June 30, 2019:

	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	TOTAL
				PAYMENTS	
I. STATE LEADERSHIP & TECHNICAL ASSISTANCE:					
FROM:					
General					
Fund	\$2,624,600	\$344,600	\$49,700		\$3,018,900
Federal Grant					
Fund	<u>241,500</u>	<u>55,000</u>	<u>0</u>		<u>296,500</u>
TOTAL	\$2,866,100	\$399,600	\$49,700		\$3,315,400

TOTAL	\$436,600	\$522,800	\$19,912,300	\$20,871,700
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	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	TOTAL
				PAYMENTS	
III. POSTSECONDARY PROGRAMS:					
FROM:					
General					
Fund	\$41,785,700	\$3,752,600	\$533,800	\$240,500	\$46,312,600
IV. DEDICATED PROGRAMS:					
FROM:					
General					
Fund				\$1,375,000	\$1,375,000
Displaced Homemaker					
Fund				170,000	170,000
Miscellaneous Revenue					
Fund		<u>\$82,000</u>		<u>0</u>	<u>82,000</u>
TOTAL		\$82,000		\$1,545,000	\$1,627,000
V. RELATED SERVICES:					
FROM:					
General					
Fund	\$96,200	\$5,700		\$1,090,900	\$1,192,800
Miscellaneous Revenue					
Fund		300,000			300,000
Federal Grant					
Fund	<u>51,900</u>	<u>117,800</u>		<u>2,174,000</u>	<u>2,343,700</u>
TOTAL	\$148,100	\$423,500		\$3,264,900	\$3,836,500
GRAND TOTAL	\$45,236,500	\$5,180,500	\$583,500	\$24,962,700	\$75,963,200

SECTION 2. EXEMPTIONS FROM OBJECT TRANSFER LIMITATIONS. For fiscal year 2019, the Division of Career Technical Education, Postsecondary Program, is hereby exempted from the provisions of Section 67-3511(1) and (3), Idaho Code, allowing unlimited transfers between object codes for all moneys appropriated to it for the period July 1, 2018, through June 30, 2019. Legislative appropriations shall not be transferred from one fund to another fund unless expressly approved by the Legislature.

SECTION 3. REPURPOSING OF APPROPRIATION. In addition to the appropriation made in Section 1, Chapter 310, Laws of 2017, and any other appropria-



1 tion provided for by law, it is hereby directed that an amount not to exceed  
2 \$598,900 appropriated for fiscal year 2018 for the purpose of establishing a  
3 dental hygiene program at the College of Western Idaho be repurposed to sup-  
4 port a practical nursing program at the College of Western Idaho.

5 SECTION 4. NON-GENERAL FUND REAPPROPRIATION AUTHORITY. There is hereby  
6 reappropriated to the Division of Career Technical Education any unexpended  
7 and unencumbered balances of moneys categorized as dedicated funds and fed-  
8 eral funds as appropriated for fiscal year 2018 to be used for nonrecurring  
9 expenditures for the period July 1, 2018, through June 30, 2019.

10 SECTION 5. TRANSFER OF A CASH BALANCE. There is hereby appropriated and  
11 the State Controller shall transfer \$90,900 from the Seminars and Publica-  
12 tions Fund within the Division of Career Technical Education, or the balance  
13 thereof, to the Division of Human Resources Fund within the Division of Human  
14 Resources on July 1, 2018, or as soon thereafter as practicable, for the pe-  
15 riod July 1, 2018, through June 30, 2019.

16 SECTION 6. An emergency existing therefor, which emergency is hereby  
17 declared to exist, Section 3 of this act shall be in full force and effect on  
18 and after passage and approval.

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**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**SUBJECT**

FY 2020 Budget Development Process (Line Items)

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedures Policy, Section V.B.1.

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 1 ("A Well Educated Citizenry") Objective A ("Access: Set policy and advocate for increasing access to Idaho's educational system for all Idahoans, regardless of socioeconomic status, age, or geographic location.").

**BACKGROUND/ DISCUSSION**

Idaho State Board of Education (Board)-approved budget requests for FY 2020 must be submitted to the executive and legislative branches [Division of Financial Management (DFM) and Legislative Services Office (LSO)] on September 4, 2018. To meet the annual September submission deadline, the Board has established a process for developing institutional line item requests. The first step is the approval of line item request guidelines at the April Board meeting. The institutions then use these guidelines to develop line item requests which are evaluated by the Board at its June meeting. The final budget request, which includes line items and maintenance of current operations (MCO) items (described below), is approved in August.

MCO requests are calculated using state budget guidelines and Board policy. MCO requests include funding for Change in Employee Compensation (CEC), health insurance cost increases, inflationary increases for operating expenses (including utilities), and state agency cost reimbursements (Treasurer, Controller, Risk Management, etc.). These items are calculated using rates established by DFM. Other MCO items include replacement capital (i.e. equipment), and external non-discretionary adjustments such as health education program contract adjustments. Replacement capital requests take into account equipment depreciation schedules, and institutions may request one-time replacement capital in General Funds based on the B-7 Replacement Capital form. An MCO budget is considered the minimum to maintain the current level of operations, while line items are requests for new or expanded programs, occupancy costs, and other initiatives deemed important by the Board, institution/agency, Legislature, or Governor.

The capital building budget request is a parallel process which flows through the Division of Public Works (DPW) and the Permanent Building Fund Advisory Council (PBFAC), with funding provided from the Permanent Building Fund (PBF). Agencies and institutions seek funding for major capital projects and major Alteration and Repair (A&R) maintenance projects through that process.

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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FY2020 Line Item request guidelines. The following guidelines are proposed for the college/university line item requests for FY2020. These guidelines are elective in nature for the community colleges and the Division of Career Technical Education (CTE). In its submission to DFM, the Board will support no more than two line item requests from each institution for FY2020, with a combined dollar value cap of 5% of the requesting institution's FY2019 General Fund appropriation. This line item guidance is the same as the Board's guidance for the FY2019 budget requests. There are no restrictions on the number or size of formula-driven occupancy cost requests for newly-eligible space. All line item requests should be clearly defined and should follow the instructions and formats provided in the Budget Development Manual. When a line item contains multiple elements, those elements should be prioritized to make them "scalable" in the event only partial funding is made available for the line item. Draft line item requests from Board institutions/agencies should be submitted along with the other agenda item materials for the June 2018 Board meeting. Final review and approval of line items is expected to take place at the August 2018 Board meeting.

**IMPACT**

The proposed guidelines for FY2020 line item requests are based on the template used for the past several years. The model is flexible and can facilitate fine-tuning of individual requests to accommodate the fiscal situation that evolves over the course of the planning cycle and the upcoming Legislative session. The line item request process will complement the parallel budget planning activities related to facilities/infrastructure, endowment funds, student tuition/fees, and the MCO process.

**STAFF COMMENTS AND RECOMMENDATIONS**

If the Board's Outcomes-Based Funding (OBF) model (now under development) is supported by state policy makers and receives funding in FY2020, it is possible OBF funding could be appropriated in lieu of some or all college/university line item requests and Enrollment Workload Adjustment funding. However, until the state's budget strategy for higher education funding in FY2020 is clear, it is important that the institutions use due diligence in developing line item requests to meet their strategic needs.

Staff recommends approval.

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**BOARD ACTION**

I move to direct the college and universities to limit Fiscal Year 2020 budget line items requests to those that will measurably support implementation of the Board's strategic plan. Institutions may request up to two (2) line items in priority order, the total value of which shall not exceed five percent (5%) of an institution's FY2019 total General Fund appropriation. Requests for occupancy costs for eligible space will not count towards the two line item limit or the 5% cap.

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

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**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**SUBJECT**

FY 2019 Idaho Opportunity Scholarship Educational Costs

**REFERENCE**

April 2015	The Idaho State Board of Education (Board) set the FY2016 maximum annual award amount at \$3,000, expected student contribution at \$6,500 for 4-year institutions and \$4,500 for 2-year institutions and educational cost for each institution.
December 2015	Board reviewed annual State Scholarship Report
April 2016	The Board set the FY2017 maximum annual award amount at \$3,000, expected student contribution at \$3,000 and educational cost for each institution.
December 2016	Board reviewed annual State Scholarship Report.
April 2017	The Board set the FY2018 maximum annual award amount at \$3,500, expected student contribution at \$3,000 and educational cost for each institution.

**APPLICABLE STATUTE, RULE, OR POLICY**

Section 33-4303, Idaho Code, Idaho Opportunity Scholarship  
IDAPA 08.01.13, Rules Governing the Opportunity Scholarship Program

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 2 (“Educational Attainment”) Objective A (“Higher Level of Educational Attainment – Increase completion of certificates and degrees through Idaho’s educational system) and Objective C (“Access - Increase access to Idaho’s robust educational system for all Idahoans, regardless of socioeconomic status, age, or geographic location.”)

**BACKGROUND/ DISCUSSION**

The legislature appropriated a little over \$19.3M in the FY 2019 budget for Scholarships and Grants managed by the Board office. This amount is made up of approximately \$15.2M from the General Fund, \$1M from Miscellaneous Revenue, and \$3.1M in federal funds and includes an increase of \$3.5M over the FY 2018 appropriation from the General Fund to expand the Idaho Opportunity Scholarship. In addition to the Idaho Opportunity Scholarship, the Scholarships and Grants appropriation covers the Work Study Program, Armed Forces/Public Safety Officer Scholarship, GEARUP Idaho Scholarship, and the Postsecondary Credit Scholarship.

The Idaho Opportunity Scholarship is a hybrid scholarship combining academic merit with financial need and is based on a shared model of responsibility between the state and the student. Students must meet the minimum academic merit requirement set in Administrative Code to be eligible, eligible students are then ranked based on a combination of need and merit. Need is based on the students’ expected family contribution calculated on the FAFSA and makes up 70% of the

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weighting used for ranking students. The legislative intent of the Opportunity Scholarship is to:

- a. Recognize that all Idaho citizens benefit from an educated citizenry;
- b. Increase individual economic vitality and improve the overall quality of life for many of Idaho's citizens;
- c. Provide access to eligible Idaho postsecondary education through funding to remove financial barriers;
- d. Increase the opportunity for economically disadvantaged Idaho students; and
- e. Incentivize students to complete a postsecondary education degree or certificate.

Idaho Administrative Code, IDAPA 08.01.13.03, Rules Governing the Opportunity Scholarship Program, requires the Board to annually set: (1) the educational costs for attending an eligible Idaho postsecondary institution; and (2) the amount of the assigned student responsibility as part of the shared model of responsibility.

The educational cost may include student tuition, fees, books and other necessary education expenses. Pursuant to IDAPA 08.01.13, these amounts are required to be set for each eligible institution. Staff recommendations are based on the institution's published educational cost for fulltime undergraduate students attending two semesters per year.

While not required by statute or rule, the Board has historically set a maximum award amount in order to increase the number of awardees. Pursuant to IDAPA 08.01.13, the actual award amount received by the student may not exceed the student's actual cost of tuition and fees. When the student's cost for tuition and fees is over the maximum award amount, the award is limited to the set maximum award amount. Should the Board choose not to set a maximum award amount, the award would be limited to the actual cost to the student of tuition and fees and the maximum educational cost. A student's actual costs are not typically known at the time the initial awards are made. The maximum award amount allows for staff to make preliminary estimates of the total amount needed to cover awards in a given year, thereby allowing more awards to be distributed earlier.

Regardless of whether the student attended a 2-year or a 4-year institution, in FY 2018 the majority of students received awards at or near the maximum award amount. The following table shows the total funds distributed for the Opportunity Scholarship by academic year attended, the number of students awarded, and the average amount of the award for that year.



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School Year	Amount	Number of Awards	Average Award Amount
2014-2015	\$4,916,579	1,465	\$3,440
2015-2016	\$5,146,248	1,868	\$2,881
2016-2017	\$9,868,532	3,454	\$2,857
2017-2018	\$11,418,815	3,724	\$3,066

Currently, 8,087 students have applied for the Opportunity Scholarship for the 2018-2019 school year.

Individual student award amounts for the Opportunity Scholarship are calculated based on the educational cost for the institution the student attends, the student contribution amount, other scholarships and financial aid the student receives, actual tuition costs and the maximum award amount. Students may use scholarships and grants that do not come from institutional, state, or federal funds to offset the student contribution amount. Student loans are not included in the calculation of the eligible award amount.

As an example, based on the proposed amounts, if a student attends the University of Idaho with a set educational cost of \$21,300, the Opportunity Scholarship award amount would be calculated as follows:

	<u>Student A</u>	<u>Student B</u>	<u>Student C</u>
Educational Cost for Institution	\$21,300	\$21,300	\$21,300
Student Contribution	\$3,000	\$3,000	\$3,000
Other scholarships and financial aid	<u>\$10,000</u>	<u>\$15,000</u>	<u>\$5,000</u>
Total Remaining	\$8,300	\$3,300	\$13,300
Eligible Award Amount	\$3,500	\$3,300	\$3,500

The actual award amount for each student may be further adjusted based on how other scholarships and financial aid are required to be applied and the actual amount charged to the student. Payments are made directly to the institution on the students' behalf.

## **IMPACT**

Setting the educational cost and student contribution amounts fulfills the Board's responsibilities under administrative rule. Combined with setting the maximum award amount, this action will enable Board staff to begin processing applications and making award determinations for FY 2019.

## **STAFF COMMENTS AND RECOMMENDATIONS**

Senate Bill 1279 (2018) amends Section 33-4303, Idaho Code, allowing the Board to set aside up to 20% of the Opportunity Scholarship funds to be used for individuals who have earned 24 or more credits toward a postsecondary degree or

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certificate. Amendments to IDAPA 08.01.13, Rules Governing the Opportunity Scholarship Program, will need to be made to address this population of students prior to these students receiving awards in FY 2019. Current student eligibility requirements in Administrative Code include:

1. The student must be pursuing their first undergraduate certificate or degree;
2. The student must have an un-weighted minimum cumulative grade point average of 3.0 or better;
3. The student may not be in default on a student educational loan, or owe a repayment on a federal grant;
4. Application must be submitted or postmarked no later than March 1;
5. Application must complete and submit the FAFSA no later than March 1; and
6. The student must complete 24 credit hours if attending a four-year eligible institution or 18 credit hours if attending a two-year institution to remain eligible for the scholarship.

A temporary rule addressing these criteria that limit individuals with 24 or more credits from receiving scholarships during the 2018-2019 school year is being brought forward under a separate agenda item as part of the Planning, Policy and Governmental Affairs portion of the agenda. An additional proposed and then pending rule will be negotiated and brought forward to the Board during the normal rulemaking timelines for consideration for the 2019-2020 and ongoing school years. Due to the limited time available to get the information out regarding the availability of funds for this population, the intent is to set aside \$1M (or 7.3%) of the approximately \$13.7M available for the Opportunity Scholarship in FY 2019.

Staff recommends the FY 2019 educational cost for the Opportunity scholarship award formula to be set for each public institution as follows:

1. \$21,300 for students attending University of Idaho (3.2% increase over FY 2018)
2. \$22,182 for students attending Boise State University (14.2% increase over FY 2018)
3. \$21,031 for students attending Idaho State University (4.2% increase over FY 2018)
4. \$17,896 for students attending Lewis-Clark State College (3.1% increase over FY 2018)
5. \$15,322 for students attending College of Eastern Idaho (-5.6% increase over FY 2018)
6. \$13,458 for students attending College of Southern Idaho (0% increase over FY 2018)
7. \$13,152 for students attending College of Western Idaho (0% increase over FY 2018)
8. \$14,886 for students attending North Idaho College (1% increase over FY 2018)

Pursuant to IDAPA 08.01.13, the FY 2019 educational cost for the Opportunity scholarship award formula for students attending eligible Idaho private, not-for-

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profit postsecondary institutions must be the average of the amount set for the four public 4-year institutions. For FY2019, this amount is \$20,602.

Staff recommends the FY 2019 student contribution be set at \$3,000, and to accept student-initiated scholarships and non-institutional and non-federal aid as part of the student contribution.

Staff recommends the maximum award amount remain \$3,500 for FY 2019.

**BOARD ACTION**

I move to approve the FY2019 educational cost for the Opportunity scholarship award be set not to exceed the following amounts:

1. \$21,300 for students attending the University of Idaho
2. \$22,182 for students attending Boise State University
3. \$21,031 for students attending Idaho State University
4. \$17,896 for students attending Lewis-Clark State College
5. \$15,322 for students attending the College of Eastern Idaho
6. \$13,458 for students attending the College of Southern Idaho
7. \$13,152 for students attending the College of Western Idaho
8. \$14,886 for students attending North Idaho College

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

**AND**

I move to approve the Opportunity Scholarship maximum award amount for FY2019 to be set at \$3,500.

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

**AND**

I move to approve the FY2019 student contribution be set at \$3,000 and to accept student-initiated scholarships and non-institutional and non-federal aid as part of the student contribution.

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

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**SUBJECT**

Graduate Medical Education (GME) 10-year Plan revision

**REFERENCE**

January 2009	Idaho State Board of Education (Board) approved recommendations from the report of the Board's Medical Education Committee (MEC) and forwarded report to the Governor and Legislature
April 2009	Board approved implementation of ten recommendations from the MEC report
August 2012	Board received update and discussed status of implementation of the MEC's recommendations
December 2016	Board accepted the findings and recommendations of its MEC and forwarded the report to the Governor
August 2017	Board approved FY2019 line item request for Health Education Programs which included \$5.239 million in additional funding to launch a 10-year, comprehensive GME plan
December 2017	Board approved GME 10-year plan and forwarded plan to the Governor

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedures, Section V.B.1.

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 3: "Workforce Readiness"; Objective B: "Medical Education—Deliver relevant education that meets the health care needs of Idaho and the region."

**BACKGROUND/DISCUSSION**

At its special meeting on December 5, 2017, the Board approved the GME 10-year strategic plan (Attachment 1). At that meeting, the Board also approved revisions to the associated FY2019 Line Item request for Health Education Programs, which included adjustments to the distribution of funds among the participating residency programs throughout the state. There was no change to the total funding amount (\$5.239 million) which had been submitted previously to the Division of Financial Management (DFM) and the Legislative Services Office (LSO).

In response to a request by the Joint Finance-Appropriations Committee (JFAC), Board staff (working with OSBE's GME coordinator, Dr. Ted Epperly) presented an overview of the GME plan to JFAC on January 10, 2018, which was favorably received. The Governor's Office and LSO were provided with copies of a letter (Attachment 2) with several hundred signatures from regional medical facilities, physicians, and higher education leaders throughout the state, expressing support for the GME plan.

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The Governor's budget recommendation for FY2019 included partial funding for the first year of the 10-year GME plan. The Governor's Office also sent a letter to the Board (Attachment 3) asking the Board to address three areas in order to move beyond the FY2019 budget recommendations:

- Exploring options to leverage state funds with Medicaid dollars to support GME expansion
- Developing and communicating a phased approach for increasing the level of state support for residency positions
- Obtaining a third-party review and analysis of the plan

Action is underway on all three areas mentioned in the Governor's letter, including continuing coordination with the State's Medicaid program, implementation of a phased approach to funding individual residency positions, and receipt of an external review of the GME 10-year plan from an expert, national-level body—the Accreditation Council for Graduate Medical Education (ACGME).

In February 2018, the JFAC approved additional funding (approximately \$1 million, above the Governor's recommendation) for components of the first year of the GME plan within the OSBE budget and the Health Education Programs budget. The final appropriation for the plan, enacted in March 2018 was a total of \$2.068 million, distributed as follows:

- \$80,000 for support of GME Council and coordination of the 10-year plan
- \$565,000 in additional funding for four Family Medical Residency programs
- \$77,500 for the University of Washington Boise Internal Medicine program
- \$525,000 for the Bingham Internal Medicine Program
- \$455,000 for the Eastern Idaho Regional Medical Center
- \$240,000 for the University of Washington Psychiatry residency program
- \$125,000 for accreditation of new psychology internship programs by the Western Interstate Commission for Higher Education (WICHE)

While the significant investment by the Governor and Legislature for the first year (FY2019) of the GME 10-year plan is greatly appreciated, the timing of planned milestones in the plan and the funding requests planned for subsequent years will need to be adjusted. The version of the plan approved by the Board included a large infusion of new state dollars in FY2019, followed by much lower additional investments over the ensuing nine years, with an average increase of \$1.6 million per year over the life of the plan (see Fig. 4 on page 44 of the plan). Staff anticipates that the annual budget requests would be roughly level in the next two years, with a slightly shallower rate of decrease in the out-years of the plan. This adjustment will appear as a "smoother" funding curve, with a steady decline over the remainder of the plan.

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**IMPACT**

The need driving the 10-year GME plan—Idaho’s need for additional residency positions to train and keep physicians in the state—must be addressed. Implementation of the plan will enable Idaho to make positive progress from its current ranking as 49<sup>th</sup> among U.S. states in terms of physicians per capita and medical residents per capita. It will enable the state to accommodate the recent expansion of undergraduate medical education pipelines. It will sustain support for residency programs throughout Idaho and will enable current and new residency programs to expand significantly the production of physicians, with a focus on underserved rural areas. The plan will increase the number of residency programs in Idaho from (the current) nine to 21, serving all areas of the state. The number of Residents and Fellows training in Idaho per year would increase from 141 to 356, and the number of graduates from the pipeline would increase from 52 to 124 per year (a 237% increase).

The projected return on investment is significant. State dollars will be leveraged on 2-to-1 (or greater) basis. Each of the 2,000 residents/fellows produced by the plan will generate an estimated 12 additional jobs, \$1.9 million in economic impact, and \$61,000 in additional state and local taxes. The total economic impact for the state (assuming “worst case” of only 50% retention rate of physicians remaining within Idaho) is over \$1 billion.

**ATTACHMENTS**

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Attachment 2 – Statewide support letter 1-30-18	Page 53
Attachment 3 – Governor’s letter to Board 1-2-18	Page 59

**STAFF COMMENTS AND RECOMMENDATIONS**

Revision of the 10-year plan is needed not only to adjust the plan to reflect the FY2019 appropriation, but also to sustain the outstanding cooperation and support of residency program directors and medical facilities that has been established throughout the state during the past two years of the planning effort. Upon Board direction, staff will work with the newly designated “GME Council” to refine and implement the plan. Staff recommends approval.

**BOARD ACTION**

I move to direct Board staff to revise the Graduate Medical Education Ten-Year Strategic Plan, in close coordination with the applicable stakeholders in the medical community, to reflect the appropriation for the first year of the plan, and to return to the Board not later than October 2018 for approval of an updated plan.

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

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# Graduate Medical Education in Idaho:

## A Ten Year Strategic Plan

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December 5, 2017

Ted Epperly, MD  
Idaho SBOE GME Coordinator

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## **Graduate Medical Education in Idaho: 10-year Strategic Plan**

### **Executive Summary**

Idaho faces a significant challenge with producing and retaining a well-trained physician workforce for the future. Our state currently ranks 49<sup>th</sup> in the United States for active physicians per 100,000 citizens, 46<sup>th</sup> in the U.S for primary care physicians per 100,000 citizens and 49<sup>th</sup> in the U.S. for the number of resident physicians per 100,000 with only 6.7 resident physicians per 100,000 people (1). This low ratio of resident physicians to state population places Idaho at 419% below the national median of 28.1 resident physicians per 100,000. Additionally 27% of Idaho's physicians are over age 60 and will be retiring in the next decade (1).

Graduate Medical Education (GME) is the physician training period after medical school and before independent practice. Where physicians do their residency training is highly correlated with where they will stay and practice medicine. Studies have shown that 50-75% of residents will stay within 100 miles of their residency training location. Therefore, the development and expansion of GME programs must become a priority for Idaho **NOW** to address Idaho's understaffed and aging physician workforce. The enclosed Ten Year Graduate Medical Education Strategic Plan for Idaho lays out a thoughtful, achievable, and bold plan to expand existing programs and to create new GME programs. This plan builds a sustainable foundation for existing programs and creates the infrastructure for new GME programs using a consistent methodology that has programs, their sponsoring institutions and the State of Idaho as partners in this effort.

The Ten Year Plan will grow GME programs in Idaho from 9 to 21 programs (222% increase). The plan will increase the residents and fellows in training from 141 currently to 356 (252% increase) and the number of graduates each year from Idaho's GME programs from 52 to 124 (237% increase).

The price tag to Idaho will be \$5,239,000 in additional funding for FY2019, with smaller increases over the next nine years of the plan. By the end of the plan, annual spending will have increased by \$16,349,000 compared to FY2018 state funding levels. Average annual funding increase requests over the ten years of the plan will be \$1.63 million per year. The plan will enable 1,480 additional physicians to be trained in Idaho over the next ten years, bringing the ten year total to 2000 physicians who will be residency-trained in Idaho over this time period. This GME expansion will increase the number of resident per 100,000 citizens from 6.7 to 17.7 (bringing Idaho closer to the national average of 28.1). State funds (covering one third of the total cost of the effort) will be matched by sponsoring organizations and program revenues which will cover two-thirds of the cost of the plan. The plan, when implemented, is expected to have a positive economic impact of \$1.3 billion dollars and will generate 10,000 new jobs throughout Idaho. (2)

(1) Association of American Medical Colleges Physician State Data Book, November 2017

(2) The Economic Impact of Physicians in Idaho; American Medical Association Report, March 2014

The Ten Year Plan details the programs, the timed roll out and the budget for this plan. The plan also develops a GME Council within the State Board of Education for implementation and sustainability of the plan as well as additional healthcare programs in psychology and pharmacy. The State of Idaho will become responsible for only one-third of these programs developmental and sustainment costs.

The plan addresses the sustainability of current and future GME programs and their sponsoring institutions which will incur 67% of the costs. Additionally the plan develops six metrics to ensure that the programs produce high quality, well-trained physicians with 50% or greater staying in Idaho and 30% of those being in rural and underserved Idaho. The projected economic impact of \$1.3 billion and an ROI of 10.9 to 1 in revenues/expenses are based on a 50% in-state retention of trained residents after completion of their GME programs.

Finally, this plan has been discussed in detail with all GME programs in the State as well as the medical schools that serve Idaho. This plan harmonizes the medical education pipeline from medical school, to residency, to practice to help achieve the skilled medical workforce that Idaho's citizens need and deserve.

## **Introduction**

The provision of high-quality medical care to the citizens of Idaho is of major importance to both the Governor and the Idaho Legislature. Just as with high quality education programs the provision of high-quality medical care provides the opportunity for Idahoans to be maximally successful in achieving their potential for a happy and healthy life.

Governor Otter has propelled Idaho down the path of transforming our healthcare system through the creation of his first Healthcare Council in 2007. From this initiative came activities such as his Executive Order to establish the Idaho Patient Centered Medical Home Collaborative, the Governor's Healthcare Workforce Commission and the Idaho Healthcare Collaborative which successfully garnered a \$40 Million Centers for Medicaid and Medicare Innovation Initiative (CMMI) State Innovation Model (SIM) grant to transform healthcare in Idaho.

At the same time Governor Otter and the Idaho Legislature along with the State Board of Education have been very supportive of growing and expanding medical education in Idaho. The expansion of undergraduate medical education in WWAMI from 20 to 40 medical student positions and from 8 to 10 medical student positions at the University of Utah has been very important for more Idaho citizens having the opportunity to go to medical school. Additionally, Governor Otter has been instrumental in bringing Idaho's first medical school to fruition. In Meridian, the proposed Idaho College of Osteopathic Medicine is anticipating matriculating 150 medical students per year starting in 2018, pending accreditation, with Idaho residents having preferential admission status.

On the Graduate Medical Education (GME) side of the equation, the Governor has created two Medical Education Committee Taskforces through the State Board of Education to address the growth and expansion of medical education in Idaho. The first of these two was in 2010 and the second in 2016. Both of these medical education committees arrived at similar findings and recommendations. The number one priority for Idaho was to continue to grow the number of accredited GME residency programs for Idaho. The reason for this recommendation is the realization that to grow a physician workforce for Idaho you must have GME programs in the state for physicians newly graduated from medical schools to complete their medical residency training. By having these programs in Idaho, the retention of these physicians in Idaho is greatly enhanced. There is a direct correlation that increasing the number of graduate medical education residency positions will help increase the workforce of physicians in the state.

Graduate Medical Education is extremely important to the physician workforce in Idaho. Physicians who do residency training in Idaho have a high likelihood of staying to practice in Idaho after residency training. Studies have shown that selected types of programs in geographic regions have retention rates of 50-75% of resident physicians choosing to practice within 100 miles of their

training program (3). Idaho performs very well ranking 10<sup>th</sup> in the U.S. in the percentage of physicians retained from GME programs in the state they train in (4). Hence, it is important to have multiple residency programs in Idaho to help train the future workforce and to retain physicians in the state.

Idaho currently ranks 49<sup>th</sup> in the United States for the number of resident physicians per capita with only 6.7 resident physicians per 100,000 people. This low ratio of resident physicians to state population places Idaho 419% below the national median of 28.1 resident physicians per 100,000 (5). This means that Idaho does not have enough training positions within the state necessary to generate the workforce for a rapidly growing state. Idaho ranks 49<sup>th</sup> for active physicians per 100,000 population and 50<sup>th</sup> according to the United Health Foundation's 2015 America's Health Ranking. Idaho has an uphill climb in increasing our physician workforce. The Robert Graham Center for Policy Studies identifies that Idaho will need 382 additional primary care providers by 2030 or 44% of the current workforce (6). Additionally, 27% of Idaho physicians are over age 60 and will be retiring in the next decade (7). Idaho has an increased number of medical school graduates. The Idaho Legislature has recently increased the number of Idaho medical students to 40/year in the Idaho WWAMI program and 10/year at the University of Utah. The Idaho College of Osteopathic Medicine is in its final accreditation phase and if accredited will graduate 150 medical students per year starting in 2022. This creates a situation in which Idaho will become a net exporter of medical school graduates and will lose these graduates to residency training programs elsewhere unless Idaho builds the infrastructure for more GME programs **now**. It is thus imperative that Idaho **expand future GME infrastructure now** to provide enough training opportunities not only to retain many of these students in state, but to attract other top notch medical school graduates. This is particularly important for a state like Idaho that is predominantly rural and frontier where physician recruitment is challenging.

In an era of lower Medicare rates, capped GME positions for many hospitals, and declining federal grant funding for GME (e.g. Affordable Care Act created Teaching Health Center, Primary Care Residency Expansion, Title VII), existing residencies face significant barriers to expansion and to creation. In order to expand, residencies must not only replace lost external funding sources, they must also expand access to outpatient clinical facilities, maintain scarce clinical rotation sites and recruit, retain and develop high quality faculty. Developing new residency programs at hospitals currently without GME programs will bring new Medicare GME funding to Idaho that expanding current residencies may not.

(3) Maudlin RK, Newkirk GR. Family Medicine Spokane Rural Training Track: 24 Years of Rural-based Graduate Medical Education. *Fam Med* 2010

(4) Association of American Medical Colleges State Physician Workforce Data Book, November 2017

(5) Association of American Medical Colleges State Physician Workforce Data Book, November 2017

(6) Graham Center Data, 2013

(7) Association of American Medical Colleges State Physician Data Workforce Book, November 2017



In order to create new residency programs, you must have dedicated physicians and hospitals in those locations with a vision and a desire to teach, train, and create the future workforce for the community, region and state. Through the Governor's, Idaho Legislature's and the State Board of Education's efforts, much work has been done over the last 10 years to support the growth of GME programs in the state to produce a high quality physician workforce for Idaho. However, much more needs to be done to ensure Idaho is well positioned for the future.

The production of this Ten Year Graduate Medical Education Strategic Plan in Idaho is a collaborative effort from Governor Otter, the Idaho Legislature, the State Board of Education, the GME programs in Idaho, the UME programs engaged with Idaho, the Idaho Medical Association, the Idaho Hospital Association, the Idaho Department of Health and Welfare and other engaged stakeholders to help create a vision that can be transformed into a realistic and actionable plan that will help Idaho grow a high quality physician workforce that will help in promoting better health for Idahoans. In addition to providing healthcare, growing a high quality physician workforce creates additional jobs and revenue for Idaho. Each physician trained in Idaho that stays in Idaho to practice adds approximately 10 jobs per physician and over \$1,300,000 of economic impact in their communities <sup>(8)</sup>.

### **Background**

Graduate Medical Education is the formal education period where physicians enter into their specialty training program to become the type of doctor they choose to be. This education time typically lasts from three to seven years in length and is known as "residency training" in a particular specialty (e.g. family medicine, internal medicine, psychiatry, general surgery, etc.). The program they are in for this "residency training" is called a residency program and the successful passing of that specialty's Board Certification exam leads to a physician becoming "board certified" in their specialty. This period of time is crucial to the development of a fully skilled, prepared physician to provide safe and effective patient care to the citizens and the communities in which they live. While in residency training the individuals in these programs are called residents. The first year of a residency is also known as the intern year and these individuals are often referred to as interns. This is in distinction to the four-year medical school education period that precedes residency training where these learners are called students. Additional training after the initial GME training period is referred to as fellowship training, which can vary from one to three years. Physicians in this period of training are called fellows.

Currently, there are eight residency programs in Idaho with Accreditation Council for Graduate Medical Education (ACGME) accreditation. There is also one American Osteopathic Association (AOA) accredited residency program in Idaho. These programs have five different sponsoring institutions and are located in six communities across the State.

(8) The Economic Impact of Physicians in Idaho; American Medical Association Report, March 2014

All residency programs accredited by the ACGME (which will accredit all residency and fellowship programs after 2020) must have a sponsoring institution, frequently a hospital system, academic institution, or a medical school. The Family Medicine Residency of Idaho (FMRI) is headquartered in Boise and sponsors three family medicine residency programs. The largest of these programs is located in Boise with the other two being Rural Training Tracks (RTTs). These RTTs have residents train their first year in Boise and their latter two years spent in Caldwell or in the Magic Valley (Twin Falls/Jerome). Idaho State University (ISU) has a family medicine residency in Pocatello, and Kootenai Medical Center sponsors a family medicine residency program in Coeur d'Alene. The University of Washington (UW) sponsors an internal medicine residency program in Boise and a psychiatry residency track where residents train for two years in Seattle and two years in Boise. The UW internal medicine residency program also trains four preliminary year interns that leave the state after their one year internship to pursue training in other specialty areas (e.g. ophthalmology, neurology, dermatology). Additionally, there is an American Osteopathic Association (AOA) internal medicine residency that does not receive State Board of Education (SBOE) support in Blackfoot, Idaho.

There are currently four fellowship programs in Idaho. All four are located in Boise and sponsored by FMRI. The fellowships consist of Sports Medicine, HIV/Viral Hepatitis, Geriatrics, and Obstetrics. These programs are each one year in length.

### **Purpose**

This document represents a collaborative effort of all Graduate Medical Education (GME) and Undergraduate Medical Education (UME) medical school programs in Idaho to provide a blue print for a comprehensive and cohesive plan to move forward with the much needed expansion of GME in the state of Idaho. This blueprint creates a ten year plan to expand existing programs and the plans for development of new programs necessary to sustain the patient centered medical home in Idaho and to produce the physician workforce needed to achieve an integrated healthcare system that produces excellent health outcomes for Idaho's citizens. This workforce production will have a positive impact on job creation and beneficial economic impact for Idaho. This paper will produce both a ten year timeline to roll these programs out and a budget necessary to enact and sustain them. It will also tie together how GME and UME can work synergistically.

**Goals**

There are seven goals to achieve over the next ten years for Idaho in regards to Graduate Medical Education.

1. Stabilize and expand the existing GME programs as capacity, capability, and resources allow.
2. Create new GME programs in a thoughtful and coordinated manner over a ten year period.
3. Develop and fund fellowship programs to augment and refine additional skills in Idaho physicians.
4. Grow Idaho's GME capacity in a cost effective way partnering with the Governor and Idaho Legislature as well as the Idaho State Board of Education (SBOE), Idaho Medical Association (IMA), Idaho Hospital Association (IHA) and other important stakeholders.
5. Accomplish this expansion in harmony with other GME programs and the emergence of increased UME programs at the University of Washington, University of Utah, Pacific Northwest University of Osteopathic Medicine, the newly created Washington State University Elson S. Floyd College of Medicine and the Idaho College of Osteopathic Medicine.
6. Develop a Graduate Medical Education Council (GMEC) to oversee the implementation and the sustainability of this plan.
7. Develop metrics of success that the GMEC will oversee to ensure program accountability for quality workforce production and appropriate distribution to all parts of Idaho.

**Current GME in Idaho**

Idaho currently has eight Accreditation Council for Graduate Medical Education (ACGME) accredited programs, one American Osteopathic Association (AOA) accredited program, and four fellowships sponsored by five institutions as noted previously. These programs are the:

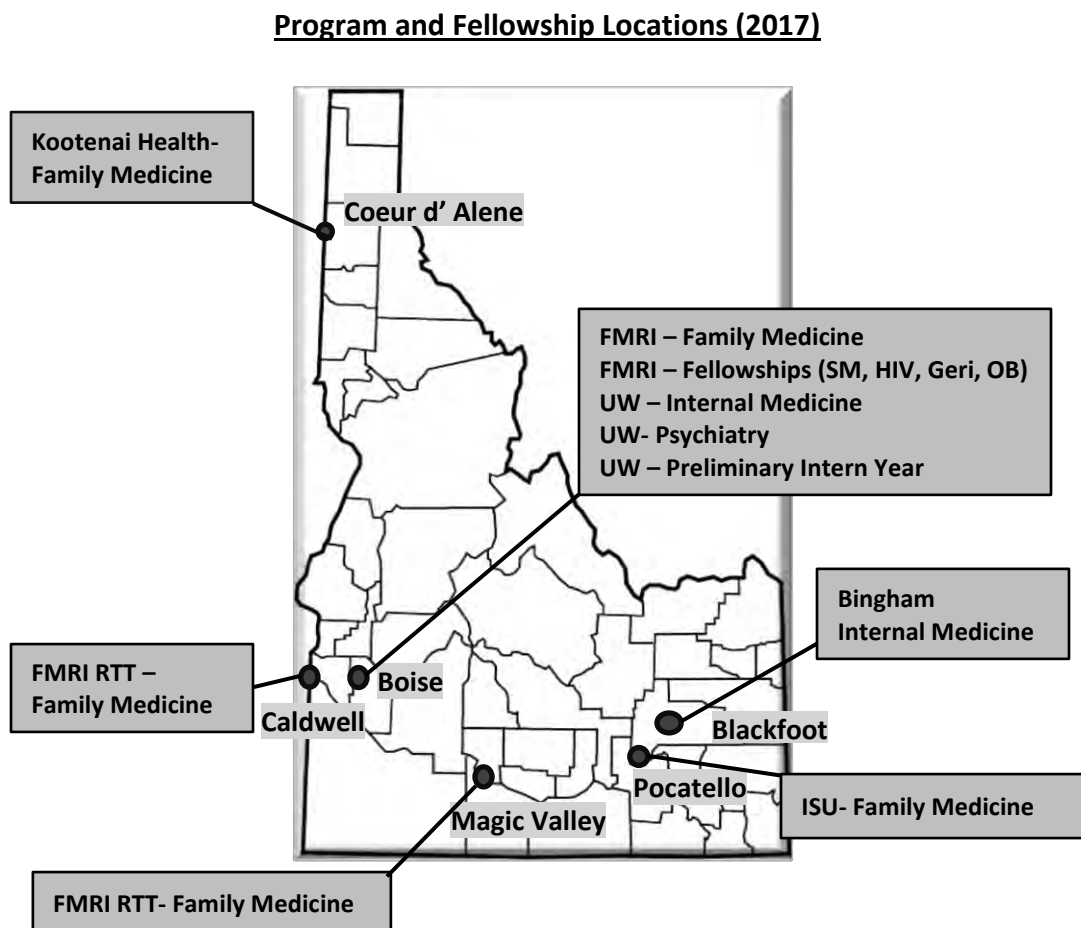
- Family Medicine Residency of Idaho (FMRI) with three family medicine residency programs located in Boise, Caldwell, and Twin Falls/Jerome.
- University of Washington (UW) with three residency programs in internal medicine, psychiatry and a one year preliminary year program and all three are located in Boise.
- Idaho State University (ISU) with one family medicine residency program located in Pocatello.

- Kootenai Health Family Medicine Coeur d'Alene Residency with one family medicine residency program located in Coeur d'Alene.
- Bingham Internal Medicine Residency with one internal medicine residency program located in Blackfoot.

There are four fellowships that are all sponsored and overseen by the FMRI in Boise. These four fellowships are one year in length and are in the following disciplines:

- Sports Medicine
- HIV/Viral Hepatitis
- Geriatrics
- Obstetrics

**Figure One – Programs Specialties and locations in Idaho.**



**Table 1:**  
**Residency and Fellowship Programs in Idaho**

Types	Specialty	Location	Sponsoring Institution	Year Established	Total Number of Residents/Fellow	Residents/Fellows Per Year
Residency	Family Medicine	Boise	FMRI	1974	33	11-11-11
Residency	Family Medicine	Caldwell	FMRI	1995	9	3-3-3
Residency	Family Medicine	Magic Valley	FMRI	2009	6	2-2-2
Residency	Family Medicine	Pocatello	ISU	1992	21	7-7-7
Residency	Family Medicine	Coeur d'Alene	KHFMR	2014	18	6-6-6
Residency	Internal Medicine	Boise	UW	2011 (1977 R2 Track)	25	9-8-8
Residency	Internal Medicine	Blackfoot	RVU	2014	11 (class of 12 not full)	4-4-4
Residency	Psychiatry	Boise	UW	2006	7	0-0-4-3
Internship	Preliminary Internship	Boise	UW	1977	4	4
Fellowship	Sports Medicine	Boise	FMRI	1995	1	1
Fellowship	HIV/Viral Hepatitis	Boise	FMRI	2006	1	1
Fellowship	Geriatrics	Boise	FMRI	2013	1	1
Fellowship	Obstetrics	Boise	FMRI	2015	1	1

### **GME Expansion Plan in Idaho**

To achieve Idaho moving from 6.4 GME positions per 100K to 17.7 positions per 100K, the following growth will need to occur generally at each of Idaho's existing and proposed GME programs.

#### **1. Family Medicine Residency of Idaho**

- A. FMRI will grow from 16 residency positions per year to 30 positions per year over the next ten years. Table 2 provides where the expansion will occur and at what time.

**Table 2:**  
**FMRI Ten Year Strategic Graduate Medical Education (GME) Growth Plan**  
**Expansion/New Program**

Name of Institution	Type of Residency Fellowship	Location of Residency	Length of Training	Class Size Per Year	Total Residents / Fellows FY18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	FY 29	Total R/F FTE's	
																	Class	Total
Family Medicine Residency Of Idaho	Family Medicine	Boise	3	11	33			1	1	1	1	1	1	1	1	1*	14	42
FMRI	Family Medicine	Caldwell	3	3	9				1	1	1						4	12
FMRI	Family Medicine	Magic Valley	3	2	6		2	2	2								4	12
FMRI	Family Medicine	Nampa	3	6	0		6	6	6								6	18
FMRI	Family Medicine and Psychiatry	Nampa	5	2	0					2	2	2	2	2			2	10
FMRI	Family Medicine	RTT #1	3	2	0					2	2	2					2	6
FMRI	Sports Med	Boise	1	1	1												1	1
FMRI	HIV/Viral Hepatitis	Boise	1	1	1	1											2	2
FMRI	Geriatrics	Boise	1	1	1												1	1
FMRI	Obstetrics	Boise	1	1	1												1	1
FMRI	Palliative Care	Boise	1	1	0		1										1	1
FMRI	Addiction Medicine	Boise	1	1	0			1									1	1
FMRI	Integrative Medicine	Boise	1	1	0					1							1	1
FMRI	Rural FM	Nampa	1	1	0						1						1	1
					48 R's 4 F's												41	100 R's* 9 F's

\* The final Family Medicine Resident will be added after the Ten Year Plan in FY29

**In short the following is what will occur:**

- i. FMRI Boise will grow from 11 to 14 residents/year in FY 2021, 2024 and 2027
  - ii. Caldwell RTT will grow from 3 to 4 residents/year in FY 2022
  - iii. Magic Valley RTT will grow from 2 to 4 residents/year in FY 2020 and 2021
  - iv. A new Family Medicine Residency (Nampa) will grow from 0 to 6 residents/year, with the first class starting in 2019 (FY20). This buildout will continue with 6/year in FY 2021 and 2022.
  - v. A combined Family Medicine/Psychiatry Program will add two residents per year to the Nampa Family Medicine Residency starting in FY 2023. This combined program will be five years in length
  - vi. A new RTT #1 will grow from 0 to 2 residents/year off of the Nampa Program starting in FY 2023-2025
- B. Fellowships at the FMRI will grow from 4 per year to 9 per year with the development of four new fellowships and the expansion of one.
- i. Sports Medicine will continue to have 1 fellow/year
  - ii. HIV/Viral Hepatitis will grow from 1 to 2 fellows/year with expansion in FY 2019
  - iii. Geriatrics will continue to have 1 fellow/year
  - iv. Obstetrics will continue to have 1 fellow/year
  - v. Palliative Care (New) will grow from 0 to 1 fellow/year in FY 2020
  - vi. Addiction Medicine (New) will grow from 0 to 1 fellow/year in FY 2021
  - vii. Integrative Medicine (New) will grow from 0 to 1 fellow/year in FY 2023
  - viii. Rural Family Medicine (New) will grow from 0 to 1 fellow/year in FY 2024

In summary the growth of the Family Medicine Residency of Idaho (FMRI) over the time period of July 1, 2018 through June 30, 2028 will be from 48 Family Medicine Residents to 100\* Family Medicine Residents which is a growth of 225%. The FMRI Fellowships in this same time period will go from 4 Fellows to 9 Fellows for a growth of 180%. In aggregate the expansion will be from 52 residents and fellows in July 2017 to 108 residents and fellows by July 1, 2028 which is a 206% expansion in GME positions.

## 2. Idaho State University

The Idaho State University of Family Medicine Program plans to grow its core program in Pocatello by two family medicine residents in each year over this expansion period. Additionally, it plans to start one to two Rural Training Tracks (RTTs) in Eastern Idaho locations with 2 residents per class. RTT #1 will be in Rexburg, Idaho. Groundwork for this RTT has been laid over the past few months and an ACGME accreditation application is in process. The Madison Memorial Hospital Board of Trustees approved their support of the RTT at their September 28, 2017 meeting. The ISU program also plans to start a fellowship program in Hospitalist Medicine in this time period. Please see Table 3 for the tentative roll out of these programs.

**Table 3:**  
**ISU Ten Year Strategic Graduate Medical Education (GME) Growth Plan**

Name of Institution	Type of Residency Fellowship	Location	Length of Training	Class Size Per Year	Total Residents/ Fellows FY18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total R/F FTE's	
																Class	Total
Idaho State University	Family Medicine	Pocatello	3	7	21					2	2	2				9	27
(ISU)	Family Medicine	RTT 1	3	2	0		2	2	2							2	6
(ISU)	Family Medicine	RTT 2	3	2	0								2	2	2	2	6
(ISU)	Hospitalist	Pocatello	1	1	0	1										1	1
					21 R's 0 F											14	39 R's 1 F

In summary the growth of the Idaho State University (ISU) over the time period of July 1, 2018 through June 30, 2028 will be from 21 Family Medicine Residents to 39 Family Medicine Residents and 1 Fellow which is a growth of 90%.

## 3. Kootenai Health Family Medicine Coeur d'Alene Residency

The Kootenai Health Family Medicine Coeur d'Alene Residency was newly created in 2014 and has just graduated its first class of residents. It plans to grow its core class size by one resident from 6 to 7 family medicine residents per year over the next decade. The potentially big expansion for Kootenai Health Family Medicine Residency comes in its creation of a Rural Training Track (RTT) somewhere in northern Idaho. This program would be at 2 Family Residents per year for a total of 6 RTT residents when the RTT is full. Table 4 outlines this growth and timing.



**Table 4:**  
**Kootenai Health Family Medicine Coeur d' Alene Residency Ten Year Strategic**  
**Graduate Medical Education (GME) Growth Plan**

**Expansion/New Program**

Name of Institution	Type of Residency Fellowship	Location	Length of Training	Class Size Per Year	Total Residents Fellows FY18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total R/F FTE's	
																Class	Total
Kootenai Health	Family Medicine	Coeur d' Alene	3	6	18								1	1	1	7	21
Kootenai Health	Family Medicine	RTT 1	3	2	0				2	2	2					2	6
					18 R's											9	27 R's

In summary the growth of the Kootenai Health Family Medicine Coeur d'Alene Residency (KHfMR) over the time period of July 1, 2018 through June 30, 2028 will be from 18 Family Medicine Residents to 27 Family Medicine Residents which is a growth of 50%.

**4. UW Internal and Preliminary Medicine**

There are three types of programs sponsored by the University of Washington and located at the Boise Veterans Administration Hospital. The largest and oldest is the Internal Medicine Residency Program. This program will grow its core program from 9 to 12 residents per year during this expansion period. The Preliminary Year Intern program (PYI) is a year in length training program that prepares these interns broadly and allows them to be competitive for further GME programs outside of Idaho in such subspecialties as neurology, ophthalmology and dermatology. This program plans to stay stable at 4 PYI's/ year. In addition the Boise Internal Medicine Residency program has 2 Chief Resident Positions per year (fourth year positions) which will-grow by 1 over the expansion period in FY 21. Table 5 summarizes these positions and their growth.

**Table 5:**  
**UW – IM/Preliminary/Chief Residents Ten Year Strategic**  
**Graduate Medical Education (GME) Growth Plan**

**Expansion/New Program**

Name of Institution	Type of Residency (Fellowship)	Location	Length of Training	Class Size Per Year	Total Residents/ Fellows FY18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total R/F FTE's	
																Class	Total
University of Washington	Internal Medicine	Boise	3	9	25	4*	4*	3								12	36
UW	Internal Medicine – Chief Residents	Boise	1	2	2			1								3	3
UW	Preliminary Year	Boise	1	4	4											4	4
* The growth of resident per class in FY 19, FY 20 and FY 21 completes a class expansion from 8 to 12 in all 3 years that had started in FY 18 with the R-1 class going from 8 to 9																	
					31 R's											19	43 R's

In summary the growth of the University of Washington Internal Medicine, Chief Resident and Preliminary Year Intern program over the time period of July 1, 2018 through June 30, 2028 will be from 31 Internal Medicine, Preliminary and Chief Residents to 43 Internal Medicine Residents, Preliminary Interns and Chief Residents, which is a growth of 39%.

##### 5. UW – Psychiatry

The UW Psychiatry residency plans to expand its current class size of 4 residents per year which is currently split between Seattle and Boise, to all four years being in Boise. Additionally the UW Psychiatry program will increase its class size from 4 residents per class to 6 residents per class, which will represent 24 psychiatrists training in Idaho through the program at a time. The growth of this program can be seen in Table 6.

**Table 6:**  
**UW Psychiatry Ten Year Strategic Graduate Medical Education (GME) Growth Plan**

Expansion/New Program																	
Name of Institution	Type of Residency Fellowship	Location	Length of Training	Class Size Per Year	Total Residents Fellows FY18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total R/F FTE's	
																Class	Total
University of Washington	Psychiatry	Seattle/ Boise	4	4*	7 (8 when full)			4	4			2	2	2	2	6	24
* Currently the first 2 years of this residency are in Seattle and years 3 and 4 are in Boise.																	
					7 R's											6	24 R's

In summary the growth of the University of Washington Psychiatry Residency over the time period of July 1, 2018 through June 30, 2028 will be from 7 Psychiatry Residents to 24 psychiatry residents training in Idaho, which is a growth of 243%.

##### 6. Bingham Internal Medicine Residency

This program was the first American Osteopathic Association (AOA) accredited residency program in Idaho. The program just graduated its first class. The program has not been part of the SBOE funding formulas in the past. It will need to transition under the single Accreditation system to an Accreditation Council for Graduate Medical Education (ACGME) accredited residency by 2020. In doing so, it will need to grow its class size to 5 residents per class as a minimum.

Table 7 outlines this program coming into the GME community and being included under the State Board of Education.

**Table 7:**  
**Bingham Internal Medicine Ten Year Strategic Graduate Medical Education (GME) Growth Plan**  
**Expansion/New Program**

Name of Institution	Type of Residency Fellowship	Location	Length of Training	Class Size Per Year	Total Residents Fellows FY18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total R/F FTE's	
																Class	Total
Rocky Vista University College of Osteopathic Medicine	Internal Medicine	Blackfoot	3	4	11	1	1	1	1							5	15 R's
					11 R's											5	15 R's

In summary the growth of the Bingham Internal Medicine Residency over the time period of July 1, 2018 through June 30, 2028 will be from 11 Internal Medicine Residents to 15 Internal Medicine Residents. This program will represent a new program requesting state funding and will eventually add 15 new GME state funded positions. This represents a growth of 36%.

### 3. Eastern Idaho Regional Medical Center

The Eastern Idaho Regional Medical Center gained sponsoring institution status in May of 2017. With this ACGME sponsoring institution status it can now start creating residency programs that will need ACGME accreditation and seems to be well on the way of achieving this vision. They are contemplating four residency programs as this time. The internal medicine residency program has gained ACGME accreditation and is in the process of interviewing applicants to start July 1, 2018. Table 8 outlines these four programs and their projected growth and timing.

**Table 8:**  
**Eastern Idaho Regional Medical Center Ten Year Strategic Graduate Medical Education (GME) Growth Plan—Expansion/New Program**

Name of Institution	Type of Residency Fellowship	Location of Residency	Length of Training	Class Size Per Year	Total Residents/ Fellows FY18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY2 8	Total R/F FTE's	
																Class	Total
Eastern Idaho Regional Medical Center	Internal Medicine	Idaho Falls	3	10	0	10	10	10								10	30
EIRMC	Family Medicine	Idaho Falls	3	6	0		6	6	6							6	18
EIRMC	Emergency Medicine	Idaho Falls	3	8	0			8	8	8						8	24
EIRMC	General Surgery	Idaho Falls	5	3	0			3	3	3	3	3				3	15
																27	87 R's

**These four programs are:****A. Internal Medicine**

The first of two programs to begin taking residents during FY 2019 will be an internal medicine residency program with 10 residents per class.

**B. Family Medicine**

EIRMC plans to start a Family Medicine Residency Program with 6 residents per class in FY 2020.

**C. Emergency Medicine**

EIRMC plans to start an Emergency Medicine Residency Program with 8 residents per class for FY2021.

**D. General Surgery**

EIRMC plans to start a General Surgery Residency Program with 3 residents per class for FY2021.

In summary the growth of the Eastern Idaho Regional Medical Center over the time period of July 1, 2018 through June 30, 2028 will be from no current residents to 30 Internal Medicine residents, 18 Family Medicine residents, 24 Emergency Medicine residents and 15 General Surgery residents for a total of 87 new residents.

**4. University of Utah/ISU Psychiatry Program**

The University of Utah, in conjunction with ISU, is in the process of developing a Psychiatry Resident Track Program for Eastern Idaho. This would have the first year in Salt Lake City with rotation time in Pocatello in the first year. All three of the subsequent years will be in Idaho. Table 9 outlines the expansion and timing.

**Table 9:**  
**University of Utah/ISU Ten Year Strategic Graduate Medical Education (GME) Growth Plan**

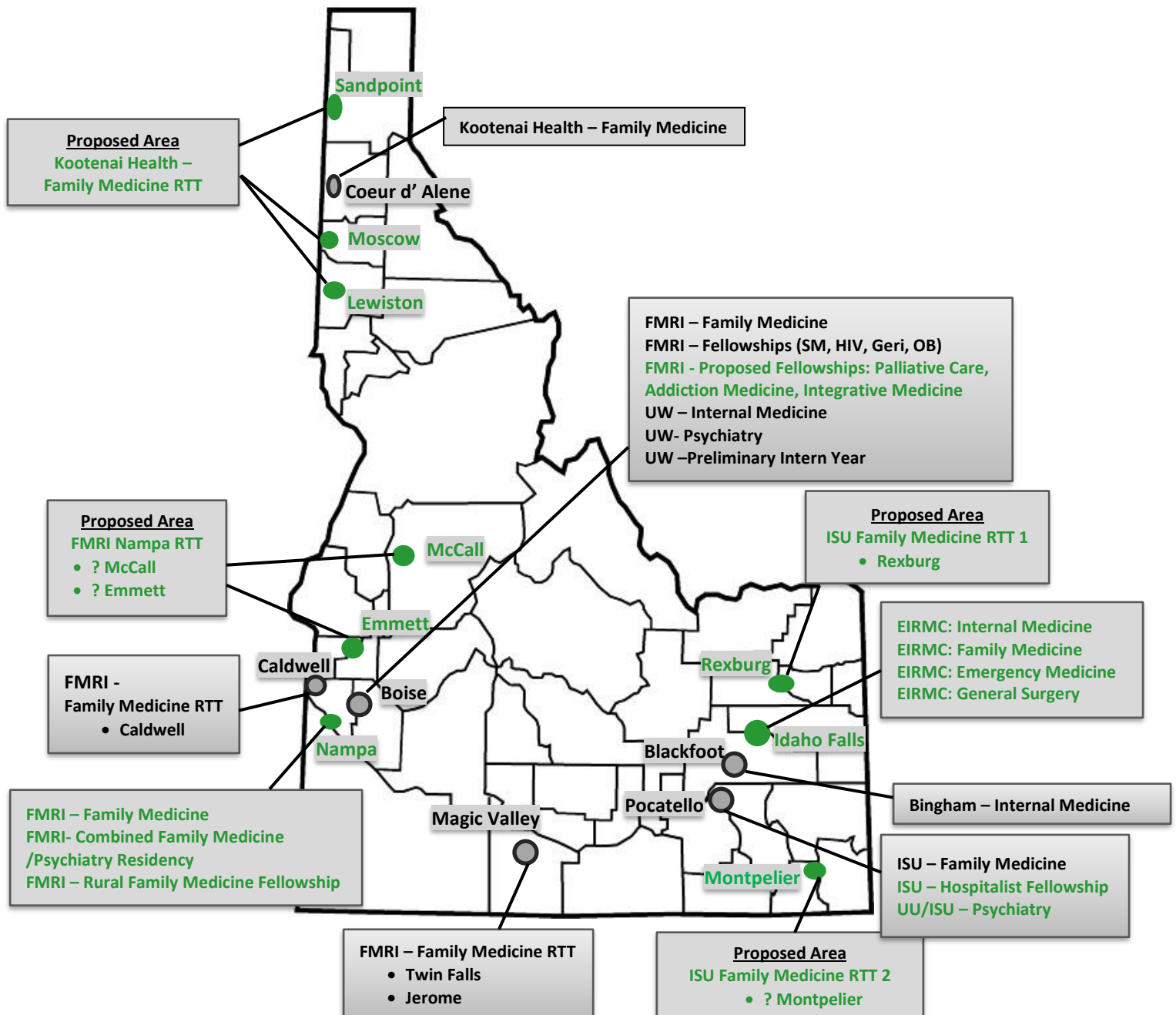
Expansion/New Program																	
Name of Institution	Type of Residency Fellowship	Location	Length of Training	Class Size Per Year	Total Residents/ Fellows FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	FY27	FY28	Total R/F FTE's	
																Class	Total
University of Utah School of Medicine	Psychiatry	Salt Lake/ Pocatello	4*	3	0		3	3	3	3						3	12
* The first year of this four year residency will be in Salt Lake. The subsequent next 3 years will be spent in Eastern Idaho based out of ISU in Pocatello.																	
				3 Residents													12 R's

In summary the growth of the University of Utah/ISU Psychiatry Program over the time period of July 1, 2018 through June 30, 2028 will be from 0 Psychiatry Residents to a total of 12 new psychiatry residents.

### Summary of GME Residency FTE Growth

When taken in aggregate this ten year GME strategic plan makes major strides to address Idaho's critical need for additional healthcare providers. It represents a thoughtful and controlled expansion from 9 programs to 21 programs and growth from 141 current residents and fellows in training to 356 residents and fellows in training 10 years later. That represents a 252% increase. This will result in the number of graduating residents and fellows moving from 52 per year in Idaho to 124 per year which represents a 236% increase. Figure 2 shows the locations of these programs and fellowships.

**Figure Two – Program and Fellowship Locations (2028)**



This will help Idaho move from its current rate of 6.4 residents per year 100,000 Idaho citizens (49<sup>th</sup> in the United States) to approximately 17.7 residents and fellows per 100,000 Idaho citizens with the assumption that Idaho will grow to two million people by 2028. This is still below the United States average of 27.4 residents and fellows in training but is an excellent step in the right direction especially when considering that 27% of Idaho's active physicians are over age 60 and will be retiring over the next decade. If we do not do this now we will fall further behind in meeting a high quality and competent physician workforce for Idaho.

Table 10 summarizes the growth in GME positions over the time period of July 1, 2017 through June 30, 2028.

**Table 10: Ten Year Strategic Graduate Medical Education (GME Growth Plan for Idaho)**

Institution	Residents/Fellows in Training as of July 1, 2017	Residents / Fellows in Training in July 1, 2028	Number of Residents Graduating from All Program classes/year in 2017	Number of Residents Graduating from All program classes/year in 2028
FMRI (FM)	52	109	20	41
ISU (FM)	21	40	7	14
Kootenai/CdA (FM)	18	27	6	9
UW (IM /Psychiatry/Preliminary/Chiefs)	39	67	19	25
Bingham (IM)	11	15	0	5
EIRMC (IM, FM, ER, Surgery)	0	87	0	27
UU/ISU (Psychiatry)	0	12	0	3
	<b>141</b>	<b>356</b>	<b>52</b>	<b>124</b>
	<b>252% Increase</b>		<b>238% Increase</b>	

Table 11: Current and New Program Growth

Program Types	2017	2028
<b>Family Medicine</b>	<b>Five Programs</b> <ul style="list-style-type: none"> <li>• FMRI-Boise</li> <li>• FMRI – RTT Caldwell</li> <li>• FMRI – RTT – Magic Valley</li> <li>• ISU – Pocatello</li> <li>• Kootenai – Coeur d’ Alene</li> </ul>	<b>Twelve Programs</b> <ul style="list-style-type: none"> <li>• FMRI Boise</li> <li>• FMRI RTT Caldwell</li> <li>• FMRI Magic Valley</li> <li>• <b>FMRI Nampa</b></li> <li>• <b>FMRI Nampa RTT</b></li> <li>• <b>FMRI Nampa Combined Family Medicine and Psychiatry *</b></li> <li>• ISU Pocatello</li> <li>• <b>ISU Pocatello – RTT #1 (Rexburg)</b></li> <li>• <b>ISU Pocatello RTT #2 (Montpellier)</b></li> <li>• Kootenai Coeur d’ Alene</li> <li>• <b>Kootenai Coeur d’Alene – RTT (Sandpoint, Moscow or Lewiston)</b></li> <li>• <b>EIRMC Idaho Falls</b></li> </ul>
<b>Internal Medicine</b>	<b>Two Programs</b> <ul style="list-style-type: none"> <li>• UW- Boise</li> <li>• RVU – Bingham - Blackfoot</li> </ul>	<b>Three Programs</b> <ul style="list-style-type: none"> <li>• UW- Boise</li> <li>• RVU – Bingham – Blackfoot</li> <li>• <b>EIRMC – Idaho Falls</b></li> </ul>
<b>Psychiatry</b>	<b>One Program</b> <ul style="list-style-type: none"> <li>• UW – Boise -Psychiatry</li> </ul>	<b>Three Programs</b> <ul style="list-style-type: none"> <li>• UW – Boise– Psychiatry</li> <li>• <b>ISU/UU – Pocatello</b></li> <li>• <b>FMRI Nampa – Combined Family Medicine/Psychiatry *</b></li> </ul>
<b>Preliminary Year Internship</b>	<b>One Program</b> <ul style="list-style-type: none"> <li>• UW- Boise</li> </ul>	<b>One Program</b> <ul style="list-style-type: none"> <li>• UW – Boise</li> </ul>
<b>Emergency Medicine</b>		<b>One Program</b> <ul style="list-style-type: none"> <li>• <b>EIRMC – Idaho Falls</b></li> </ul>
<b>General Surgery</b>		<b>One Program</b> <ul style="list-style-type: none"> <li>• <b>EIRMC – Idaho Falls</b></li> </ul>
<b>Total</b>	<b>Nine Programs</b>	<b>Twenty One Programs *</b> <b>* (The Nampa combined family medicine/psychiatry residency will produce Board certified physicians in both Family Medicine and Psychiatry)</b>

**Timeline**

GME expansion will require much coordination and planning. As a general rule of thumb, it will take two to five years to build a new program from scratch. It will take one to three years to expand existing programs. A conceptual framework and strategic plan for the next ten years as is summarized in the attached time table.

**Table 12: Ten Year Timeline of NEW GME Program Resident/Fellow FTE Development and Expansion**

Program	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total New FTE'S
<b>Family Medicine Residency of Idaho</b>												
• Boise				1	1	1	1	1	1	1	1	8
• Caldwell					1	1	1					3
• Magic Valley			2	2	2							6
• Nampa			6	6	6							18
• Nampa FM/Psychiatry						2	2	2	2	2		10
• Nampa RTT #1						2	2	2				6
• HIV/Viral Hepatitis		1										1
• Palliative Care			1									1
• Addiction Medicine				1								1
• Integrative Medicine						1						1
• Rural FM							1					1
<b>Idaho State University</b>												
• Pocatello						2	2	2				6
• RTT #1			2	2	2							6
• RTT #2									2	2	2	6
• Hospitalist		1										1
<b>Kootenai</b>												
• Coeur d'Alene									1	1	1	3
• RTT #1					2	2	2					6
<b>University of Washington</b>												
• Internal Medicine – Boise	1	4	4	3								12
• Chief Resident				1								1
<b>University of Washington</b>												
• Psychiatry				4	4			2	2	2	2	16
<b>Bingham</b>												
• Internal Medicine - Blackfoot		1	1	1	1							4
<b>Eastern Idaho Regional Medical Center</b>												
• Internal Medicine –Idaho Falls		10	10	10								30
• Family Medicine - Idaho Falls			6	6	6							18
• Emergency Medicine– Idaho Falls				8	8	8						24
• General Surgery - Idaho Falls				3	3	3	3	3				15
<b>University of Utah / ISU</b>												
• Pocatello			3	3	3	3						12
<b>216 New FTE Resident/Fellow Positions</b>												



## **Sustainability**

To provide an environment in which these programs can develop and thrive, several key items will need to occur. These consist of:

1. **Revenue Streams:** Funding from the Idaho Legislature, program revenues, Medicare GME, and hospitals will all be needed to make these programs sustainable. This is an important and delicate balance to have stable funding for these programs. Stabilization of the funding streams to the programs from the Idaho Legislature from \$30,000 to \$60,000 per resident is necessary to allow the programs the ability to grow and expand.
2. **Medicaid GME:** Currently Idaho has requested a State Plan Amendment to its Idaho Medicaid Program that will allow Medicaid GME funding. This represents an opportunity to look at how Idaho can leverage its current funding in a 70/30 match to amplify money that can be used for GME financing.
3. **Physician and Administrative Champions:** Each program must have a physician champion to lead the program and become its director. Similarly, there must be administrative leadership at the hospitals and programs dedicated to making this work.
4. **Dedicated Faculty and Community Physicians:** Each program must have internal faculty dedicated to the teaching mission and community physicians willing to work with residents and fellows to advance their learning.
5. **Faculty Preceptor Payments:** Currently, the medical student programs pay preceptors approximately \$250 to \$500/week for helping with clinical training. It may be necessary for GME programs to pay preceptors outside of the core faculty to stay competitive for limited training sites in Idaho's communities. This can become a potential major barrier to ongoing GME programs that do not have the financial margins to pay community preceptors in this model.
6. **Tax Credits:** Another mechanism that has been used by other states (e.g. Georgia) is to enact legislation to allow teaching physicians who precept residents or medical students tax credits on earned income around teaching stipends for this activity or a standard deduction if no payment is taken. This will be further explored with the IMA/IHA/IAFP/IOPA and the Idaho Legislature.

7. **Loan Repayments:** This represents another important mechanism by which Idaho and its institutions can help residents who graduate from Idaho based GME programs stay in Idaho to practice. Existing programs such as Rural Physician Incentive Program and State Loan Repayment Program (SLRP) can be grown and amounts increased to help recruit and retain critical physician workforce specialties such as family medicine, internal medicine, psychiatry, and general surgery in Idaho. Physicians often look to loan repayment options when choosing a location to practice. There must be investment in this program.
  
8. **Medicare GME Advocacy:** In the Balanced Budget Act of 1997, the Congress attempted to contain Medicare spending by no longer allowing hospitals to receive increased cost of Medicare GME funds if programs expanded. Hospitals with current GME programs were “capped” at the number of residents qualifying as full time employees in 1997. Medicare would only reimburse these hospitals for the number of FTE residents in 1997, even if the hospital hired more than that number. This made expanding current programs challenging as no new funding will come from Medicare above the 1997 limit, or “cap” for these hospitals. Rural hospitals are allowed to increase their cap by 130% of the 1997 number. Hospitals with no GME will be capped in three years or the length of the residency program started. This makes adding new residents to existing programs a financial strain on the base institution. There will continue to be ongoing advocacy on a national level to remove or modify these caps.

#### **Criteria for GME Program Selection for Idaho State Funding**

In 2015, a set of six criteria was developed by the Idaho Medical Association (IMA) Medical Education Affairs Committee and approved by the IMA Board of Trustees. These criteria were adopted to maintain focus on quality and to gain support of the IMA for recommendation to the state of Idaho for consideration of state funding support. These six criteria are as follows:

1. Eligibility for Liaison Committee on Medical Education (LCME) or Commission on Osteopathic College Accreditation (COCA) accreditation (applies to Medical Schools and not germane to this GME Plan).
2. Provides affordable access to medical education for qualified Idaho students.
3. Focus on the goal of continued expansion of Idaho medical school graduates.
4. Integrate with, and support expansion of, Accreditation Council for Graduate Medical Education (ACGME) accredited residency programs.
5. Education and training of specialties based on physician workforce numbers and needs in Idaho.
6. Focus on recruitment and retention of program graduates.

### **Synchronization with Undergraduate Medical Education (UME)**

Growing the GME workforce in Idaho will not only train and retain more doctors in Idaho but will provide a resource to help train the UW, UU, PNWU, WSU and ICOM medical students in Idaho.

Table 13 summarizes the medical schools in our region and the number of students per class.

**Table 13:**  
**Number of Medical Students in Medical Schools with Close Connections to Idaho**

<b><u>Name of School</u></b>	<b><u>Year of First Class</u></b>	<b><u>Medical School Class Size</u></b>	<b><u>Guaranteed Idaho Positions</u></b>
University of Washington School of Medicine	1946	270/year	40
University of Utah School of Medicine	1935	125/year	10
Pacific Northwest University of Osteopathic Medicine	2008	135/year	0
Washington State University Elson Floyd College of Medicine	2017	60/year	0
Idaho College of Osteopathic Medicine	2018	150/year	Preferred status for admission
		<b>740/year</b>	

For the Medical students doing clinical training in Idaho, the paired training model of having the medical students work alongside the residents will help with the teaching of medical students in multiple hospitals and clinics throughout the State. This is a win-win-win as it allows the students to learn and the residents to learn even more by teaching. It also allows the teaching faculty preceptors to share the work of teaching. By growing GME we will expand the ability to teach a good proportion of the medical students in a high-quality manner. This paired resident-student relationship is synergistic to high quality medical education.

There is also a natural partnership between GME and UME in the UME institutions producing the medical students that will need to fill the expanded GME programs' residency positions. Medical students utilize these rotations to evaluate and audition for residency programs. The two can be synergistic as long as they stay in balance. If UME expansion utilizes all of the precepting resources, then GME cannot expand because of the lack of preceptors for the GME positions. This dynamic must be monitored closely.

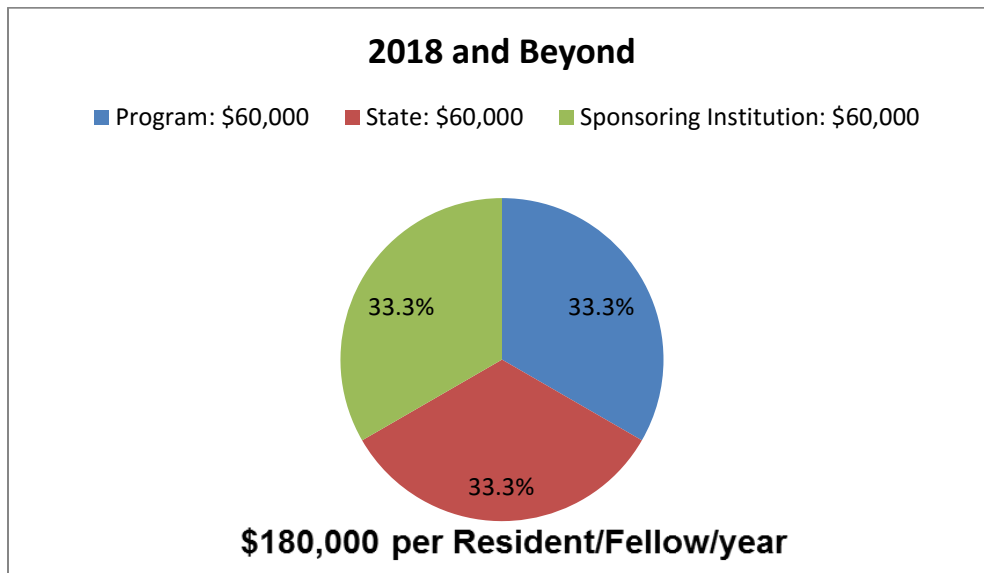
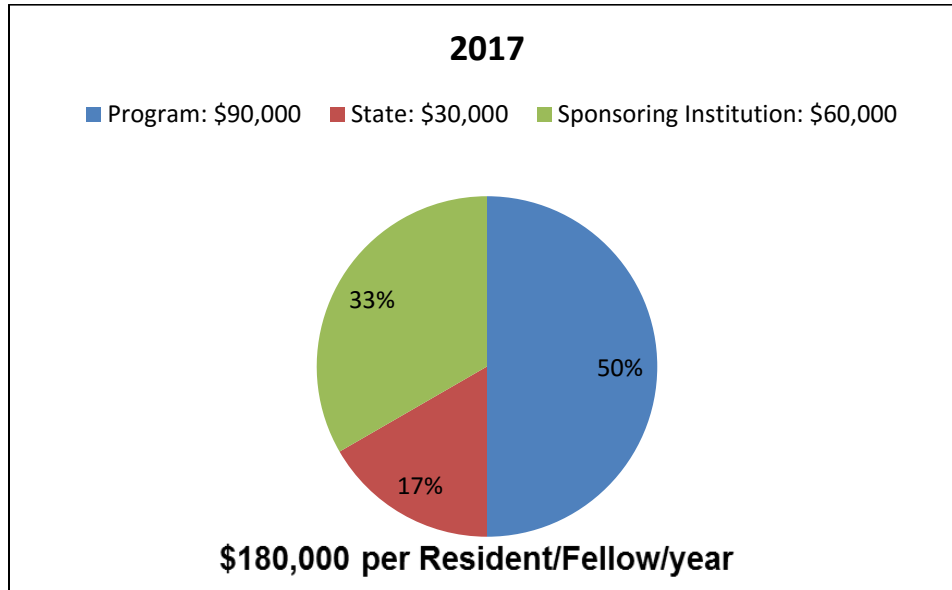
### **Budget**

In order to bring consistency of methodology to the budgeting process, four strategies will be consistently employed across all programs.

1. The first is that programs, institutions, hospitals and the state need to partner around the concept that the program needs to be responsible for about a third of the training costs of a resident. Another third needs to come from the institutions/hospitals and the final third from the state of Idaho. By doing this all of the key stakeholders will be engaged and have "skin in the game" and accountability for the program's success and stability.

2. The cost of training a resident varies across the nation and by specialty. The most recent data shows the typical range being from \$150,000 to \$227,000 per resident <sup>(9)</sup>. The data from Idaho's largest GME program (i.e. FMRI) reveals that it annual costs \$194,000/year to train a resident. Therefore a reasonable estimate of the average cost to train a resident per year is \$180,000. Using the approach that about a third of the cost of training a resident be borne by the state of Idaho, the amount the state would contribute is \$60,000 per resident. This per resident amount (PRA) for the state's contribution will enable and encourage residents to train in Idaho and will provide physicians to care for Idaho's citizens and generate jobs and revenue in Idaho's communities as the eventual outcome. By creating a per resident share of \$60,000, a consistent standard methodology can be applied to the specialty of physician and the numbers of physicians in training.
3. Similarly, each program must have a capable Program Director and Administrative Residency Coordinator. To help new programs, funding for the Program Director and Administrative Residency Coordinator has been included in the plan. A base salary for a Program Director is estimated to be \$240,000/year and for an Administrative Residency Coordinator is estimated to be \$75,000/year. Using the one-third amount for the state's contribution, this would be approximately \$80,000 for the Program Director and \$25,000 for the Residency Coordinator.
4. Sustainability and maintenance of current operations (MCO) funding must also be considered for existing programs that are already training residents and fellows in Idaho. All of the existing programs are facing challenges to sustain their programs as they balance the education mission they have in training the future workforce and the operational side of their mission in seeing enough patients (e.g. Medicaid, Medicare, uninsured, under-insured, veterans, refugees and others) to help keep their program doors open. These costs have increased substantially since the SBOE set the state matching amount at \$30,000/resident years ago. Costs and expenses have significantly increased around faculty salaries and benefits, liability insurance, accreditation fees, staff expenses, facilities, EMRs, resident salaries and benefits, to name just a few. Therefore \$60,000 per resident is an appropriate state share payment as an ongoing maintenance of current operations to ensure that our programs don't close or reduce class size because of financial pressures at a time when there is an urgent need for more physicians. Figure 3 details this important change in funding from the existing \$30,000 per resident per year to the needed \$60,000 per resident per year amount. This represents the state assuming one-third of the cost of resident training (i.e. \$60,000 per resident, per year) from its current one-sixth amount of \$30,000 per resident per year.

(9) *New England Journal of Medicine* August 2016

**Figure Three – Resident Funding Per Year by Institution**

Using this methodology for FY 2019, all existing programs in place at this time will need an ongoing re-leveling to help maintain program sustainability and viability. Therefore the requested increase from approximately \$30,000 to \$60,000 per resident represents a \$30,000 increase in base funding per resident. This will be added as a separate line item in each of the programs who are already training residents in the state of Idaho. The reason this is important is that healthy existing programs will be the main producers of these future physicians. They are the programs with

experience and knowledge about GME. They are the programs on which growth and expansion will be built. We must build on stable GME Programs.

With this overall methodology in mind, a thoughtful and measured budgeting formula can be applied to all of the existing GME programs and their residents as well as all new programs and existing program expansion. Each program will thus be budgeted over the next 10 years for new funding from the Idaho Legislature through the State Board of Education for the state's one-third contribution to sustain, grow and create new programs. The budget to grow and expand GME in Idaho is detailed by programs and activities within the program in the tables that follow.

**Table 14:**  
**FMRI Growth and State Budget Request**

Program	Current Class July 1, 2017	Class FY 28	Change Per Class	Total Residents/ Fellows FY 18	Total R/F FY28	Expansion Per Program	Cost to Idaho \$60K/Resident/ Year	Time of Expansion
• Boise Core Program	11	14	3	33	42	8	\$480,000	FY21, FY24, FY28
• Caldwell RTT	3	4	1	9	12	3	\$180,000	FY22 – FY24
• Magic Valley RTT	2	4	2	6	12	6	\$360,000	FY20 - FY21
• Nampa Family Medicine	0	6	6	0	18	18	\$1,080,000	FY20 – FY22
Program Director							\$80,000	
Residency Coordinator							\$25,000	
• Nampa FM/Psychiatry	0	2	2	0	10	10	\$600,000	FY23 - FY27
Program Director							\$80,000	
Residency Coordinator							\$25,000	
• New RTT	0	2	2	0	6	6	\$360,000	FY24 – Y26
Program Director							\$80,000	
Residency Coordinator							\$25,000	
• HIV/Viral Hepatitis Fellowship	1	2	1	1	2	1	\$60,000	FY19
• Palliative Care Fellowship	0	1	1	0	1	1	\$60,000	FY20
• Addiction Medicine Fellowship	0	1	1	0	1	1	\$60,000	FY21
• Integrative Medicine Fellowship	0	1	1	0	1	1	\$60,000	FY23
• Rural Family Medicine Fellowship	0	1	1	0	1	1	\$60,000	FY25
• Fellowships in Sports Medicine, Geriatrics, OB, HIV/Viral Hepatitis (Funded by ISBOE in FY18 – See below ).	4	5	0	4	5	0	\$250,000	FY18
• Maintenance of Current Operations (MCO)	48 Residents @ \$30k/Resident/Year * (33 Residents – Boise, 9 Residents – Caldwell, 6 residents – Magic Valley) * This amount goes from the existing state amount \$30k to \$60k so net \$30K						\$1,440,000	FY19
<b>Deductions</b>							<b>Grand Total</b>	<b>\$5,365,000</b>
• Nampa Family Medicine Start Up								<b>- \$1,000,000</b>
• 4 Fellowships (Sports Med, Geriatrics, OB, HIV noted above)								<b>- \$250,000</b>
• New RTT								<b>-\$250,000</b>
						<b>Grand Total</b>	<b>\$3,865,000</b>	

**Table 15:**  
**ISU FMR Growth and State Budget Request**

Program	Current Class July 1, 2017	Class FY 28	Change Per Class	Total Residents Fellows FY 18	Total R/F FY27	Expansion Per Program	Cost to Idaho \$60K/Resident/Y ear	Time of Expansion
• Pocatello Core Program	7	9	2	21	27	6	\$360,000	FY23 - 25
New RTT #1	0	2	2	0	6	6	\$360,000	FY20 - 22
• Program Director							\$80,000	
• Residency Coordinator							\$25,000	
New RTT #2	0	2	2	0	6	6	\$360,000	FY26 -28
• Program Director							\$80,000	
• Residency Coordinator							\$25,000	
• Hospitalist Fellowship	0	1	1	0	1	1	\$60,000	FY19
• Maintenance of Current Operations (MCO)	21 residents @ \$25k/Resident/Year * * This amount uses the existing methodology of the state increase from \$30k to \$60k. Because ISU funding was already at \$35K/Resident the amount of increase will be 21 residents @ \$25k/Resident/Year						\$525,000	FY19
Grand Total ISU							\$1,875,000	
Deductions (Funded in FY18)								
• RTT 1							-\$250,000	
• RTT Faculty Site Coordinator							-\$125,000	
						Grand Total	\$1,500,000	

**Table 16:**  
**KHFMR Growth and State Budget Request**

Program	Current Class July 1, 2017	Class FY 28	Change Per Class	Total Residents/ Fellows FY 18	Total R/F FY27	Expansion Per Program	Cost to Idaho \$60K/Resident/Year	Time of Expansion
• Coeur d’Alene Core Program	6	7	1	18	21	3	\$180,000	FY26
• New RTT  Program Director  Residency Coordinator	0	2	2	0	6	6	\$360,000	FY22
							\$80,000	
							\$25,000	
• Maintenance of Current Operations (MCO)	18 residents @ 30k/Resident/Year* * This amount goes from the existing state amount \$30k to \$60k so net \$30K						\$540,000	FY19
					Grand Total \$1,185,000			

Table 17:

## UW Internal Medicine/Preliminary Year/Chief Residents Budget Request

Program	Current Class July 1, 2017	Class FY 28	Change Per Class	Total Residents/ Fellows FY 18	Total R/F FY27	Expansion Per Program	Cost to Idaho \$60K/Resident/Year	Time of Expansion
• Core IM Expansion	9 9 in R-1 Class (8 in R -2 & R-3 Class)	12	3	25	36	11	\$660,000	FY19-21
• Chief Resident	2	3	1	2	3	1	\$60,000	FY21
• Maintenance of Current Operations (MCO)	31 Residents @ \$15k/Resident/Year * (25 IM, 4TY, 2 Chiefs) @\$15K each *UW Boise IM is only asking for half of the \$30K maintenance funding since half of its program is funded by the VA						\$465,000	FY19
UW/VA Internal Medicine/Preliminary/Chief Residents							\$1,185,000	
Deductions (Funded in FY18)							\$300,000	
						Grand Total	\$885,000	

Table 18:

## UW Psychiatry Budget Request

Program	Current Class July 1, 2017	Class FY 28	Cha nge Per Clas	Total Residents/ Fellows FY 18	Total R/F FY27	Expansion Per Program	Cost to Idaho \$60K/Resident /Year	Time of Expansion
• Core Psychiatry Expansion – All 4 years in Idaho		4/yr. x 1 <sup>st</sup> & 2 <sup>nd</sup> Year Class				8	\$480,000	FY21
• Core Program Expansion- Class from 4 to 6 per year	4	6	2	16	24	8	\$480,000	FY25
• Maintenance of Current Operations (MCO)	8 residents @ \$30k/Resident/Year* <i>* This amount goes from the existing state amount \$30k to \$60k so net \$30K</i>						\$240,000	FY19
						Grand Total \$1,200,000		

Table 19:

## Bingham Internal Medicine Budget Request

Program	Current Class July 1, 2017	Class FY 28	Change Per Class	Total Residents/ Fellows FY 18	Total R/F FY 27	Expansion Per Program	Cost to Idaho \$60K/Resident/ Year	Time of Expansion
• All 12 Residents brought into Idaho System			1	12	15	15	\$900,000	FY19
• Program Director							\$80,000	FY19
• Residency Coordinator							\$25,000	FY19
• No MOC Funding as all residents are being brought under SBOE for funding								
<b>Grand Total</b>							\$1,005,000	



**Table 20:**  
**Eastern Idaho Regional Medical Center Budget Request**

Program	Current Class July 1, 2017	Class FY 28	Change Per Class	Total Residents/ Fellows FY 18	Total R/F FY27	Expansion Per Program	Cost to Idaho \$60K/Resident/Y ear	Time of Expansion
<b><u>Internal Medicine</u></b>	0	10	10	0	30	30	\$1,800,000	FY19
IM Program Director							\$80,000	
IM Residency Coordinator							\$25,000	
<b><u>Family Medicine</u></b>	0	6	6	0	18	18	\$1,080,000	FY19
FM Program Director							\$80,000	
FM Residency Coordinator							\$25,000	
<b><u>Emergency Medicine</u></b>	0	8	8	0	24	24	\$1,440,000	FY20
EM Program Director							\$80,000	
EM Residency Coordinator							\$25,000	
<b><u>General Surgery</u></b>	0	3	3	0	15	15	\$900,000	FY20
GS Program Director							\$80,000	
GS Residency Coordinator							\$25,000	
<b>Maintenance of Current Operations (MCO)</b> • No MOC Funding as these are all new positions								
<b>Grand Total</b>							<b>\$5,640,000</b>	

**Table 21:**  
**University of Utah / ISU Psychiatry Budget Request**

Program	Current Class July 1, 2017	Class FY 28	Change Per Class	Total Residents/ Fellows FY 18	Total R/F FY27	Expansion Per Program	Cost to Idaho \$60K/Resident/Y ear	Time of Expansion
<b>UU/ISU Psychiatry</b>	0	3	3	0	12	12	\$720,000	FY20
• Psychiatry Residency Coordinator							\$25,000	
• Psychiatry Program Director							\$80,000	
• Psychology Asst. Professor							\$30,000	
• UU/ ISU Psychiatry Rotations (First Year Residents)							\$25,000	
<b>Grand Total UU/ISU Psychiatry</b>							<b>\$880,000</b>	
<b><u>Deductions</u></b> (FY18 Psychiatry Funding)							<b>-\$250,000</b>	
<b>Grand Total</b>							<b>\$630,000</b>	

### **Total Graduate Medical Education Expansion Over Ten Years**

The cumulative total cost of this ten year GME buildout can be seen by each program as noted below.

<b>Family Medicine Residency of Idaho</b>	<b>\$3,865,000</b>
<b>ISU Family Medicine Residency</b>	<b>\$1,500,000</b>
<b>Kootenai Health Family Medicine Coeur d' Alene Residency</b>	<b>\$1,185,000</b>
<b>UW Internal Medicine / Preliminary Year/Chief Residents</b>	<b>\$885,000</b>
<b>UW Psychiatry Residency</b>	<b>\$1,200,000</b>
<b>Bingham Internal Medicine Residency</b>	<b>\$1,005,000</b>
<b>Eastern Idaho Regional Medical Center</b>	<b>\$5,640,000</b>
<b>University of Utah/ISU Psychiatry Residency</b>	<b>\$630,000</b>

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### **Total GME Maintenance and Expansion Over 10 Years: \$15,910,000/ Year\***

*\* This will be a cumulative cost reached at the end of the 10 year buildout.*

### **Graduate Medical Education Council**

This plan envisions the creation of a Graduate Medical Education Council that will oversee the implementation of this ten year plan. The Council will be set up to begin on July 1, 2018 (FY 2019) so that continuity of effort and momentum of this plan will not be lost. The council will be comprised of key stakeholders in Idaho to include residency program directors, medical school leaders, hospital senior leaders, the State Board of Education as well as representatives from the IMA, IHA, IAFP, IDHW, IOPA, Idaho's Universities, Governor's office and the Legislature.

One of the first tasks of the Council will be to develop a charter to codify its vision, mission, role, purpose, membership and authority. The Council will additionally consider its scope of effort to potentially help oversee and advise on the entire medical education pipeline to include Undergraduate Medical Education (medical schools) as well as Graduate Medical Education (residencies). There may additionally be a role to play, if deemed appropriate to help in orchestrating and coordinating other health and healthcare workforce issues that involve other healthcare professions (e.g. psychologists, pharmacists, nurse practitioners and physicians assistants) as part of a strategic plan for Idaho that will maximally serve Idaho's citizens.

The GME Council would be staffed through the Idaho State Board of Education with an appropriate budget as follows:

0.4 FTE GME Physician Coordinator and Support

**Total GME Council Budget                      \$114,000/Year**

**Additional items to grow Idaho's Health Workforce**

**1. WICHE Mental Health Psychology Internships**

Every one of Idaho's 44 counties is considered a Mental Health Professionals Shortage Area (HPSA). The Western Interstate Commission for Higher Education (WICHE) has helped other western states build American Psychological Association (APA) accredited psychology internship programs. The funding of \$125,000 will help establish this accreditation to multiple institutions to distribute across Idaho to help develop these programs.

**WICHE Mental Health Program Psychology Internships      \$125,000**

**2. Pharmacy Residencies**

Pharmacy faculty and residents are integral to the training of resident physicians in all disciplines. Interdisciplinary training with pharmacy faculty and residents enhances research opportunities, clinical pharmacology teaching, psychopharmacology, evidence-based care, health care quality improvement and team based care in the patient centered medical home model.

**Family Medicine Residency of Idaho:** FMRI will be starting up a Pharmacy Residency Program to help create more Residency Trained Pharmacists for Idaho.

Pharmacy Program Director	\$30,000
Pharmacy Admin Coordinator	\$10,000
<u>One Pharmacy Resident</u>	<u>\$30,000</u>
<b>Total FY 2019 FMRI Pharmacy Request</b>	<b>\$70,000</b>

**Idaho State University Family Medicine Residency:** There is an existing Pharmacy Residency Program in the Department of Family Medicine at Idaho State University. This program has recently expanded from two to three pharmacy residents per year in Pocatello. Funding for this program has been from ISU FMR clinical revenues and non-state appropriated College of Pharmacy Funds. The College of Pharmacy is unable to sustain their current level of support.

With the proposed expansion of the ISU FMR and advent of the Eastern Idaho Psychiatry Residency, the educational, clinical and research demands on pharmacy faculty and residents will significantly increase.

Pharmacy Program Director	\$30,000
Pharmacy Admin Coordinator	\$10,000
<u>Three Pharmacy Residents</u>	<u>\$90,000</u>
<b>Total FY 2019 FMRI Pharmacy Request</b>	<b>\$130,000</b>

### 3. Capital Requests

No line item capital requests are included in this 10 year strategic plan. However, in order for Idaho State University to accomplish their 10-year GME strategic plan objectives, ISU administration is submitting a capital budget proposal through the Division of Public Works (DPW) and the Governor-appointed Permanent Building Fund Advisory Council (PBFAC) for a new 'ISU Health and Wellness Center'.

This facility will:

- Address current overcrowding and inadequate clinical space for the Department of Family Medicine.
- Provide clinical, administrative, teaching and research space for the planned expansion of the ISU Family Medicine Residency.
- Provide adjacent clinical, administrative and teaching space for the proposed Eastern Idaho Psychiatry Residency.
- Create an interdisciplinary clinical training facility that will promote mutual referral, collaborative health care, research and shared teaching experiences throughout the Division of Health Sciences.

### 4. Idaho College of Osteopathic Medicine

The proposed Idaho College of Osteopathic Medicine (ICOM) is in the accrediting process and anticipates accepting 150 students in August of 2018. ICOM is committed to growing GME programs in Idaho and having preferred status for Idaho students for admission. ICOM will give a one-time payment up to \$250,000/program in seed money (for up to 5 programs) for its Idaho hospital partners expanding GME for up to a grand total of \$5 Million over its first 10 years of operation.

## **Ten Year Budget Request – Summary**

### **1. Expansion of GME**

A. FMRI	\$2,425,000
B. ISU	\$975,000
C. KHFMRI	\$645,000
D. UW (IM, PYI, CR's)	\$420,000
E. UW/Psychiatry	\$960,000
F. Bingham	\$1,005,000
G. EIRMC	\$5,640,000
H. <u>UU/ISU</u>	<u>\$630,000</u>
<b>Total</b>	<b>\$12,700,000 / year</b>

### **2. Maintenance and Stabilization of Current Operations (MCO) Funding**

A. FMRI (Boise, Caldwell, MV)	\$1,440,000
B. ISU	\$525,000
C. KHFMRI	\$540,000
D. UW (IM, PYI, CR's)	\$465,000
E. UW Psychiatry	\$240,000
F. Bingham	\$0.00
G. EIRMC	\$0.00
H. <u>UU/ISU</u>	<u>\$0.00</u>
<b>Total</b>	<b>\$3,210,000 / year</b>

### **3. Graduate Medical Education Council**

A. 0.4 FTE GME Physician Coordinator and support

**Total \$114,000 / year**

**4. Additional Items to Grow Idaho's Health Workforce**

A. WICHE Mental Health Psychology	\$125,000
B. <u>Pharmacy Residencies</u>	<u>\$200,000</u>
<b>Total</b>	<b>\$325,000 / year</b>

**Total 10 Year GME Request**

Expansion of GME	\$12,700,000
Maintenance and Sustainability of Current Operations	\$3,210,000
Graduate Medical Education Council	\$114,000
<u>Additional Healthcare Programs</u>	<u>\$325,000</u>
<b>Total</b>	<b>\$16,349,000 / year</b>

**Total Cost of GME, GME Council and Additional Healthcare  
Programs: \$16,349,000\* / year**

*\* This will be a cumulative cost reached at the end of the 10 year buildout.*

**Table 22** shows the budget request by each program over this ten year period. This table also demonstrates each programs total amount and the cost summed at the bottom for each fiscal year.

Program	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total Budget
<b>Family Medicine Residency of Idaho</b>												
Family Medicine Boise		\$990,000		\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$1,470,000
Family Medicine Caldwell		\$270,000			\$60,000	\$60,000	\$60,000					\$450,000
Family Medicine MV		\$180,000	\$120,000	\$120,000	\$120,000							\$540,000
Family Medicine Nampa	\$1,000,000		\$465,000	\$360,000	\$360,000							\$1,185,000
Funding began FY 18 for above program			\$465,000	\$360,000	\$175,000							\$1,000,000
Family Medicine / Psychiatry Nampa						\$225,000	\$120,000	\$120,000	\$120,000	\$120,000		\$705,000
Family Medicine Nampa RTT	\$250,000					\$225,000	\$120,000	\$120,000				\$465,000
Funding began FY18 for above program						\$225,000	\$25,000					\$250,000
FMRI Fellowships (SM, OB, GER, HIV)	\$250,00											\$250,000
Funding began FY18 for above programs	\$250,000											\$250,000
HIV/Viral Hepatitis - Boise		\$60,000										\$60,000
Palliative Care - Boise			\$60,000									\$60,000
Addiction Medicine - Boise				\$60,000								\$60,000
Integrative Medicine Boise						\$60,000						\$60,000
Rural Family Medicine - Nampa							\$60,000					\$60,000
<b>Annual Budget Increase</b>	<b>\$1,500,000</b>	<b>\$1,500,000</b>	<b>\$180,000</b>	<b>\$240,000</b>	<b>\$425,000</b>	<b>\$405,000</b>	<b>\$395,000</b>	<b>\$300,000</b>	<b>\$180,000</b>	<b>\$180,000</b>	<b>\$60,000</b>	<b>\$3,865,000</b>
<b>Cumulative FY 18 Budget Increase</b>		<b>\$1,500,000</b>	<b>\$1,680,000</b>	<b>\$1,920,000</b>	<b>\$2,345,000</b>	<b>\$2,750,000</b>	<b>\$3,145,000</b>	<b>\$3,445,000</b>	<b>\$3,625,000</b>	<b>\$3,805,000</b>	<b>\$3,865,000</b>	<b>\$28,080,000</b>
<b>Total Budget</b>	<b>\$3,030,000</b>	<b>\$4,530,000</b>	<b>\$4,710,000</b>	<b>\$4,950,000</b>	<b>\$5,375,000</b>	<b>\$5,780,000</b>	<b>\$6,175,000</b>	<b>\$6,475,000</b>	<b>\$6,655,000</b>	<b>\$6,835,000</b>	<b>\$6,895,000</b>	
<b>Total Residents/Fellows</b>	<b>52</b>	<b>53</b>	<b>62</b>	<b>72</b>	<b>82</b>	<b>89</b>	<b>96</b>	<b>101</b>	<b>104</b>	<b>107</b>	<b>108</b>	
<b>Cumulative (FY18) Additional FTEs Trained</b>		<b>1</b>	<b>10</b>	<b>20</b>	<b>30</b>	<b>37</b>	<b>44</b>	<b>49</b>	<b>52</b>	<b>55</b>	<b>56</b>	<b>354</b>

**Table 22 (Continued)**

Program	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total Budget
<b>Idaho State University</b>												
Family Medicine Pocatello		\$525,000				\$120,000	\$120,000	\$120,000				\$885,000
Family Medicine RTT #1	\$375,000		\$225,000	\$120,000	\$120,000							\$465,000
Funding began FY18 for above program (RTT/RTT Faculty Site Coordinator)			\$225,000	\$120,000	\$30,000							\$375,000
Family Medicine RTT #2									\$225,000	\$120,000	\$120,000	\$465,000
Hospitalist		\$60,000										\$60,000
Annual Budget Increase - ISU	\$375,000	\$585,000			\$90,000	\$120,000	\$120,000	\$120,000	\$225,000	\$120,000	\$120,000	\$1,500,000
Cumulative Budget Increase (FY 18) - ISU		\$585,000	\$585,000	\$585,000	\$675,000	\$795,000	\$915,000	\$1,035,000	\$1,260,000	\$1,380,000	\$1,500,000	\$9,315,000
Total Budget - ISU	\$1,459,900	\$2,044,900	\$2,044,900	\$2,044,900	\$2,134,900	\$2,254,900	\$2,374,900	\$2,494,900	\$2,719,900	\$2,839,900	\$2,959,900	
Total Residents/Fellows	21	22	24	26	28	30	32	34	36	38	40	
Cumulative FY 18 Additional FTEs Trained		1	3	5	7	9	11	13	15	17	19	100
Program	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total Budget
<b>Kootenai Health Family Medicine Coeur d' Alene</b>												
Coeur d' Alene		\$540,000							\$60,000	\$60,000	\$60,000	\$720,000
RTT #1					\$225,000	\$120,000	\$120,000					\$465,000
Annual Budget Increase -		\$540,000			\$225,000	\$120,000	\$120,000		\$60,000			\$1,185,000
Cumulative (FY18) Budget Increase		\$540,000	\$540,000	\$540,000	\$765,000	\$885,000	\$1,005,000	\$1,005,000	\$1,065,000	\$1,125,000	\$1,185,000	\$8,655,000
Total Budget	\$560,000	\$1,100,000	\$1,100,000	\$1,100,000	\$1,325,000	\$1,445,000	\$1,565,000	\$1,565,000	\$1,625,000	\$1,685,000	\$1,745,000	
Total Residents/Fellows	18	18	18	18	20	22	24	24	25	26	27	
Cumulative Additional FTEs Trained (FY18)					2	4	6	6	7	8	9	42



**Table 22 (Continued)**

Program	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total Budget
<b>University of Washington/Internal Medicine</b>												
Internal Medicine – Boise	\$300,000	\$705,000	\$240,000	\$180,000								\$1,125,000
Funding began FY18 for above program		\$300,000										\$300,000
* Preliminary Year Internship – No expansion												
* Chief Residents – 4 <sup>th</sup> Year				\$60,000								\$60,000
Annual Budget Increase - UW - Internal Med	\$300,000	\$405,000	\$240,000	\$240,000								\$885,000
Cumulative FY 18 Budget Increase		\$405,000	\$645,000	\$885,000	\$885,000	\$885,000	\$885,000	\$885,000	\$885,000	\$885,000	\$885,000	\$8,130,000
Total Budget -	\$540,000	\$945,000	\$1,185,000	\$1,425,000	\$1,425,000	\$1,425,000	\$1,425,000	\$1,425,000	\$1,425,000	\$1,425,000	\$1,425,000	
Total Residents/Fellows	31	35	39	43	43	43	43	43	43	43	43	
Cumulative FY18 Additional FTEs Trained		4	8	12	12	12	12	12	12	12	12	108
Program	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total Budget
<b>University of Washington - Psychiatry</b>												
Psychiatry Boise		\$240,000		\$240,000	\$240,000			\$120,000	\$120,000	\$120,000	\$120,000	\$1,200,000
Annual Budget Increase		\$240,000		\$240,000	\$240,000			\$120,000	\$120,000	\$120,000	\$120,000	\$1,200,000
Cumulative Budget Increase From FY18		\$240,000	\$240,000	\$480,000	\$720,000	\$720,000	\$720,000	\$840,000	\$960,000	\$1,080,000	\$1,200,000	\$7,200,000
Total Budget - UW - Psychiatry	\$157,800	\$397,800	\$397,800	\$637,800	\$877,800	\$877,800	\$877,800	\$997,800	\$1,117,800	\$1,237,800	\$1,357,800	
Total Residents/Fellows	8	8	8	12	16	16	16	18	20	22	24	
Cumulative (FY18) Additional FTEs Trained				4	8	8	8	10	12	14	16	80

**Table 22 (Continued)**

Program	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total Budget
<b>RVU – Bingham Internal Medicine</b>												
Internal Medicine - Blackfoot		\$825,000	\$60,000	\$60,000	\$60,000							\$1,005,000
Annual Budget Increase - RVU - Bingham		\$825,000	\$60,000	\$60,000	\$60,000							\$1,005,000
Cumulative Budget Increase (FY18) - RVU - Bingham		\$825,000	\$885,000	\$945,000	\$1,005,000	\$1,005,000	\$1,005,000	\$1,005,000	\$1,005,000	\$1,005,000	\$1,005,000	\$9,690,000
Total Budget - RVU Bingham		\$825,000	\$885,000	\$945,000	\$1,005,000	\$1,005,000	\$1,005,000	\$1,005,000	\$1,005,000	\$1,005,000	\$1,005,000	
Total Residents/Fellows	11	12	13	14	15	15	15	15	15	15	15	
Cumulative FY18 Additional FTEs Trained		1	2	3	4	4	4	4	4	4	4	34
Program	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total Budget
<b>Eastern Idaho Regional Medical Center</b>												
Internal Medicine – Idaho Falls		\$705,000	\$600,000	\$600,000								\$1,905,000
Family Medicine - Idaho Falls			\$465,000	\$360,000	\$360,000							\$1,185,000
Emergency Medicine– Idaho Falls				\$585,000	\$480,000	\$480,000						\$1,545,000
General Surgery - Idaho Falls				\$285,000	\$180,000	\$180,000	\$180,000	\$180,000				\$1,005,000
Annual Budget Increase		\$705,000	\$1,065,000	\$1,830,000	\$1,020,000	\$660,000	\$180,000	\$180,000				\$5,640,000
Cumulative (FY18) Budget Increase		\$705,000	\$1,770,000	\$3,600,000	\$4,620,000	\$5,280,000	\$5,640,000	\$5,640,000	\$5,640,000	\$5,640,000	\$5,640,000	\$43,995,000
Total Budget		\$705,000	\$1,770,000	\$3,600,000	\$4,620,000	\$5,280,000	\$5,640,000	\$5,640,000	\$5,640,000	\$5,640,000	\$5,640,000	
Total Residents/Fellows		10	26	53	70	81	84	87	87	87	87	
Cumulative FY18 Additional FTEs Trained		10	26	53	70	81	84	87	87	87	87	672

**Table 22 (Continued)**

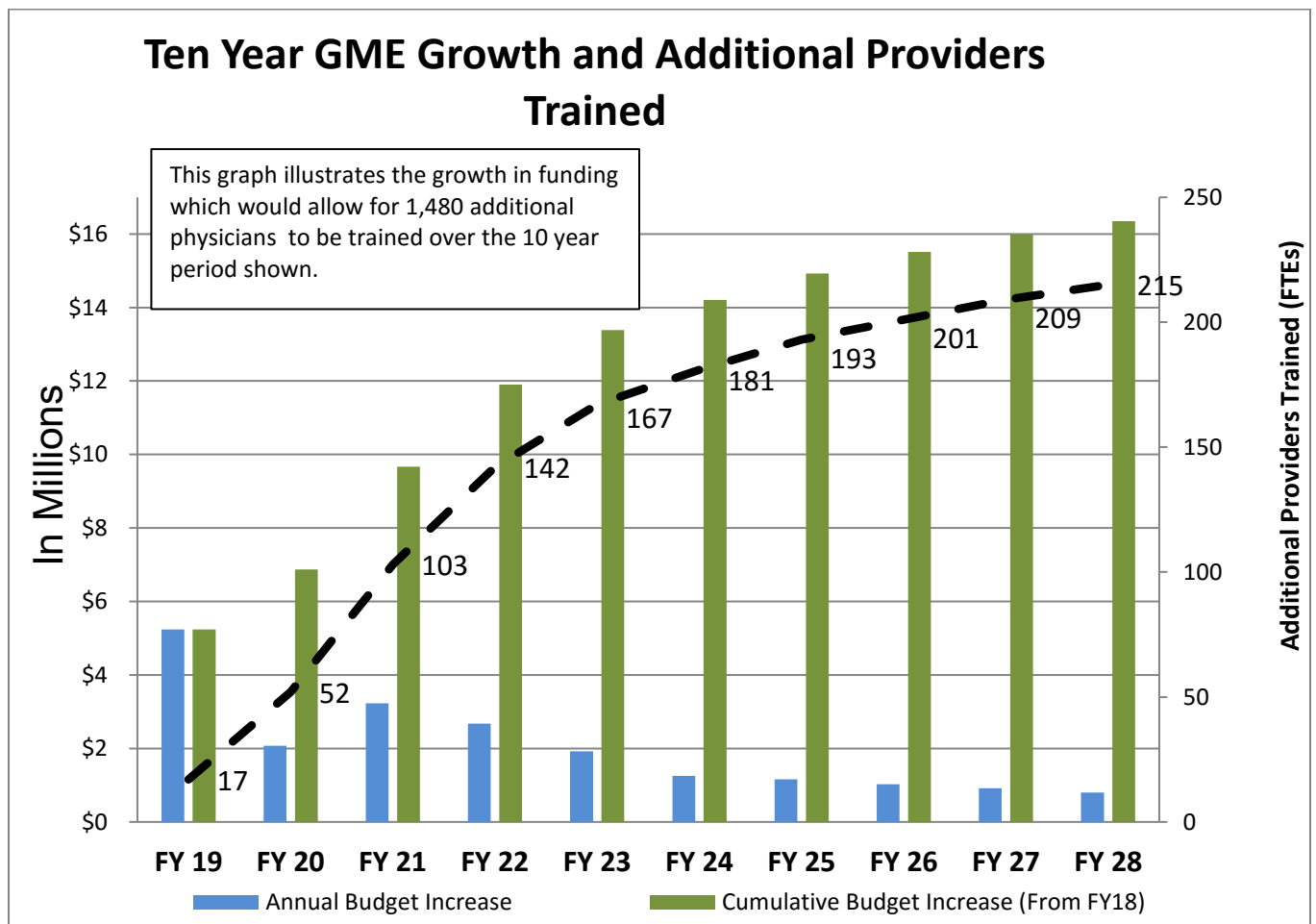
Program	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total Budget
<b>University of Utah/ ISU Psychiatry</b>												
Psychiatry Pocatello	\$250,000		\$340,000	\$180,000	\$180,000	\$180,000						\$880,000
Funding began FY18 for above program			\$250,000									\$250,000
Annual Budget Increase -	\$250,000		\$90,000	\$180,000	\$180,000	\$180,000						\$630,000
Cumulative Budget Increase (From FY18)			\$90,000	\$270,000	\$450,000	\$630,000	\$630,000	\$630,000	\$630,000	\$630,000	\$630,000	\$4,590,000
Total Budget	\$250,000	\$250,000	\$340,000	\$520,000	\$700,000	\$880,000	\$880,000	\$880,000	\$880,000	\$880,000	\$880,000	
Total Residents/Fellows			3	6	9	12	12	12	12	12	12	
Cumulative FY18 Additional FTEs Trained			3	6	9	12	12	12	12	12	12	90
	FY 19	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total Budget
<b>Miscellaneous</b>												
GME Council Coordinator / Support	\$114,000											\$114,000
WICHE Mental Health Psychology Interns	\$125,000											\$125,000
Pharmacy Residencies	\$200,000											\$200,000
Annual Budget Increase – Misc.	\$439,000											\$439,000
Cumulative Budget Increase (From FY18) –Misc.	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$4,390,000
Total Budget – Misc.	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	\$439,000	

**Table 22: Summary****Total Cumulative Budget, Total Resident/Fellows and Cumulative Additional Physicians Trained**

Program	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	Total FY19-FY28
Annual Budget Increase - Total	\$2,425,000	\$5,239,000	\$1,635,000	\$2,790,000	\$2,240,000	\$1,485,000	\$815,000	\$720,000	\$585,000	\$480,000	\$360,000	\$16,349,000
Cumulative Budget Increase FY18) - Total		\$5,239,000	\$6,874,000	\$9,664,000	\$11,904,000	\$13,389,000	\$14,204,000	\$14,924,000	\$15,509,000	\$15,989,000	\$16,349,000	\$124,045,000
Total Budget	\$5,997,700	\$11,236,700	\$12,871,700	\$15,661,700	\$17,901,700	\$19,386,700	\$20,201,700	\$20,921,700	\$21,506,700	\$21,986,700	\$22,346,700	
Total Residents/Fellows	141	158	193	244	283	308	322	334	342	350	356	
Cumulative FY18 Additional FTEs Trained	-	17	52	103	142	167	181	193	201	209	215	1,480

**Figure 4** demonstrates the additional physicians trained over this ten year period and compares it to the cumulative budget increase. This ten year plan will produce 1,480 additional physicians (2000 in total) over this ten year period at a ten year cumulative cost of \$124,045,000 and \$16,349,000/year when fully mature. The blue bars show the proposed annual appropriation increases for the plan over the next year, with a \$5.239 million request in FY2019, and smaller increases over the life of the plan

**Figure 4:**  
**10 Year GME Growth and Additional Providers Trained**



### **Barriers**

The barriers that exist in Idaho to expand and grow the GME workforce at this time are considerable but can be overcome. They consist of:

1. **Finances** – Without the financial resources to partially offset the costs of GME training this expansion and development will not happen.
2. **Leadership** – All of these programs must have effective, capable, and passionate leadership (both physicians and administrators) or the proposed new programs will not get started and will not succeed. This point cannot be emphasized enough.
3. **Attitudinal** – Not seeing the reason and vision of needing this now will delay the proposed timeline.
4. **Recruitment** – These programs must be viable to recruit high-quality candidates to their programs.
5. **Competition** – If existing and new GME and UME programs compete for limited resources (both financial and clinical resources) instead of working together in an integrated, coordinated and collaborative manner, then Idaho will not obtain the synergy that can develop to help make all of the programs successful.
6. **Partnerships** – Getting the right chemistry and cultures at these programs is absolutely essential to growing, nurturing, and sustaining these programs.

### **GME Program Outcome Metrics for Success**

Since the state of Idaho is making a significant investment to grow GME programs in order to enhance the Idaho physician workforce, there must be corresponding outcome metrics to determine the return on investment and success of this effort. The following metrics of success will be applied to all programs that receive state funding and will be collected on an annual basis by the Graduate Medical Education Council of the State Board of Education:

1. All programs will have 100% fill rates of their programs first year class on July 1 of each academic year once they have started.
2. All residency and fellowship programs will maintain ongoing accreditation with ACGME (as applicable).

3. All sponsoring institutions will maintain ongoing accreditation by the ACGME for Sponsoring Institution requirements.
4. All residency/fellowship programs will have 50% of their graduates remain in Idaho as measured by a rolling 5 year average.
5. All residency/fellowship programs will have at least 30% of their graduates that remain in Idaho serve in rural or underserved areas as defined as communities of less than 35,000 people or counties defined as Health Professional Shortage Areas (HPSAs).
6. All programs will maintain a 90% Board Certification pass rate for their graduates as measured on a rolling 5 year average.

### **Summary and Impact**

This comprehensive ten year plan to expand and develop GME in Idaho will create a strategic blueprint in which to develop, grow, implement and sustain the physician workforce needed to meet the needs of Idaho's citizens for decades to come. This plan will increase the number of GME programs in Idaho from nine to twenty-one, and the number of residents and fellows training in Idaho from 141/year to 356/year, which is a 252% increase. The class size graduating in Idaho each year from Idaho's twenty-one programs will increase from 52 to 124 new physicians, which will represent a 237% increase. This ten year plan will graduate 2,000 resident trained physicians of which 1,480 will be new physicians produced by this expansion plan. The **budget request for FY2019 will be for \$5.239 million in new funding**, with smaller increases in the subsequent nine years of the plan, eventually building up to a \$16,349,000 increase in annual state funding by FY2028, compared to FY2018. Over the course of the ten year plan, the state will have invested \$124,045,000 to sustain and expand GME residency programs. The remaining amount of over \$32 million/per year (over \$360 million over ten years) will be generated by the programs themselves, through clinical services payments, institutional and hospital support and potential Medicare and Medicaid GME payments. The return on investment (ROI) of keeping just half of these newly trained resident physicians in Idaho will return \$1.3 billion dollars to the state in economic impact, create 10,000 new jobs and provide a ROI of 10.9 to 1 in respects to Idaho annual revenues gained versus expenses for training.

**Table 23** summarizes the growth in programs and fellowships as well as the number of residents and fellows in training for 2017 to 2028 with this plan.

**Table 23:**

**Ten Year Growth in Graduate Medical Education (GME)  
Programs, Residents and Fellows, and Cost to Idaho's Legislature**

	2017	2028	% Increase
<b>GME Residency Programs</b>	9	21*	233%
<b>GME Fellowship Programs</b>	4	9	225%
<b>Residents and Fellows Training in Idaho/year</b>	141	356	252%
<b>Number of Graduates Each Year from Idaho's GME Programs</b>	52	124	237%
<b>GME Residents per 100,000 citizens in Idaho</b>	6.7 (National Average is 28.1)	17.7 (Assuming Idaho's Population grows to 2 Million People by 2028)	276%
<b>State's Investment in GME and Additional Healthcare Programs</b>	\$5,138,700 / year	\$16,349,000 / year	318%

\* The Nampa combined Family Medicine/Psychiatry program is being counted as both a family medicine and psychiatry program as it is producing physicians that will be Board Certified in Family Medicine and Psychiatry.

The state's investment in additional healthcare providers is matched 2-to-1 by the programs and sponsors. Each physician will generate \$1.3M per year in economic impact—total impact to Idaho will be \$1.3 Billion and 10,000 new jobs—and quality healthcare for citizens throughout Idaho.



January 30, 2018

The Honorable C.L. “Butch” Otter  
Governor, State of Idaho  
State Capitol  
700 West Jefferson Street  
Boise, ID 83702

Honorable Members of the  
Legislature of the State of Idaho  
State Capitol  
700 West Jefferson Street  
Boise, ID 83702

Re: Graduate Medical Education in Idaho – Ten Year Strategic Plan

The undersigned Idaho stakeholders share a common interest in ensuring the effectiveness of Idaho’s medical education and residency training programs, now and into the future, and are in support of a ten-year plan for graduate medical education in Idaho. Idaho faces a significant challenge with producing and ensuring a well-trained physician workforce for the future.

#### **Idaho’s Current Status**

- Idaho ranks 49<sup>th</sup> in the United States for physicians per capita
- Idaho ranks 49<sup>th</sup> in the US for medical residents per capita
  - Idaho: 6.7 medical residents per 100,000 people
  - US: 28.1 medical residents per 100,000 people
- 27% of Idaho’s physicians are over age 60 and will reach retirement age in the next 10 years

Thanks to the leadership and support of the Governor and Legislature, Idaho’s current medical school pipeline is robust, with 40 students/year at WWAMI, 10 students/year at the University of Utah School of Medicine, and an anticipated 150 students/year at the Idaho College of Osteopathic Medicine. The success of these programs to meet the goal of increasing our physician workforce depends on the availability of Idaho residency training programs, which is the next required phase of physician education after completion of medical school.

#### **Looking to the Future: Ten Year Strategic Plan**

Following graduation from medical school, physicians must obtain additional training through residency programs, which are also referred to as graduate medical education (GME). A Governor-appointed workgroup led by the Idaho State Board of Education (SBOE), identified expansion of GME residency programs as the next critical step in the pipeline to grow the physician workforce in our state. The location of residency programs is highly correlated with where physicians will ultimately practice medicine, with 50-75% of them staying within 100 miles of their residency training sites. Under the guidance of SBOE, a group of stakeholders from every single medical education and residency program in Idaho came together to develop a Ten Year Strategic Plan for GME Expansion. Implementation of the plan would:

- Increase the number of GME programs from 9 to 21 in all geographic regions of Idaho
- Increase the number of Residents/Fellows training in Idaho from 141 to 356
- Raise Idaho’s per capita number of medical residents from 6.7 per 100,000 people to 17.7
- Graduate 2,000 Idaho-trained residents over the ten years of the plan
- Require the initial investment of \$5.239 million in new funding in FY2019, with smaller annual increases over the next nine years of the plan
- Create 17 new residency positions in the first year
- Average annual funding increase requests over the ten years of the plan would be \$1.63 million per year
- The state’s investment in GME will be matched with significant investment by the sponsoring facilities and programs—state will only be covering 1/3 the full cost of implementation of the expanded pipeline

**Benefits of Expanding GME in Idaho**

- As the largest providers of care to Medicaid and uninsured patients, these residencies will help Idaho meet the urgent medical needs of our rural and underserved communities
- 50-60% of trained residents will practice in Idaho based on current retention rates
- Economic impact of each practicing physician in Idaho:
  - Supports an average of 12 jobs
  - Produces \$1.9 million in direct and indirect economic output
  - Generates over \$61K per physician in state and local taxes
- Total positive economic impact to Idaho, even at lowest in-state retention rate (50%) will be \$1.3 billion and provide a return on investment of 10.9 to 1.

Thank you for your dedication to Idaho and Idaho's citizens. The work you do is important, and we know you must make many difficult decisions. We sincerely appreciate your time and attention to this letter. We look forward to speaking with you about improving medical education and residency training opportunities in Idaho, and thereby improving Idahoan's access to quality health care.

A full copy or summary of the Ten Year Strategic Plan for Graduate Medical Education is available upon request.

## The following organizations support the development of and funding for the Ten Year Strategic Plan for GME Expansion in Idaho:

***IDAHO RESIDENCY (GME) TRAINING PROGRAMS*****BINGHAM MEMORIAL HOSPITAL RESIDENCY**

Lance Wehrle DO (Blackfoot)  
Residency Program Director

**EASTERN IDAHO REGIONAL MEDICAL CENTER RESIDENCY**

David Markenson MD, MBA (Idaho Falls)  
Division VP Graduate Medical Education – HCA Denver

**FAMILY MEDICINE RESIDENCY OF IDAHO (FMRI)**

Ted Epperly MD (Boise)  
President and CEO

**FMRI CALDWELL RURAL TRAINING TRACK**

Samantha Portenier MD (Caldwell)  
Site Director

**FMRI MAGIC VALLEY RURAL TRAINING TRACK**

Joshua Kern MD (Twin Falls)  
Site Director

**IDAHO STATE UNIVERSITY FAMILY MEDICINE RESIDENCY**

Brandon Mickelsen DO (Pocatello)  
Residency Director

**KOOTENAI CLINIC FAMILY MEDICINE RESIDENCY**

Richard McLandress MD (Coeur d' Alene)  
Director

**UW BOISE INTERNAL MEDICINE RESIDENCY**

Melissa "Moe" Hagman MD (Boise)  
Program Director

**UW BOISE PSYCHIATRY RESIDENCY**

Kirsten Aaland MD (Boise)  
UW Psychiatry Residency Track Director

***IDAHO MEDICAL EDUCATION PROGRAMS*****IDAHO COLLEGE OF OSTEOPATHIC MEDICINE**

Robert Hasty DO (Meridian)  
Founding Dean and Chief Academic Officer

**UNIVERSITY OF UTAH SCHOOL OF MEDICINE**

Benjamin Chan MD (Salt Lake City)  
Associate Dean, Admissions and Idaho Affairs

**UNIVERSITY OF WASHINGTON SCHOOL OF MEDICINE**

**IDAHO WWAMI**  
Suzanne Allen MD, MPH (Boise)  
Vice Dean for Academic, Rural and Regional Affairs

***IDAHO UNIVERSITIES*****BOISE STATE UNIVERSITY**

Bob Kustra PhD (Boise)  
President

**IDAHO STATE UNIVERSITY**

Art Vailas PhD (Pocatello)  
President

**UNIVERSITY OF IDAHO**

Chuck Staben PhD (Moscow)  
President

## Graduate Medical Education Expansion Support Letter – Page 3

**IDAHO HEALTH SYSTEMS & COMMUNITY HEALTH CENTERS****BENEWAH COMMUNITY HOSPITAL**

Anthony Koroush (St. Maries)  
CEO

**BINGHAM MEMORIAL HOSPITAL**

Jake Erickson MBA (Blackfoot)  
CEO

**BONNER GENERAL HEALTH**

Sheryl Rickard (Sandpoint)  
CEO

**CASCADE MEDICAL CENTER**

Charles Johnston (Cascade)  
CEO

**CHAS Health**

Aaron Wilson JD (Lewiston, Moscow)  
CEO

**CLEARWATER VALLEY AND ST. MARY'S HOSPITALS**

Lenne Bonner (Orofino, Cottonwood)  
President

**HEALTH WEST**

Mindy Stosich-Benedetti (Pocatello)  
CEO

**INTERMOUNTAIN CASSIA REGIONAL HOSPITAL**

Benjamin Smalley, Fellow ACHE (Burley)  
CEO

**KOOTENAI HEALTH**

Jon Ness (Coeur d'Alene)  
CEO

**LOST RIVERS MEDICAL CENTER**

Brad Huerta MBA (Arco)  
CEO

**MADISON MEMORIAL HOSPITAL**

Rachel Gonzalez RN, DM (Rexburg)  
CEO

**MARIMN HEALTH**

Helo Hancock JD (Plummer)  
CEO

**MINIDOKA MEMORIAL HOSPITAL**

Tom Murphy FACHE (Rupert)  
CEO

**PORTNEUF MEDICAL CENTER**

Dan Ordyna JD (Pocatello)  
CEO

**POWER COUNTY HOSPITAL DISTRICT**

Dallas Clinger CPA (American Falls)  
CEO

**SHOSHONE FAMILY MEDICAL CENTER**

Keith Davis MD (Shoshone)  
Owner/CEO/Medical Director

**SHOSHONE MEDICAL CENTER**

Jerry Brantz (Kellogg)  
CEO and CFO

**ST. LUKE'S ELMORE**

Michael Blauer MHSA (Mountain Home)  
Administrator

**ST. LUKE'S HEALTH SYSTEM**

David Pate MD, JD (Boise)  
President and CEO

**ST. LUKES MAGIC VALLEY REGIONAL MEDICAL CENTER**

Michael Fenello (Twin Falls)  
Administrator

**SYRINGA HOSPITAL & CLINICS**

Betty Watson (Grangeville)  
Interim CEO and CFO

**VA MEDICAL CENTER**

David Wood MHA, FACHE (Boise)  
CEO and Medical Center Director

**VALOR HEALTH**

Brad Turpen FACHE, FACMPE (Emmett)  
CEO

**WEISER MEMORIAL HOSPITAL**

Steven Hale FACHE (Weiser)  
CEO

**IDAHO HEALTHCARE ORGANIZATIONS & PARTNERS****IDAHO HOSPITAL ASSOCIATION**

Brian Whitlock (Boise)  
President and CEO

**IDAHO MEDICAL ASSOCIATION**

Susie Pouliot (Boise)  
CEO

**IDAHO PRIMARY CARE ASSOCIATION**

Yvonne Ketchum Ward (Boise)  
Executive Director

**IDAHO ACADEMY OF FAMILY PHYSICIANS**

Neva Santos CAE (Boise)  
Executive Director

**ADA COUNTY MEDICAL SOCIETY**

Steven Reames (Boise)  
Executive Director

**BLUE CROSS OF IDAHO**

Charlene Maher (Boise)  
President and CEO

## Graduate Medical Education Expansion Support Letter – Page 4

**BOISE STATE UNIVERSITY COLLEGE OF HEALTH SCIENCES**

Tim Dunnagan EdD (Boise)  
 Jim Girvin PhD, MPH (Boise)  
 Deans

**CENTRAL DISTRICT HEALTH DEPARTMENT**

Russell Duke MS (Boise)  
 Director

**EASTERN IDAHO PUBLIC HEALTH**

Geri Rackow (Idaho Falls)  
 District Director

**IDAHO STATE UNIVERSITY KASISKA DIV. OF HEALTH SCIENCES**

Rex Force PharmD  
 Vice President for Health Sciences

**IDAHO STATE UNIVERSITY SCHOOL OF NURSING**

Nancy Renn PhD (Pocatello)  
 Interim Dean

**IDAHO SUICIDE PREVENTION HOTLINE**

John Reusser LCSW (Boise)  
 Director

**JANNUS, INC.**

Karan Tucker (Boise)  
 Executive Director

**PANHANDLE HEALTH DISTRICT**

Lora Whalen (Hayden)  
 Director

**PUBLIC HEALTH - IDAHO NORTH CENTRAL DISTRICT**

(Clearwater, Idaho, Latah, Lewis, Nez Perce counties)  
 Members – Board of Health

**REGENCE BLUESHIELD OF IDAHO**

Kenny Bramwell MD (Boise)  
 Executive Medical Director

**SOUTHEAST IDAHO PUBLIC HEALTH**

(Pocatello, Blackfoot, Preston, Arco, American Falls, Soda Springs, Montpelier, Malad)  
 Members – Board of Health

**SOUTHWEST IDAHO DISTRICT HEALTH**

(Caldwell, Nampa, Grand View, Wilder, Homedale, Emmett, Payette, Weiser)  
 Members – Board of Health

**SW IDAHO AREA HEALTH EDUCATION CENTER (AHEC)**

Katrina Hoff (Boise)  
 Program Director

**UNIVERSITY OF IDAHO WWAMI PROGRAM**

Jeff Seegmiller Ph.D. (Moscow)  
 Director

**UWSOM WWAMI IDAHO**

Mary Barinaga MD (Boise)  
 Assistant Dean for Regional Affairs

***INDIVIDUAL IDAHOANS IN SUPPORT OF PLAN  
(includes program representatives above)***

Kirsten Aaland MD (Boise)  
 Rebecca Aikey MS (Moscow)  
 Suzanne Allen MD, MPH (Boise)  
 Laura Alvarez LPC (Nampa)  
 Amanda Aman MS (Boise)  
 Terry Amiel MD (Ammon)  
 Robert Ancker MD (Coeur d'Alene)  
 Angie Bailey RDH-EA, MSDH (Boise)  
 Hailey Baisch MS (Moscow)  
 Bridgette Baker MD (Nampa)  
 John Baker MD (Twin Falls)  
 Mike Baker MBA (Coeur d'Alene)  
 Lawrence Banta MD (Caldwell)  
 Mary Barinaga MD (Boise)  
 Kathleen Bartczak MD (Pocatello)  
 Frank Batcha MD (Hailey)  
 Penny Beach MD (Boise)  
 Brad Beaufort DO (Meridian)  
 Joseph Behunin MD (CDA)  
 Alexandra Bellem MD (Coeur d'Alene)  
 Bruce Belzer MD (Boise)  
 Stephanie Bender-Kitz PhD (Boise)  
 Barry Bennett MD (Idaho Falls)  
 J'Cinda Bitters MD (Caldwell)  
 Stuart Black MD (Nampa)  
 Tony Blankers MD (Boise)  
 Michael Blauer MHA (Mountain Home)  
 Lenne Bonner (Orofino, Cottonwood)  
 Jonathan Bowman MD (Nampa)  
 Andrew Bradbury MD (Rexburg)  
 Kenny Bramwell MD (Boise)  
 Jerry Brantz (Kellogg)  
 Jason Bronner MD, FACP (Boise)  
 Paul Brooke MD (Idaho Falls)  
 John Brosa MD (Boise)  
 Matthew Brown MD (Nampa)  
 Zachary Buck DO (Pocatello)  
 Brandt Buckner MS (Boise)  
 Cynthia Bunde PA-C (Pocatello)  
 Patrice Burgess MD (Boise)  
 Gretchen Burke (Boise)  
 Stephen Bushi MD (Boise)  
 Nat Carasali MD (Lewiston)  
 Cesar Cardenas MS (Moscow)  
 Russell J. Centanni PhD (Boise)  
 Benjamin Chan MD (Salt Lake City)  
 Don Chisholm MD (Coeur d'Alene)  
 Kelli Christensen MD (Pocatello)  
 Richard Christensen MD (Boise)  
 Stephen Christensen MD (Ponderay)  
 Denise Chuckovich (Boise)  
 Linda Clark EdD (Meridian)  
 Dallas Clinger CPA (American Falls)  
 Steve Coker MD (Pocatello)  
 Scott Coleman PA-C (Meridian)  
 Deborah Collins MD (Moscow)  
 Jessica Copeland MS (Boise)  
 Ronald Cornwell MD (Nampa)  
 Kathy Coumerilh (Boise)  
 Emily Cox MD (Coeur d'Alene)

## Graduate Medical Education Expansion Support Letter – Page 5

Jonathan Cree MD, MA (Pocatello)	Brandon Isaacs DO (Boise)
Brian Crownover MD (Meridian)	Cher Jacobsen MD (Post Falls)
Andrew Dahlke MS (Moscow)	Adiya Jaffari MS (Moscow)
Steven Daines MD (Boise)	Johanna Jensen MD (Nampa)
Ryan David DO (Fruitland)	Jonathan Jerkins MD (Coeur d' Alene)
Keith Davis MD (Shoshone)	Jared Joffer DO (Boise)
Ryan Day MS (Moscow)	Charles Johnston (Cascade)
Angie Devitt MD (Boise)	Arthur Jones MD (Boise)
Sarah Doe-Williams MS (Moscow)	Dawn Juker LMSW, CCHt (Boise)
Ronald Dorn MD (Boise)	Darby Justis MD (Lewiston)
Russell Duke MS (Boise)	Nancy Keegan-Ovando MD (Boise)
Scott Dunn MD (Sandpoint)	Wade Keller DO (Eagle)
Tim Dunnagan EdD (Boise)	Joshua Kern MD (Twin Falls)
Karen East MD (Eagle)	David Kim MD (Boise)
Norman East MD (Boise)	David Kimball MD (Pocatello)
William Edwards MD (Boise)	Kayne Kishiyama MD (Idaho Falls)
Ted Epperly MD (Boise)	John Kloss MD (Boise)
Jake Erickson MBA (Blackfoot)	W. Patrick Knibbe MD (Boise)
Kaden Facer MS (Moscow)	Scott Knight MD (Twin Falls)
Aaron Fearday MD (Boise)	Daniel Knorpp DO (Meridian)
Michael Fenello (Twin Falls)	Steven Kohtz MD (Twin Falls)
Mary Ferguson CPA (Glenns Ferry)	Anthony Koroush (St. Maries)
Parker Fillmore MD (Boise)	Peter Kozisek MD (Boise)
Paul Fleenor DO (Caldwell)	Mark Kropf MD (Meridian)
Rex Force PharmD (Pocatello)	Bob Kustra PhD (Boise)
Michael Foutz MD (Kuna)	Stacy Lamers DO (Boise)
Billy Galliger MD (Boise)	Cody Langbehn MHA (Ketchum)
Erich Garland MD (Idaho Falls)	Tucker Larsen PA-C (Plummer)
Sarah Gerrish MD (Eagle)	Braden Lawrence MBA (Boise)
Ryan Gilles MD (Coeur d'Alene)	Rick LeCheminant DO (Nampa)
Jim Girvin PhD, MPH (Boise)	Laura Lindsay DO (Boise)
Justin Glass MD (Boise)	Melissa Liner MS (Moscow)
Mike Glover MD (Meridian)	Scott Magnuson MD (Coeur d' Alene)
Rachel Gonzalez RN, DM (Rexburg)	Charlene Maher (Boise)
Michael Graff MD (Boise)	Eric Maier MD (Boise)
Mark Grajcar DO (Boise)	Martin Mangan DO (Idaho Falls)
Alison Granier MD (Coeur d' Alene)	David Markenson MD (Idaho Falls)
John Guicheteau MD (Boise)	Beth Martin MD (Coeur d' Alene)
Melissa "Moe" Hagman MD (Boise)	John Mayberry MD (Hailey)
Helo Hancock JD (Plummer)	Meredith McAlpine MD (Coeur D Alene)
Lance Hansen MD (Montpelier)	David McClusky III MD (Ketchum)
Christopher Harker MD (Idaho Falls)	Mark McConnell MD (Coeur d' Alene)
Robert Hasty DO (Meridian)	Chad McCormick MD (Post Falls, Coeur d'Alene)
Linda Hatzenbeuhler PhD (Pocatello)	Kate McDonough DO (Star)
Frances Hedrick MD (Lewiston)	Robert McFarland MD (Coeur d' Alene)
Timothy Heinze MHA (Payette)	Richard McLandress MD (Coeur d' Alene)
Richard Henry MD (Twin Falls)	Mark Michaud MD (Boise)
Sunday Henry MD (Moscow)	Brandon Mickelsen DO (Pocatello)
Ryan Heyborne MD (Meridian)	Jon Miller MD (Boise)
Richard Hill MD (Blackfoot)	Haley Minnehan MD (Cottonwood)
Scott Hippe MD (Boise)	Dale Mock MD (Boise)
Katrina Hoff (Boise)	Stephen Montamat MD (Boise)
Ben Holland MD (Boise)	Aubrey Montebello MS (Boise)
Kathy Holley RN (Boise)	Zach Morairty MD (Twin Falls)
Aaron Houston (Twin Falls)	Ofelia Morales (Nampa)
Nicole Howard (Boise)	Sharon Moriarty MPA, BSN (Cottonwood, Orofino)
Suzanna Hubele MD (Weiser)	Tom Murphy FACHE (Rupert)
Brad Huerta MBA (Arco)	Kathleen Nelson (Boise)
Brad Hyatt DO (Twin Falls)	Jon Ness (Coeur d'Alene)
Lisa Inouye MD (Boise)	Travis Nielsen DO (Pocatello)
Joseph Ippolito MD (Twin Falls)	Andrew Nilsen MS (Moscow)
Anna Irwin MD (Boise)	John Nuhn MS (Moscow)
James Irwin MD (Jerome)	Richard K. Oehlschlager MD (Boise)

## Graduate Medical Education Expansion Support Letter – Page 6

Adriana Olivas (Boise)  
 Damilola Olupona DO (Lewiston)  
 Cory Ondler DO (Emmett)  
 Dan Ordyna JD (Pocatello)  
 TJ Orthmeyer DO, MBA (Boise)  
 Kyle Palmer MD (Boise)  
 Jared Papa MPAS, PA-C (Meridian)  
 Richard Paris MD (Hailey)  
 Bryn Parker MD (Moscow)  
 David Pate MD (Boise)  
 Paul Phail DO (Boise)  
 Steven Pontickio MD (Boise)  
 Dustin Portela DO (Boise)  
 Samantha Portenier MD (Caldwell)  
 Susie Pouliot (Boise)  
 Don Price MD (Nampa)  
 Crystal Pyrak MD (Coeur d' Alene)  
 Noah Qualls MS (Moscow)  
 Geri Rackow (Idaho Falls)  
 Deric Ravsten DO (Pocatello)  
 Steven Reames (Boise)  
 Daniel Reed MD (Eagle)  
 Justin Reed MS (Nampa)  
 Steve Rembelski (Challis)  
 Nancy Renn Ph.D. (Pocatello)  
 John Reusser LCSW (Boise)  
 David Rice MD (Boise)  
 Kevin Rich MD (Boise)  
 Angela Richard MS (Moscow)  
 Erik Richardson DO (Nampa)  
 Jessica Richelieu MS (Mountain Home)  
 Sheryl Rickard (Sandpoint)  
 Andrea Robertson RD (Boise)  
 Justin Rose DO (Boise)  
 Elizabeth Rulon MD (Boise)  
 Robert Rust MD (Sandpoint)  
 Todd Salzsieder PA-C, MPAS, M. Ed. (Caldwell)  
 Michael Sant MD (Boise)  
 Neva Santos CAE (Boise)  
 Robin Sautter MD (Boise)  
 Christine Schaller MD (Coeur d'Alene)  
 Steven Schneider MD (Boise)  
 Debbie Schumacher (Cottonwood)  
 Jared Scott MD (Boise)  
 Robin Sebastian MD (Emmett)  
 Jeff Seegmiller PhD (Moscow)  
 Robin Shaw MD (Coeur d'Alene)  
 Skyler Shippen MD (Pocatello)  
 Fritz Siegert MS (Boise)  
 Rebecca Siemers MD (Coeur d'Alene)  
 Benjamin Smalley ACHE Fellow (Burley)  
 Anntara Smith PA-C (Meridian)  
 Gwen M. Smith EdD (Boise)  
 Jacob Smith MD (Boise)  
 Richard E. Smith (Boise)  
 Scott Snyder MD (Boise, Meridian, Twin Falls, Nampa)  
 Ronald Solbrig MD (Pocatello)  
 Boyd Southwick DO (Idaho Falls)  
 David and Susan Souvenir MD and R.PH (Coeur d' Alene)  
 Craig Spencer MD (Boise)  
 David Spritzer MD (Twin Falls)  
 Chuck Staben PhD (Moscow)  
 Molly Steckel (Boise)  
 Craig Steiner MS (Boise)  
 Hale Steven FACHE (Weiser)  
 Demetra Stewart RN (Orofino)  
 Jeffrey Stieglitz MD (Idaho Falls)  
 Earl Stoddard MD (Pocatello)  
 Mindy Stosich-Benedetti (Pocatello)  
 Garrett Strizich MPH (Moscow)  
 Murry Sturkie DO (Boise)  
 B. Shields Stutts MD (Blackfoot)  
 Kimberly Stutzman MD (Boise)  
 Henry Thompson MD (Boise)  
 J. Nathan Thompson PA-C, FHM, FAAPA (Boise)  
 Marlow Thompson (Hayden)  
 Nicholas Thomson MS (Eagle)  
 Richard "Rick" Thurston MD (St. Maries)  
 Christopher Tobe MD (Boise)  
 Emily Todd MD (Moscow)  
 Mont Tolman DO (Star, Eagle)  
 Gary Tubbs MD (Boise)  
 Karan Tucker (Boise)  
 Roger Turcotte MD (Boise)  
 Brad Turpen FACHE, FACMPE (Emmett)  
 Mark Uranga MD (Boise)  
 Arthur Vailas PhD (Pocatello)  
 Bill Vetter MD (Emmett)  
 Ananda Walaliyadda MD (Pocatello)  
 Brian Walker MS (Boise)  
 Robert Walker MD (Boise)  
 Harold Ward (Boise)  
 Zachary Warnock MD (Pocatello)  
 Sarah Waterman MD (Boise)  
 Richard Wathne MD (Pocatello)  
 Wilfred Watkins MD (Nampa)  
 Betty Watson (Grangeville)  
 Lance Wehrle DO (Blackfoot)  
 Theresa Weiland DO (Boise)  
 Aaron Weiss MD (Boise)  
 John Werdel MD (Boise)  
 Brandon West DO (Pocatello)  
 Robert West MD, FACS (Coeur d'Alene)  
 Lora Whalen (Hayden)  
 Michael Wheaton MD (Nampa)  
 Laura Wheeling MS (Moscow)  
 Brian Whitlock (Boise)  
 Taylor Wilkinson MS (Moscow)  
 Joe Williams MD (Boise)  
 Brooke Williams MS (Sandpoint)  
 John Williams MD (Boise)  
 Aaron Wilson JD (Lewiston, Moscow)  
 Kevin Wilson DO (Meridian)  
 David Wood MHA, FACHE (Boise)  
 William Woodhouse MD (Pocatello)  
 Kathryn Woods MD (Hailey)  
 Shea Wright MS (Salt Lake City)  
 Rourke Yeakley MD (Middleton)  
 Minnie Yordon MD (Boise)  
 Ketchum Ward Yvonne (Boise)  
 Cheri Zao MD (Coeur d'Alene)  
 Nikole Zogg PhD (Caldwell)



C.L. "BUTCH" OTTER  
GOVERNOR

Jan. 2, 2018

Linda Clark, President  
Debbie Critchfield, Vice President  
Dave Hill, Secretary  
Emma Atchley  
Andy Scoggin  
Don Soltman  
Richard Westerberg  
Sherri Ybarra

Dear Board Members,

Throughout my time as Governor, I have been committed to addressing the shortage of physicians and medical residencies in Idaho. We have doubled seats in WWAMI and increased seats at the University of Utah, and we have expanded available medical residencies to ensure that physicians have opportunities to practice and then remain in Idaho. Now, with the first medical school opening in Idaho, we must continue to provide more residency opportunities.

In order to keep the momentum behind our efforts to bolster graduate medical education in Idaho, my budget recommendation will include a proposal to provide some new residency seats. Expanding opportunities for physicians to complete residencies in Idaho and develop ties to our state must be a top priority in addressing our critical physician shortage.

I appreciate the time and work that you, your staff, and the medical community across Idaho put into the ten-year graduate medical education plan approved this month. It will provide the Legislature with a starting point on how best to move forward. Below are aspects of the plan I believe must be addressed before the state proceeds beyond my Fiscal Year 2019 budget recommendation:

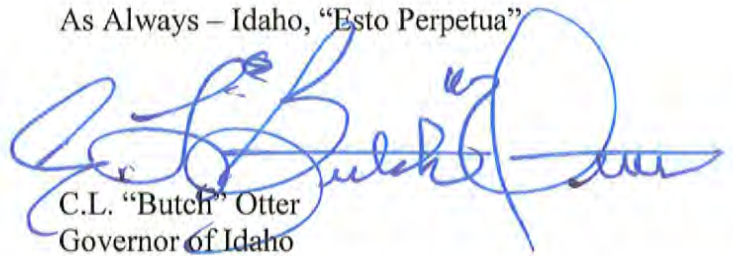
- The state must maximize opportunities to augment its spending with federal matching dollars. Options to utilize Medicaid dollars to fund graduate medical education must be fully explored and included in the plan.
- A strategy for communicating the need to double state support for existing residencies to reach the one-third share for all participants must be developed, and the ten-year plan must allow a phase-in of this increased state support for existing residencies.



- The Board should provide for a third-party review of the proposed plan and assist in prioritizing and developing a phased-in approach. Before making a multi-million dollar, ongoing investment, it is imperative that we have an objective analysis of the proposal to ensure limited state resources are used where they will have the greatest impact.

I look forward to having further discussions with you and with the Legislature on best to proceed.

As Always – Idaho, “Esto Perpetua”

A handwritten signature in blue ink, appearing to read "C.L. Butch Otter", is written over the printed name and title.

C.L. "Butch" Otter  
Governor of Idaho

CLO/mlw



**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**BOISE STATE UNIVERSITY**

**SUBJECT**

Boise State University (BSU) Campus Master Plan Update

**REFERENCE**

March 1997	1997 Campus Master Plan presented to the Idaho State Board of Education (Board)
October 2005	2005 Master Plan presented to the Board
February 2008	Expansion of boundaries and Master Plan update presented to the Board
June 2015	Board approved 2015 Master Plan update approved by the Board
August 2017	Board approved six-year Capital Construction Plan update

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedures, Section V.K.8  
Idaho Code 33-112 and 33-4005

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 2: Educational Attainment, Objective C: Access

**BACKGROUND/DISCUSSION**

The 2015 Master Plan update was presented to and approved by the Board in June, 2015. Following that presentation, phase 1 of the plan was adopted by the City of Boise and incorporated into the City of Boise Comprehensive Plan.

Subsequent to the adoption of the 2015 Master Plan, several structures reflected on that plan have been completed, are under construction, or are in planning. The Honors College/Sawtooth Hall and the Alumni and Friends Center are both open and occupied; the new Center for Fine Arts is under construction; and the Micron Center for Materials Research is out to bid. In addition, planning is underway for a new pedestrian/bicycle crossing at the Beacon/Manitou intersection.

Since the adoption of the 2015 plan, BSU's priorities have evolved. Specific changes to the south campus are substantial enough to warrant an update to the Master Plan. The Micron Center for Materials Research is displacing the existing Facilities and Central Receiving building, so a new building is being constructed in the south portion of campus. In addition, a baseball field is being considered along the southeast edge of campus. Site planning for the baseball field requires changes to proposed parking structures and certain rights-of-way. In lieu of one single large parking structure, the updated plan indicates two to three smaller garages.

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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The first parking structure would be located near the proposed baseball field and could be constructed within in the next 5-7 years. In addition, to accommodate future growth, two additional garages on the east and west sides of Bronco Stadium could be constructed in the next 10-25 years. Regarding rights-of-way, a baseball field in this location will require either a realignment or vacation of Belmont Street and a full vacation of Grant Avenue. The changes indicated above are shown on the attached revised Master Plan drawing.

After Board review, Boise State will use the revised Master Plan as the basis for a traffic impact study, which will support BSU's request to Ada County Highway District (ACHD) to vacate several streets and alleyways in the south portion of campus. BSU ownership of these streets and alleyways will facilitate immediate and future development in this area.

**IMPACT**

This updated Master Plan will continue to serve as the framework and guidelines for the development of the BSU campus. This plan will guide future property acquisitions, the function and location of new facilities, expansion of existing facilities, and will inform utility and infrastructure projects.

**ATTACHMENTS**

Attachment 1 – Original 2015 Master Plan Drawing

Page 5

Attachment 2 – Revised Master Plan Drawing

Page 6

**STAFF COMMENTS AND RECOMMENDATIONS**

BSU's proposal complies with Board Policy V.K.8, which states: *"Each institution shall develop a seven (7) to fifteen (15) year Campus Master Plan (CMP). The CMP shall serve as a planning framework to guide the orderly and strategic growth and physical development of an institution's campus. The CMP shall be consistent with and support the institution's current mission, core themes, strategic plan, and six-year capital construction plan. The CMP and substantive updates thereto must be approved by the Board."* [Note: the six-year capital construction plan is a rolling list of planned major construction projects, which is reviewed by the Board each August and submitted to the Division of Public Works and the Permanent Building Fund Advisory Council for consideration each year as part of the Governor's fiscal year budget request. The six-year capital plan is distinct from the long-term CMP, which deals with the entire campus footprint (buildings, green areas, roads and walkways, parking areas, etc.) and its evolution over an extended planning horizon.]

BSU administration will be available to answer any questions on the updated master plan and its impact on the campus and community footprint. Staff recommends approval.

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**BOARD ACTION**

I move to approve Boise State University's Campus Master Plan update as presented.

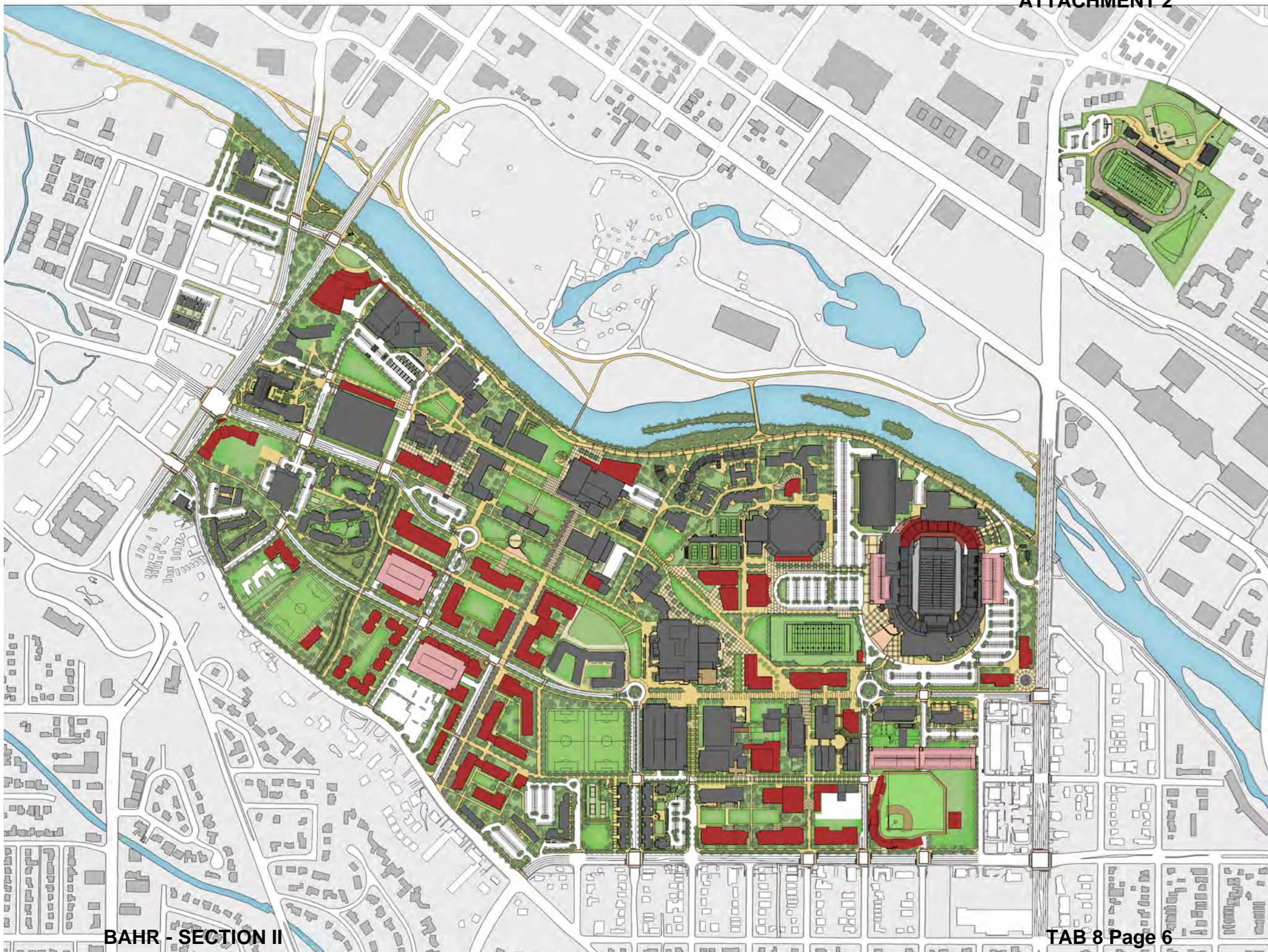
Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

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**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**BOISE STATE UNIVERSITY**

**SUBJECT**

Acquisition of real property

**REFERENCE**

October 2005

Idaho State Board of Education (Board) authorized Boise State University (BSU) to acquire property in its expansion zone through purchase or condemnation without Board authorization, subject to available funding and appropriate approvals

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedures, Section V.I.2

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 2: Educational Attainment, Objective C: Access

**BACKGROUND/ DISCUSSION**

BSU seeks to acquire additional real property to accommodate expansion of its infrastructure to keep pace with growing student enrollment.

**IMPACT**

Approval of this request will facilitate BSU's negotiations with area property owners to acquire land needed for planned projects within BSU's approved expansion zone. Acquisition of property will enable BSU to carry out its Campus Master Plan and sustain its educational mission.

**STAFF COMMENTS**

This request complies with Board Policy V.I.2 "Acquisition of Real Property."

Staff recommends approval.

**BOARD ACTION**

I move to approve the request by Boise State University to proceed with negotiations for the purchase of real property as discussed in Executive Session.

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

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**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**IDAHO STATE UNIVERSITY**

**SUBJECT**

Idaho State University (ISU) Alumni and Visitor's Center Fundraising, Planning, and Design Request

**REFERENCE**

August 2017

Idaho State Board of Education (Board) approved ISU's FY2019 Six-Year Capital Project Plan

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedures, Section V.K.2.

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 1: A Well-Educated Citizenry. Objective D: Quality Education.

Goal 4: Effective and Efficient Educational System. Objective D: Advocacy and Communication.

**BACKGROUND/DISCUSSION**

ISU seeks Board approval to begin a fundraising campaign and to initiate planning and design for an Alumni and Visitor's Center on campus. The facility will be used to house ISU Advancement functions and for the recruitment of students, staff and various Presidential and other ISU events. ISU currently is using an old home off campus, which is not sufficient for the needs of ISU. The Alumni and Visitor's Center would also be used as an alumni gathering place and for community and other outside events at a market-based rental rate. A facility of this nature will be used as a launching point for campus visits and will provide an appropriate space for academic units to meet, discuss and showcase ISU to prospective students, faculty, staff, and donors. ISU is amending its FY2019 Six-Year Capital Project Plan to include this facility, which is attached to this document.

**IMPACT**

As ISU continues to focus aggressively on enrollment growth, fundraising, branding and image building, the new Alumni and Visitor's Center will provide a state-of-the-art facility for the enhancement of those functions.

The Alumni and Visitor's Center will enrich student recruitment and business relationships with interest groups, both within and outside of the State of Idaho.

**ATTACHMENTS**

Attachment 1 – Amended FY2019 Six-Year Capital Project Plan

Page 3

**STAFF COMMENTS AND RECOMMENDATIONS**

This request conforms to Board Policy V.K.2. which stipulates that *"before any institution under the governance of the Board solicits, accepts or commits a gift or*

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*grant in support of a specific major project, such project must first be included on the institution's or agency's Board-approved six-year plan."* ISU will need to return to the Board in the future to obtain approval for the financial plan for the project (current project cost is estimated at approximately \$8.5 million) and to proceed into the construction phase.

Staff recommends approval.

**BOARD ACTION**

I move to approve the amended six-year capital projects plan for Idaho State University, adding the "ISU Alumni Center" project in FY2021, as presented in Attachment 1.

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

**BOARD ACTION**

I move to approve the request by Idaho State University to begin a fundraising campaign and to initiate planning and design for an Alumni and Visitor's Center on the Idaho State University campus in Pocatello.

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

# Idaho State

UNIVERSITY  
Six Year Capital Improvement Budget

## DPW FY 2019 Request

Description	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
ISU Health and Wellness Center Planning and Design	\$3,500,000					
Relocate COT programs to Eames Bldg.	\$6,510,000					
Remodel Basement, Frazier Hall	\$1,299,700					
Dental Hygiene Expansion, ISU Meridian	\$2,300,000					
ISU Health and Wellness Center		\$6,292,500				
Oboler Library - replace HVAC/duct work, ceiling, seismic compliance		\$6,000,000				
Graveley Hall - Upgrade the heating and cooling system		\$2,875,000				
Beckley Nursing – Asbestos mitigation, ceiling system and lights		\$1,700,000				
ISU Alumni Center			\$8,473,000			
ISU Health and Wellness Center			\$6,292,500			
Vocarts - Replace, HVAC , Elevators, Fire Alarm & ADA restrooms			\$1,745,842			
Complete renovation ISU-Meridian build out*			\$4,000,000			
Remodel LEL second floor for additional labs *			\$1,050,000			
Campus Housing Renovations & Remodeling*			\$10,000,000			
New Museum of Natural History*				\$22,444,000		
College of Business - Modernization*				\$25,000,000		
Renovation/Addition of Life Sciences*					\$31,000,000	
Reroute campus traffic*					\$8,000,000	
Addition to Beckley Nursing*						\$14,208,000
Addition to College of Engineering*						\$12,000,000
Renovation of College of Business – front entry*						\$1,300,000
<b>\$175,990,542</b>	<b>\$13,609,700</b>	<b>\$16,867,500</b>	<b>\$31,561,342</b>	<b>\$47,444,000</b>	<b>\$39,000,000</b>	<b>\$27,508,000</b>
<b>6 year outlay total</b>						

\*Some Projects with no F.F.E. money

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**UNIVERSITY OF IDAHO**

**SUBJECT**

Request for authorization to enter bidding and construction phases for the Nancy M. Cummings Research and Education and Extension Center (Center) Classroom and Office Facility

**REFERENCE**

August 2017	Idaho State Board of Education (Board) approved Capital Budget request in University of Idaho (UI) six-year plan
October 2017	Board authorized Planning and Design Phases for the Classroom and Office Facility.

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedure, Section V.K.1, and Section V.K.3.a

**ALIGNMENT WITH STRATEGIC PLAN**

This item aligns with the following goals and objectives of the Board Strategic Plan:

Goal 1: A Well-Educated Citizenry, Objectives A-Access, B-Adult Learner Reintegration, C-Higher Level of Educational Attainment, and D-Quality Education.

Goal 2: Innovative and Economic Development, Objectives A-Workforce Readiness, B-Innovation and Creativity, C-Economic Growth, and D-Education to Workforce Alignment.

**BACKGROUND/DISCUSSION**

This agenda item requests Board authorization for UI to proceed with the bidding and construction phases of a capital project to design and construct a proposed Classroom and Office Facility at the Center. This agenda item also requests Board approval for a cumulative increase of \$340,000 in the originally-approved cost for the project. This cost increase is the result of refinement of the scope, design detail, and project estimates developed through the course of planning and design. The revised total project cost is \$2,500,000.

Nancy M. Cummings Research, Extension, and Education Center, located near Salmon, Idaho, is a setting for environmental education, graduate and undergraduate research by students and scientists, clinical experiences for veterinary students, and public extension activities on a wide variety of topics

The programs offered at the Nancy M. Cummings Research and Education and Extension Center (the Center) focus on cow-calf and forage research station. The Center provides land and facilities for beef cattle research at the scale of a working

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ranch. The Center also provides continuing education for those involved in the livestock industry and learning opportunities for UI students. The research activities supported by this facility is key to assisting Idaho's beef cattle ranching industry. The extension programming supported by this facility not only disseminates information to adult learners, but also sparks and fosters interest in youth, thus encouraging them to pursue higher levels of education in the Agricultural Sciences.

The programs and research of the Center support workforce readiness by providing the educational and research foundations requisite to develop and disseminate the information and science necessary to serve Idaho's expanding beef cattle ranching industry and workforce, and ensuring that industry's continued economic viability and prosperity. This is key to the State's economic growth and competitiveness.

Research and extension activities at the Center include pioneering studies on animal identification systems, genetic improvement reproductive efficiency, forage production and grazing practices. Operated by the UI College of Agricultural and Life Sciences via the Idaho Agricultural Experiment Station, the Center provides critical and beneficial support to the ranching communities and stakeholders within the State of Idaho.

The proposed Classroom and Office Facility to be located at the Center is envisioned to support the full range of research and extension activities provided by the Center.

In late 2016, the College of Agricultural and Life Sciences commissioned a local architectural firm, DGStamp Architects, of Carmen, Idaho, to perform an initial pre-planning feasibility study and preliminary cost estimate. This study was completed earlier this year and it envisions a facility comprised of offices, work stations, a classroom for education and extension activities, and support spaces designed in an architectural aesthetic consistent with the surrounding area.

The new facility will house offices for researchers, principal investigators, graduate students, and interns, the Center's veterinarian, and the Center superintendent and administrative staff.

In addition, the proposed facility will house a classroom sized for 120 persons in support of the Center outreach, education, and extension missions.

Overall, the facility is envisioned to be approximately 8,300 s.f. of conditioned space. The project includes necessary and requisite site work, utilities and site development, to include parking for approximately 30 vehicles.

The project is envisioned to be funded largely through donated and gifted funds, supplemented by funds provided by the College of Agricultural and Life Sciences.

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DGStamp Architects have now designed the project. The firm's current construction cost estimate is \$1,682,250, which falls within the revised project construction budget of \$1,685,000. The total project effort is currently estimated at \$2,500,000, including design and construction costs and contingency allowances.

The project is consistent with the strategic goals and objectives of UI. The project is fully consistent with UI's strategic plan, specifically:

**Goal One, Innovate** – This project supports the unique and varied research activities conducted on-site at the Center which are critical to Idaho's ranching community and economy;

**Goal 2, Engage** – This project carries specific intent to better support and deliver the university's education, outreach, and extension activities conducted by the Center;

**Goal 3, Transform** – The education, outreach, and extension activities conducted at the Center have the power to engage the community and transform the lives of students and ranchers alike. Knowledge developed and disseminated at the Center potentially assists ranchers in the improvement and increased efficiency of their operations, and increased health and vigor of their livestock, while at the same time ameliorating the environmental impact of their activities.

**Goal 4, Cultivate** – The education, outreach, and extension activities and events supported by the proposed Classroom and Office Facility have the potential to cultivate relationships and improve communication and collaboration between researchers and the greater community.

In addition, the project is fully consistent with the principles, goals, and objectives related to outreach and extension within the University of Idaho's Long Range Campus Development Plan (LRCDP)

**IMPACT**

The fiscal impact of this effort will be \$2,500,000 in total expenditures, broken out as follows:

**Overall Project Funding**

State	\$
Federal (Grant):	
Other (UI)	
College Funds	640,000

**Estimate Budget**

A/E & Consultant Fees	\$	212,000
Construction		1,685,000
Construction Cont.		168,500
Owner Costs, AV & FFE		319,500

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Gifted Funds	<u>1,860,000</u>	Project Cont.	<u>115,000</u>
Total	\$ 2,500,000	Total	\$ 2,500,000

**ATTACHMENTS**

Attachment 1 – Capital Project Tracking Sheet

Page 5

**STAFF COMMENTS AND RECOMMENDATIONS**

Staff recommends approval.

**BOARD ACTION**

I move to approve the request by the University of Idaho to implement the bidding and construction phases of the capital project to design and construct a proposed Classroom and Office Facility at the Nancy M. Cummings Research, Extension, and Education Center, for a total cost of \$2,500,000 as described in the materials presented. Authorization includes the authority for the Vice President for Finance and Administration to execute all necessary and requisite consulting and vendor contracts to implement the project.

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



**Office of the Idaho State Board of Education**  
**Capital Project Tracking Sheet**  
As of April, 2018

**History Narrative**

- 1 **Institution/Agency:** University of Idaho      **Project:** Capital Project Authorization Request, Bidding, and Construction Phases, for the Proposed NMCREEC Classroom and Office Facility, University of Idaho (UI), Salmon, Idaho.
- 2 **Project Description:** a Capital Project to provide for the design and construction of a proposed Classroom and Office Facility at the Nancy M. Cummings Research, Extension, and Education Center (NMREEC).
- 3 **Project Use:** A proposed Classroom and Office Facility to be located at the Nancy M. Cummings Research, Extension, and Education Center is envisioned to support the full range of research and extension activities provided by the Center. The new facility will house offices for researchers, principal investigators, graduate students, and interns, office space for the center's veterinarian, works stations, and the NMCREEC superintendent and administrative staff. The facility is envisioned to be approximately 8,300 s.f. of conditioned space. The project includes necessary and requisite site work, utilities and site development, to include parking for approximately 30 vehicles.
- 4 **Project Size:** Approximately 8,300 sf. Conditioned Space, Sitework and Utilities, Parking for approx. 30 vehicles.

Project Cost History:	Sources of Funds				Use of Funds*			
	PBF	ISBA	Other	Total Sources	Planning	Use of Funds Const	Other**	Total Uses
Initial Cost of Project. Planning, and Design Phase Authorization request. October 2017	\$ -	\$ -	\$ 2,160,000	\$ 2,160,000	\$ 250,100	\$ 1,631,300	\$ 278,600	\$ 2,160,000
<b>History of Revisions:</b>								
Revised Cost of Project. Bidding and Construction Phase Authorization request. April 2018			\$ 340,000	\$ 340,000	\$ (38,100)	\$ 222,200	\$ 155,900	\$ 340,000
<b>Total Project Costs</b>	\$ -	\$ -	\$ 2,500,000	\$ 2,500,000	\$ 212,000	\$ 1,853,500	\$ 434,500	\$ 2,500,000

\* Figures quoted are for the Total Project Cost.

\*\* AV Installation, FFE & Project Contingency.

History of Funding:	PBF	ISBA	Other Sources of Funds			Total Other	Total Funding
			Institutional Funds (Gifts/Grants)	Student Revenue	Other***		
Initial Cost of Project. Planning and Design Phase Authorization Request. October 2017	\$ -	\$ -	\$ 856,221	\$ -	\$ 1,303,779	\$ 2,160,000	\$ 2,160,000
Revised Cost of Project. Bidding and Construction Phase Authorization request. April 2018	\$ -	\$ -	\$ -	\$ -	\$ 340,000	\$ 340,000	\$ 340,000
<b>Total</b>	\$ -	\$ -	\$ 856,221	\$ -	\$ 1,643,779	\$ 2,500,000	\$ 2,500,000

\*\*\* CALS Central Reserves

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**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**UNIVERSITY OF IDAHO**

**SUBJECT**

Disposal of Regents real property at University of Idaho (UI) Caine Center, Caldwell

**REFERENCE**

February 2017

Idaho State Board of Education (Board) approved disposal of subject property by State Board of Land Commissioners auction.

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedures, Section V.I.5.b.iii.

Section 58-335, Idaho Code

**ALIGNMENT WITH STRATEGIC PLAN**

Goal 2, Objectives B and D; Goal 4 Objective C: The reallocation of assets resulting from this disposal of surplus real estate will allow investment in innovative and relevant programs of current programmatic interest to the UI. Such investment in new academic and research initiatives facilitates the creation and development of new ideas and solutions to address Idaho's needs for economic development and the education of its citizens.

**BACKGROUND/DISCUSSION**

In 1978 the Regents acquired 40 acres of unimproved agricultural college endowment land from the State of Idaho for the purpose of constructing and operating the Caine Veterinary Center on land adjoining UI's Caldwell Research and Extension Center. The Regents paid \$111,000 to the State of Idaho for the parcel.

In 2016 UI's College of Agricultural and Life Sciences closed the Caine Center to reallocate College resources to programs and facilities that can better meet the needs of the College's current priorities in animal sciences and other areas. In February 2017, the Regents approved disposal of this property by auction conducted by the Idaho Department of Lands (IDL). The auction was intended to be done in conjunction with an auction of related and adjoining endowment lands by IDL.

Based on a preliminary estimate of auction value (\$665,000) from the IDL consultants, and after consultation with IDL staff, UI chose to market the property in an effort to receive a higher purchase price through a direct sale. UI has received an offer of \$800,000 under the terms of a purchase and sale agreement set out in Attachment 1 hereto, and is seeking approval from the Regents for this alternative method of disposal.

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
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**IMPACT**

The Caine Center has been mothballed and no longer serves any programmatic purpose. Its disposal will eliminate caretaking costs and provide financial resources that can better align with University and College priorities and initiatives.

**ATTACHMENTS**

Attachment 1 - Purchase and Sale Agreement

Page 3

Attachment 2 – Map of subject property

Page 13

**STAFF COMMENTS AND RECOMMENDATIONS**

The University's proposed alternate plan for disposal of the Caine Center property meets the requirements established by Board Policy V.I.5.

Staff recommends approval.

**BOARD ACTION**

I move to approve the request by the University of Idaho to sell the Caine Center property under the terms provided in Attachment 1, and to authorize the University's Vice President for Finance and Administration to execute all necessary transaction documents for conveying the subject property as set forth in Attachment 1.

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



# RE-24 VACANT LAND REAL ESTATE PURCHASE AND SALE AGREEMENT

THIS IS A LEGALLY BINDING CONTRACT, READ THE ENTIRE DOCUMENT, INCLUDING ANY ATTACHMENTS.  
IF YOU HAVE ANY QUESTIONS, CONSULT YOUR ATTORNEY AND/OR ACCOUNTANT BEFORE SIGNING.  
NO WARRANTIES, INCLUDING, WITHOUT LIMITATION, ANY WARRANTY OF HABITABILITY, AGREEMENTS  
OR REPRESENTATIONS NOT EXPRESSLY SET FORTH HEREIN SHALL BE BINDING UPON EITHER PARTY.

JULY 2017  
EDITION

Page 1 of 6

1 ID# U of I Homedale DATE March 8, 2018

2

3 LISTING AGENCY Thornton Oliver Keller Office Phone # 208-378-4600 Fax # N/A

4 Listing Agent Mike Greene E-Mail mikeg@tokcommercial.com Phone # 208-447-8867

5 SELLING AGENCY Land Advisors Organization Office Phone # 208-366-8700 Fax # 208-366-8710

6 Selling Agent Tyler Johnson E-Mail tjohnson@landadvisors.com Phone # 208-866-3579

7 1. BUYER: Endurance Holdings, LLC and/or Assigns

8 (Hereinafter called "BUYER") agrees to purchase, and the undersigned SELLER agrees to sell the following described real estate hereinafter referred to  
9 as "PROPERTY" **COMMONLY KNOWN AS** 40.06 +/- Acres at 1020 E Homedale Rd

10 Caldwell City Canyon County, ID, Zip 83607 legally described as:

11 Canyon County Parcel Number: R3272100000

12 OR Legal Description Attached as exhibit A (Exhibit must accompany original offer and be signed or initialed by  
13 BUYER and SELLER.)

14 2. \$ 800,000.00 PURCHASE PRICE: Eight Hundred Thousand DOLLARS,  
15 payable upon the following TERMS AND CONDITIONS (not including closing costs):

16 This offer is contingent upon the sale, refinance, and/or closing of any other property ☐ Yes ☒ No

17 3. FINANCIAL TERMS: Note: A+C+D+E must add up to total purchase price.

18 (A). \$ 25,000.00 EARNEST MONEY: BUYER hereby offers Twenty-Five Thousand  
19 DOLLARS as Earnest Money in the following form: ☐ cash ☒ personal check ☐ cashier's check ☐ note (due date);  
20 ☒ other or wire and ☐ receipt is hereby acknowledged OR ☒ BUYER will deliver  
21 Earnest Money within 3 business days (three [3] if left blank) of acceptance.  
22 Earnest Money to be deposited in trust account ☒ upon receipt or ☐ upon acceptance by BUYER and SELLER or ☐ other  
23 \_\_\_\_\_ and shall be held by: ☐ Listing Broker  
24 ☐ Selling Broker ☒ Closing Agency ☐ other \_\_\_\_\_ for the benefit of  
25 the parties hereto.

26 THE RESPONSIBLE BROKER SHALL BE: Jason Galloway

27 (B). ALL CASH OFFER: ☐ NO ☒ YES If this is an all cash offer do not complete Sections 3C and 3D, fill blanks with N/A (Not Applicable). IF  
28 CASH OFFER BUYER'S OBLIGATION TO CLOSE SHALL NOT BE SUBJECT TO ANY FINANCIAL CONTINGENCY. BUYER agrees to provide  
29 SELLER within N/A business days (five [5] if left blank) from the date of acceptance of this agreement by all parties written confirmation of sufficient  
30 funds and/or proceeds necessary to close transaction. Acceptable documentation includes, but is not limited to a copy of a recent bank or financial  
31 statement.

32 Cash proceeds from another sale: ☐ Yes ☒ No

33 (C). \$ \_\_\_\_\_ NEW LOAN PROCEEDS: This Agreement is contingent upon BUYER obtaining the following financing:  
34 FIRST LOAN of \$ \_\_\_\_\_ not including mortgage insurance, through ☐ FHA, ☐ VA, ☐ CONVENTIONAL, ☐ IHFA,  
35 ☐ RURAL DEVELOPMENT, ☐ OTHER \_\_\_\_\_ with interest not to exceed \_\_\_\_\_ % for a period of \_\_\_\_\_ year(s) at:  
36 ☐ Fixed Rate ☐ Other \_\_\_\_\_. In the event BUYER is unable, after exercising good faith efforts, to obtain the indicated financing,  
37 BUYER's Earnest Money shall be returned to BUYER.

38 SECOND LOAN of \$ \_\_\_\_\_ through ☐ FHA, ☐ VA, ☐ CONVENTIONAL, ☐ IHFA, ☐ RURAL DEVELOPMENT,  
39 ☐ OTHER \_\_\_\_\_ with interest not to exceed \_\_\_\_\_ % for a period of \_\_\_\_\_ year(s) at: ☐ Fixed Rate ☐ Other \_\_\_\_\_

40 LOAN APPLICATION: BUYER ☐ has applied OR ☐ shall apply for such loan(s). Within \_\_\_\_\_ business days (ten [10] if left blank) of final acceptance  
41 of all parties, BUYER agrees to furnish SELLER with a written confirmation showing lender approval of credit report, income verification,  
42 debt ratios, and evidence of sufficient funds and/or proceeds necessary to close transaction in a manner acceptable to the SELLER(S) and  
43 subject only to satisfactory appraisal and final lender underwriting. If an appraisal is required by lender, the PROPERTY must appraise at  
44 not less than purchase price or BUYER'S Earnest Money shall be returned at BUYER'S request unless SELLER, at SELLER'S sole discretion,  
45 agrees to reduce the purchase price to meet the appraised value. SELLER shall be entitled to a copy of the appraisal and shall have 24 hours from  
46 receipt thereof to notify BUYER of any price reduction. BUYER may also apply for a loan with different conditions and costs and close transaction  
47 provided all other terms and conditions of this Agreement are fulfilled, and the new loan does not increase the costs or requirements to the SELLER.  
48 FHA / VA: If applicable, it is expressly agreed that notwithstanding any other provisions of this contract, BUYER shall not be obligated to complete  
49 the purchase of the PROPERTY described herein or to incur any penalty or forfeiture of Earnest Money deposits or otherwise unless BUYER has  
50 been given in accordance with HUD/FHA or VA requirements a written statement by the Federal Housing Commissioner, Veterans Administration or a  
51 Direct Endorsement lender setting forth the appraised value of the PROPERTY of not less than the sales price as stated in the contract.

52

53 If such written confirmation required in 3(B) or 3(C) is not received by SELLER(S) within the strict time allotted, SELLER(S) may at their option cancel  
54 this agreement by notifying BUYER(S) in writing of such cancellation within \_\_\_\_\_ business days (three [3] if left blank) after written confirmation was  
55 required. If SELLER does not cancel within the strict time period specified as set forth herein, SELLER shall be deemed to have accepted such written  
56 confirmation of lender approval and shall be deemed to have elected to proceed with the transaction. SELLER'S approval shall not be unreasonably  
57 withheld.

58

59 (D). \$ \_\_\_\_\_ ADDITIONAL FINANCIAL TERMS:  
60 ☐ Additional financial terms are specified under the heading "OTHER TERMS AND/OR CONDITIONS" (Section 4).  
61 ☐ Additional financial terms are contained in a FINANCING ADDENDUM of same date, attached hereto, signed by both parties.

62

63 (E). \$ 775,000.00 APPROXIMATE FUNDS DUE AT CLOSING: Cash at closing, not including closing costs, to be paid by BUYER at  
64 closing. In GOOD FUNDS, which includes: cash, electronic transfer funds, certified check or cashier's check.

BUYER'S Initials (\_\_\_\_)(\_\_\_\_) Date \_\_\_\_\_

SELLER'S Initials JG Date 3-8-18

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JULY 2017 EDITION

RE-24 VACANT LAND PURCHASE AND SALE AGREEMENT

 PROPERTY ADDRESS: 40.06 +/- Acres at 1020 E Homedale Rd Caldwell 83607 ID#: U of I Homedale

## 4. OTHER TERMS AND/OR CONDITIONS:

See Addendum #1

5. "NOT APPLICABLE" DEFINED: The letters "n/a," "N/A," "n.a.," and "N.A." as used herein are abbreviations of the term "not applicable." Where this agreement uses the term "not applicable" or an abbreviation thereof, it shall be evidence that the parties have contemplated certain facts or conditions and have determined that such facts or conditions do not apply to the agreement or transaction herein.

## 6. INSPECTION:

(A). BUYER IS STRONGLY ADVISED TO INVESTIGATE THE CONDITION AND SUITABILITY OF ALL ASPECTS OF THE PROPERTY AND ALL MATTERS AFFECTING THE VALUE OR DESIRABILITY OF THE PROPERTY INCLUDING, BUT NOT LIMITED TO, THE FOLLOWING:

SIZE: Square footage and lot size. (Any numerical statements regarding these items are APPROXIMATION ONLY, and have not been and will not be verified and should not be relied upon by BUYER.)

1. LINES AND BOUNDARIES: Property lines and boundaries, septic, and leach lines (Fences, walls, hedges, and other natural or constructed barriers or markers do not necessarily identify true property boundaries. Property lines may be verified by surveys.)
2. ZONING AND LAND USE: Inquiries, investigations, studies or any other means concerning past, present or proposed laws, ordinances, referendums, initiatives, votes, applications and permits affecting the current use of the PROPERTY, BUYER's intended use of the PROPERTY, future development, zoning, building, size, governmental permits and inspections. Both parties are advised that Broker does not guarantee the status of permits, zoning or code compliance. The parties are to satisfy themselves concerning these issues.
3. UTILITIES AND SERVICE: Availability, costs, and restrictions of utilities and services, including but not limited to, sewage, sanitation, water, electricity, gas, telephone, cable TV and drainage.
4. UTILITIES, IMPROVEMENTS & OTHER RIGHTS: SELLER represents that the PROPERTY does have the following utilities, improvements, services and other rights available (describe availability): \_\_\_\_\_

5. HAZARDOUS MATERIALS: The real estate broker(s) or their agents in this transaction have no expertise with respect to toxic waste, hazardous materials or undesirable substances. BUYERS who are concerned about the presence of such materials should have the PROPERTY inspected by qualified experts. BUYER acknowledges that he/she has not relied upon any representations by either the Broker or the SELLER with respect to the condition of the PROPERTY that are not contained in this Agreement or in any disclosure statements.
6. TAX LIABILITY: The BUYER and SELLER acknowledge that they have not received or relied upon any statements or representations by the Broker with respect to the effect of this transaction upon BUYER's or SELLER's tax liability.

(B). BUYER chooses ☒ to conduct inspections; ☐ not to conduct inspections. If BUYER chooses not to conduct inspections skip the remainder of Section 6. If indicated, BUYER shall have the right to conduct inspections, investigations, tests, surveys and other studies at BUYER'S expense, hereafter referred to as "Buyer's Inspection Contingency." BUYER'S inspection of the PROPERTY includes all aspects of the PROPERTY, including but not limited to neighborhood, conditions, zoning and use allowances, environmental conditions, applicable school districts and/or any other aspect pertaining to the PROPERTY or related to the living environment at the PROPERTY. Unless otherwise addressed BUYER shall, within 90 calendar days (thirty [30] if left blank) from acceptance, complete these inspections and give to SELLER written notice of disapproved items or written notice of termination of this Agreement based on an unsatisfactory inspection. Once BUYER delivers written notice to SELLER it shall end BUYER's timeframe and is irrevocable regardless of if it was provided prior to the deadline stated above. BUYER is strongly advised to exercise these rights and to make BUYER'S own selection of professionals with appropriate qualifications to conduct inspections of the entire PROPERTY. BUYER'S acceptance of the condition of the PROPERTY is a contingency of this Agreement.

## (C) SATISFACTION/REMOVAL OF INSPECTION CONTINGENCIES:

1. If BUYER does not within the strict time period specified give to SELLER written notice of disapproved items or written notice of termination of this Agreement, BUYER shall conclusively be deemed to have: (a) completed all inspections, investigations, review of applicable documents and disclosures; (b) elected to proceed with the transaction and (c) assumed all liability, responsibility and expense for repairs or corrections other than for items which SELLER has otherwise agreed in writing to repair or correct.
2. If BUYER does within the strict time period specified give to SELLER written notice of termination of this Agreement based on an unsatisfactory inspection, the parties will have no obligation to continue with the transaction and the Earnest Money shall be returned to BUYER.
3. If BUYER does within the strict time period specified give to SELLER written notice of disapproved items, it shall end BUYER's timeframe for inspections and is irrevocable. BUYER shall provide to SELLER pertinent section(s) of written inspection reports upon request, if applicable. Upon receipt of written notice SELLER shall have 3 business days (three [3] if left blank) in which to respond in writing. SELLER, at SELLER's option, may correct the items as specified by BUYER in the notice or may elect not to do so. If SELLER agrees in writing to correct items requested by BUYER, then both parties agree that they will continue with the transaction and proceed to closing. Immediately upon a written response from SELLER that rejects BUYER's requests, in whole or in part, BUYER may proceed under 6(C)(4) below.

BUYER'S Initials ( ) ( ) Date \_\_\_\_\_

SELLER'S Initials (B) ( ) Date 3-8-18

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4. If SELLER does not agree to correct BUYER's items within the strict time period specified, or SELLER does not respond in writing within the strict time period specified, then the BUYER has the option of either continuing the transaction without the SELLER being responsible for correcting these deficiencies or giving the SELLER written notice within 3 business days (three [3] if left blank) that they will not continue with the transaction and will receive their Earnest Money back.

5. If BUYER does not give such written notice of cancellation within the strict time periods specified, BUYER shall conclusively be deemed to have elected to proceed with the transaction without repairs or corrections other than for items which SELLER has otherwise agreed in writing to repair or correct. SELLER shall make the PROPERTY available for all inspections. BUYER shall keep the PROPERTY free and clear of liens; indemnify and hold SELLER harmless from all liability, claims, demands, damages and costs; and repair any damages arising from the inspections. No inspections may be made by any governmental building or zoning inspector or government employee without the prior consent of SELLER unless required by local law. **No inspections may be made by any governmental building or zoning inspector or government employee without the prior consent of SELLER, unless required by local law.**

7. **TITLE CONVEYANCE:** Title of SELLER is to be conveyed by warranty deed, unless otherwise provided, and is to be marketable and insurable except for rights reserved in federal patents, state or railroad deeds, building or use restrictions, building and zoning regulations and ordinances of any governmental unit, and rights of way and easements established or of record. Liens, encumbrances or defects to be discharged by SELLER may be paid out of purchase money at date of closing. No liens, encumbrances or defects, which are to be discharged or assumed by BUYER or to which title is taken subject to, exist unless otherwise specified in this Agreement.

8. **TITLE INSURANCE:** There may be types of title insurance coverages available other than those listed below and parties to this agreement are advised to talk to a title company about any other coverages available that will give the buyer additional coverage.

(A). **PRELIMINARY TITLE COMMITMENT:** Within 6 business days (six [6] if left blank) of final acceptance of all parties, ☒ SELLER or ☐ BUYER shall furnish to BUYER a preliminary commitment of a title insurance policy showing the condition of the title to said PROPERTY. BUYER shall have 66 business days (two [2] if left blank) after receipt of the preliminary commitment, within which to object in writing to the condition of the title as set forth in the preliminary commitment. If BUYER does not so object, BUYER shall be deemed to have accepted the conditions of the title. It is agreed that if the title of said PROPERTY is not marketable, and cannot be made so within 7 business days (two [2] if left blank) after SELLER'S receipt of a written objection and statement of defect from BUYER, then BUYER'S Earnest Money deposit shall be returned to BUYER and SELLER shall pay for the cost of title insurance cancellation fee, escrow and legal fees, if any.

(B). **TITLE COMPANY:** The parties agree that Fidelity National Title Title Company located at 485 E Riverside Dr., Suite 200 Eagle, ID 83616 shall provide the title policy and preliminary report of commitment.

(C). **STANDARD COVERAGE OWNER'S POLICY:** SELLER shall within a reasonable time after closing furnish to BUYER a title insurance policy in the amount of the purchase price of the PROPERTY showing marketable and insurable title subject to the liens, encumbrances and defects elsewhere set out in this Agreement to be discharged or assumed by BUYER unless otherwise provided herein. **The risk assumed by the title company in the standard coverage policy is limited to matters of public record.** BUYER shall receive a ILTA/ALTA Owner's Policy of Title Insurance. A title company, at BUYER's request, can provide information about the availability, desirability, coverage and cost of various title insurance coverages and endorsements. If BUYER desires title coverage other than that required by this paragraph, BUYER shall instruct Closing Agency in writing and pay any increase in cost unless otherwise provided herein.

(D). **EXTENDED COVERAGE LENDER'S POLICY (Mortgagee policy):** The lender may require that BUYER (Borrower) furnish an Extended Coverage Lender's Policy. This extended coverage lender's policy considers matters of public record and additionally insures against certain matters not shown in the public record. **This extended coverage lender's policy is solely for the benefit of the lender and only protects the lender.**

9. **COVENANTS, CONDITIONS AND RESTRICTIONS (CC&Rs):** As part of the BUYER'S inspection of the PROPERTY as set forth in Section 6, BUYER is responsible for obtaining and reviewing a copy of any CC&Rs which may affect the PROPERTY. BUYER shall have N/A business days (ten [10] if left blank) (but in no event shall such time period exceed that time period set forth for inspections in Section 6) to review any CC&Rs that may affect the PROPERTY. Unless BUYER delivers to SELLER a written and signed objection to the terms of any applicable CC&Rs with particularity describing BUYER'S reasonable objections within such time period as set forth above, BUYER shall be deemed to have conclusively waived any objection to the terms of any CC&Rs affecting the PROPERTY, nothing contained herein shall constitute a waiver of BUYER to challenge CC&Rs directly with a homeowners association after closing. If BUYER timely and reasonably objects to a term of the CC&Rs, this Agreement shall terminate and the Earnest Money shall be returned to BUYER.

10. **SUBDIVISION HOMEOWNER'S ASSOCIATION:** BUYER is aware that membership in a Home Owner's Association may be required and BUYER agrees to abide by the Articles of Incorporation, Bylaws and rules and regulations of the Association. BUYER is further aware that the PROPERTY may be subject to assessments levied by the Association described in full in the Declaration of Covenants, Conditions and Restrictions. BUYER has reviewed Homeowner's Association Documents: ☐ Yes ☐ No ☒ N/A. Association fees/dues are \$\_\_\_\_\_ per \_\_\_\_\_. ☐ BUYER ☐ SELLER ☐ Shared Equally ☒ N/A to pay Homeowner's Association SET UP FEE of \$\_\_\_\_\_ and/or ☐ BUYER ☐ SELLER ☐ Shared Equally ☒ N/A to pay Homeowner's Association PROPERTY TRANSFER FEES of \$\_\_\_\_\_ at closing.

11. **INTERSTATE LAND SALES FULL DISCLOSURE ACT:** This Vacant Land Real Estate Purchase and Sale Agreement is NOT intended to be used for situations in which Seller owns and is selling one hundred (100) or more lots. Properties containing one hundred (100) or more lots for sale may be subject to the reporting and disclosure requirements of the Interstate Land Sales Full Disclosure Act ("Act"), 15 USC § 1701 et seq. If you have questions regarding this Act, contact your attorney before signing. Any contract or agreement for the sale or lease of a lot subject to the Act may be revoked at the option of the purchaser or lessee until midnight of the seventh day following the signing of such contract or agreement or until such later time as may be required pursuant to applicable law. Any contract or agreement for the sale or lease of a lot for which a property report is required by the Act and the property report has not been given to the purchaser or lessee in advance of his or her signing such contract or agreement, such contract or agreement may be revoked at the option of the purchaser or lessee within two (2) years from the date of such signing.

12. **FARM/CROPS/TIMBER RIGHTS:** SELLER, or any tenant of SELLER, shall be allowed to harvest, sell or assign any annual crops which have been planted on the PROPERTY prior to the date of this Contract, even though said harvest time may occur subsequent to the date of the settlement of this contract, unless otherwise agreed by attached addendum. If the crop consists of timber, then neither SELLER nor any tenant of SELLERS shall have any right to harvest the timber unless the right to remove same shall be established by an attached addendum. Notwithstanding the provisions hereof, any tenant who shall be leasing the PROPERTY shall be allowed to complete the harvest of any annual crops that have been planted prior to the date of Contract Acceptance as previously agreed between SELLER and Tenant. **ANY AND ALL SUCH TENANT AGREEMENTS ARE TO BE ATTACHED.**

13. **NOXIOUS WEEDS:** BUYER of the PROPERTY in the State of Idaho should be aware that some properties contain noxious weeds. The laws of the State of Idaho require owners of property within this state to control, and to the extent possible, eradicate noxious weeds. For more information concerning noxious weeds and your obligations as an owner of property, contact your local county extension office.

BUYER'S Initials (\_\_\_\_) (\_\_\_\_) Date \_\_\_\_\_

SELLER'S Initials (BA) (\_\_\_\_) Date 3-8-18

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**14. MINERAL RIGHTS:** Any and all mineral rights appurtenant to the PROPERTY are included in and are part of the sale of this PROPERTY, and are not leased or encumbered, unless otherwise agreed to by the parties in writing.

**15. WATER RIGHTS:** Any and all water rights including but not limited to water systems, wells, springs, lakes, streams, ponds, rivers, ditches, ditch rights, and the like, if any, appurtenant to the PROPERTY are included in and are a part of the sale of this PROPERTY, and are not leased or encumbered, unless otherwise agreed to by the parties in writing.

**16. RISK OF LOSS OR NEGLECT:** Prior to closing of this sale, all risk of loss shall remain with SELLER. In addition, should the PROPERTY be materially damaged by fire, neglect, or other destructive cause prior to closing, this agreement shall be voidable at the option of the BUYER.

**17. BUSINESS DAYS:** A business day is herein defined as Monday through Friday, 8:00 A.M. to 5:00 P.M. in the local time zone where the subject real PROPERTY is physically located. A business day shall not include any Saturday or Sunday, nor shall a business day include any legal holiday recognized by the state of Idaho as found in Idaho Code §73-108. If the time in which any act required under this agreement is to be performed is based upon a business day calculation, then it shall be computed by excluding the calendar day of execution and including the last business day. The first business day shall be the first business day after the date of execution. If the last day is a legal holiday, then the time for performance shall be the next subsequent business day.

**18. CALENDAR DAYS:** A calendar day is herein defined as Monday through Sunday, midnight to midnight, in the local time zone where the subject real PROPERTY is physically located. A calendar day shall include any legal holiday. The time in which any act required under this agreement is to be performed shall be computed by excluding the date of execution and including the last day, thus the first day shall be the day after the date of execution. Any reference to "day" or "days" in this agreement means the same as calendar day, unless specifically enumerated as a "business day."

**19. SEVERABILITY:** In the case that any one or more of the provisions contained in this Agreement or any application thereof, shall be invalid, illegal or unenforceable in any respect, the validity, legality or unenforceability of the remaining provisions shall not in any way be affected or impaired thereby.

**20. TRANSMISSION OF DOCUMENTS:** Facsimile or electronic transmission of any signed original document, and retransmission of any signed facsimile or electronic transmission shall be the same as delivery of an original. At the request of either the BUYER or SELLER, or the LENDER, or the Closing Agency, the BUYER and SELLER will confirm facsimile or electronic transmitted signatures by signing an original document.

**21. COUNTERPARTS:** This Agreement may be executed in counterparts. Executing an agreement in counterparts shall mean the signature of two identical copies of the same agreement. Each identical copy of an agreement signed in counterparts is deemed to be an original, and all identical copies shall together constitute one and the same instrument.

**22. ENTIRE AGREEMENT:** This Agreement contains the entire Agreement of the parties respecting the matters herein set forth and supersedes all prior Agreements between the parties respecting such matters.

**23. SALES PRICE INFORMATION:** Pursuant to Idaho Code §54-2083(6)(d), a "sold" price of real property is not confidential client information.

**24. AUTHORITY OF SIGNATORY:** If BUYER or SELLER is a corporation, partnership, trust, estate, or other entity, the person executing this agreement on its behalf warrants his or her authority to do so and to bind BUYER or SELLER.

**25. ADDITIONAL CONTINGENCIES AND COSTS:** The closing of this transaction is contingent upon written satisfaction or waiver of the contingencies listed in the "contingencies" column below. In addition, the parties shall satisfy all contingencies set forth in this section by close of business (Date): N/A unless otherwise agreed to by the parties in writing. The parties agree to pay the following costs as indicated below. None of the costs to be paid by the parties in this section creates an inspection or performance obligation other than strictly for the payment of costs unless otherwise stated below. There may be other costs incurred in addition to those set forth below. Such costs may be required by the lender, by law, or by other such circumstances. Requested tests/inspection reports as indicated below shall be provided to the other party within        business days (ten [10] if left blank) prior to closing.

Upon closing SELLER agrees to pay ☐ N/A % of the purchase price OR ☐ \$ N/A (dollar amount) (N/A if left blank) of lender-approved BUYER'S closing costs, lender fees, and prepaid costs which include but are not limited to those items in BUYER columns marked below. This concession can also be used for any other expense not related to financing at the BUYER's discretion.

COSTS	BUYER	SELLER	Shared Equally	N/A	CONTINGENCIES	BUYER	SELLER	Shared Equally	N/A
Appraisal Fee				<input checked="" type="checkbox"/>	Environmental Inspection (Phase 1)				<input checked="" type="checkbox"/>
Long Term Escrow Fees				<input checked="" type="checkbox"/>	Environmental Inspection (Phase 2)				<input checked="" type="checkbox"/>
Closing Escrow Fee			<input checked="" type="checkbox"/>		Environmental Inspection (Phase 3)				<input checked="" type="checkbox"/>
Survey				<input checked="" type="checkbox"/>	PERC Test				<input checked="" type="checkbox"/>
Shall be ordered by: <input type="checkbox"/> BUYER <input type="checkbox"/> SELLER					Zoning Variance				<input checked="" type="checkbox"/>
Flood Certification/Tracking Fee			<input checked="" type="checkbox"/>		Soil(s) Test(s)				<input checked="" type="checkbox"/>
Title Ins. Standard Coverage Owner's Policy		<input checked="" type="checkbox"/>			Hazardous Waste Report(s)				<input checked="" type="checkbox"/>
Title Ins. Extended Coverage Lender's Policy – Mortgagee Policy				<input checked="" type="checkbox"/>					
Additional Title Coverage				<input checked="" type="checkbox"/>					
Water Rights Transfer Fee			<input checked="" type="checkbox"/>						
Attorney Contract Preparation or Review Fee				<input checked="" type="checkbox"/>					

BUYER'S Initials ( ) ( ) Date \_\_\_\_\_

SELLER'S Initials BS ( ) ( ) Date 3-8-18

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**26. DEFAULT: If BUYER defaults** in the performance of this Agreement, SELLER has the option of: (1) accepting the Earnest Money as liquidated damages or (2) pursuing any other lawful right or remedy to which SELLER may be entitled. If SELLER elects to proceed under (1), SELLER shall make demand upon the holder of the Earnest Money, upon which demand said holder shall pay from the Earnest Money the costs incurred by SELLER's Broker on behalf of SELLER and BUYER related to the transaction, including, without limitation, the costs of title insurance, escrow fees, credit report fees, inspection fees and attorney's fees; and said holder shall pay any balance of the Earnest Money, one-half to SELLER and one-half to SELLER's Broker, provided that the amount to be paid to SELLER's Broker shall not exceed the Broker's agreed-to commission. SELLER and BUYER specifically acknowledge and agree that if SELLER elects to accept the Earnest Money as liquidated damages, such shall be SELLER's sole and exclusive remedy, and such shall not be considered a penalty or forfeiture. If SELLER elects to proceed under (2), the holder of the Earnest Money shall be entitled to pay the costs incurred by SELLER's Broker on behalf of SELLER and BUYER related to the transaction, including, without limitation, the costs of brokerage fee, title insurance, escrow fees, credit report fees, inspection fees and attorney's fees, with any balance of the Earnest Money to be held pending resolution of the matter. **If SELLER defaults**, having approved said sale and fails to consummate the same as herein agreed, BUYER's Earnest Money deposit shall be returned to him/her and SELLER shall pay for the costs of title insurance, escrow fees, credit report fees, inspection fees, brokerage fees and attorney's fees, if any. This shall not be considered as a waiver by BUYER of any other lawful right or remedy to which BUYER may be entitled.

**27. EARNEST MONEY DISPUTE / INTERPLEADER:** Notwithstanding any termination or breach of this Agreement, BUYER and SELLER agree that in the event of any controversy regarding the Earnest Money and things of value held by Broker or closing agency, Broker may reasonably rely on the terms of this Agreement or other written documents signed by both parties to determine how to disburse the disputed money. However, Broker or closing agency shall not be required to take any action but may await any proceeding, or at Broker's or closing agency's option and sole discretion, may interplead all parties and deposit any moneys or things of value into a court of competent jurisdiction and shall recover all costs which were incurred as a result of the dispute including, but not limited to, reasonable attorney's fees. If either parties' Broker incurs attorney's fees as a result of any Earnest Money dispute, whether or not formal legal action is taken, said Broker is entitled to recover actual fees incurred from either BUYER or SELLER.

**28. ATTORNEY'S FEES:** If either party initiates or defends any arbitration or legal action or proceedings which are in any way connected with this Agreement, the prevailing party shall be entitled to recover from the non-prevailing party reasonable costs and attorney's fees, including such costs and fees on appeal.

**29. TIME IS OF THE ESSENCE IN THIS AGREEMENT.**

**30. CLOSING:** On or before the closing date, BUYER and SELLER shall deposit with the closing agency all funds and instruments necessary to complete this transaction. **Closing means the date on which all documents are either recorded or accepted by an escrow agent and the sale proceeds are available to SELLER.** The closing shall be no later than (Date) See Addendum #1. The parties agree that the **CLOSING AGENCY** for this transaction shall be Fidelity National Title located at 485 E Riverside Dr., Suite 200 Eagle, ID 83616. If a long-term escrow /collection is involved, then the long-term escrow holder shall be Fidelity National Title.

**31. POSSESSION:** BUYER shall be entitled to possession ☒ upon closing or ☐ date \_\_\_\_\_ at \_\_\_\_\_ ☐ am ☐ pm.

**32. PRORATIONS:** Property taxes and water assessments (using the last available assessment as a basis), rents, interest and reserves, liens, encumbrances or obligations assumed, and utilities shall be prorated ☒ upon closing or as of ☐ date \_\_\_\_\_. BUYER to reimburse SELLER for fuel in tank ☐ Yes ☐ No ☒ N/A. Dollar amount may be determined by SELLER's supplier.

**33. SPECIAL CONSIDERATIONS AND CONTINGENCIES:** This Agreement is made subject to the following special considerations and/or contingencies which must be satisfied prior to closing: \_\_\_\_\_

**34. REPRESENTATION CONFIRMATION:** Check one (1) box in Section 1 and one (1) box in Section 2 below to confirm that in this transaction, the brokerage(s) involved had the following relationship(s) with the BUYER(S) and SELLER(S).

## Section 1:

- ☐ A. The brokerage working with the BUYER(S) is acting as an AGENT for the BUYER(S).  
☐ B. The brokerage working with the BUYER(S) is acting as a LIMITED DUAL AGENT for the BUYER(S), without an ASSIGNED AGENT.  
☐ C. The brokerage working with the BUYER(S) is acting as a LIMITED DUAL AGENT for the BUYER(S) and has an ASSIGNED AGENT acting solely on behalf of the BUYER(S).  
☒ D. The brokerage working with the BUYER(S) is acting as a NONAGENT for the BUYER(S).

## Section 2:

- ☒ A. The brokerage working with the SELLER(S) is acting as an AGENT for the SELLER(S).  
☐ B. The brokerage working with the SELLER(S) is acting as a LIMITED DUAL AGENT for the SELLER(S), without an ASSIGNED AGENT.  
☐ C. The brokerage working with the SELLER(S) is acting as a LIMITED DUAL AGENT for the SELLER(S) and has an ASSIGNED AGENT acting solely on behalf of the SELLER(S).  
☐ D. The brokerage working with the SELLER(S) is acting as a NONAGENT for the SELLER(S).

Each party signing this document confirms that he has received, read and understood the Agency Disclosure Brochure adopted or approved by the Idaho real estate commission and has consented to the relationship confirmed above. In addition, each party confirms that the brokerage's agency office policy was made available for inspection and review. EACH PARTY UNDERSTANDS THAT HE IS A "CUSTOMER" AND IS NOT REPRESENTED BY A BROKERAGE UNLESS THERE IS A SIGNED WRITTEN AGREEMENT FOR AGENCY REPRESENTATION.

BUYER'S Initials (\_\_\_\_\_) (\_\_\_\_\_) Date \_\_\_\_\_

SELLER'S Initials (BS) (\_\_\_\_\_) Date 3-8-18

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PROPERTY ADDRESS: 40.06 +/- Acres at 1020 E Homedale Rd Caldwell 83607 ID#: U of I Homedale

**35. ASSIGNMENT:** This Agreement and any rights or interests created herein ☒ may ☐ may not be sold, transferred, or otherwise assigned.

**36. ACCEPTANCE:** This offer is made subject to the acceptance, counter or rejection of SELLER and BUYER on or before (Date) 3/9/2018  
at (Local Time in which PROPERTY is located) 5:00 ☐ A.M. ☒ P.M.

**37. BUYER'S SIGNATURES:**

☒ SEE ATTACHED BUYER'S ADDENDUM(S): 1 (Specify number of BUYER addendum(s) attached.)  
☒ SEE ATTACHED BUYER'S EXHIBIT(S): 2 (Specify number of BUYER exhibit(s) attached.)

☐ BUYER does currently hold an active Idaho real estate license. ☐ BUYER is related to agent.

BUYER Signature \_\_\_\_\_ BUYER (Print Name) \_\_\_\_\_  
Date \_\_\_\_\_ Time \_\_\_\_\_ ☐ A.M. ☐ P.M. Phone # \_\_\_\_\_ Cell # \_\_\_\_\_  
Address \_\_\_\_\_ E-Mail \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Fax # \_\_\_\_\_

☐ BUYER does currently hold an active Idaho real estate license. ☐ BUYER is related to agent.

BUYER Signature \_\_\_\_\_ BUYER (Print Name) \_\_\_\_\_  
Date \_\_\_\_\_ Time \_\_\_\_\_ ☐ A.M. ☐ P.M. Phone # \_\_\_\_\_ Cell # \_\_\_\_\_  
Address \_\_\_\_\_ E-Mail \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Fax # \_\_\_\_\_

**38. SELLER'S SIGNATURES:** On this date, I/We hereby approve and accept the transaction set forth in the above Agreement and agree to carry out all the terms thereof on the part of the SELLER.

☐ SIGNATURE(S) SUBJECT TO ATTACHED COUNTER OFFER  
☐ SIGNATURE(S) SUBJECT TO ATTACHED ADDENDUM(S) # Addendum #1  
☐ SIGNATURE(S) SUBJECT TO ATTACHED EXHIBIT(S) # Exhibit A913

☐ SELLER does currently hold an active Idaho real estate license. ☐ SELLER is related to agent.

SELLER Signature [Signature] SELLER (Print Name) Board of Regents of the University of Idaho  
Date 3-8-18 Time \_\_\_\_\_ ☐ A.M. ☐ P.M. Phone # \_\_\_\_\_ Cell # \_\_\_\_\_  
Address 875 Perimeter Dr MS 3168 E-Mail \_\_\_\_\_  
City Moscow State ID Zip 83844-3168 Fax # \_\_\_\_\_

☐ SELLER does currently hold an active Idaho real estate license. ☐ SELLER is related to agent.

SELLER Signature \_\_\_\_\_ SELLER (Print Name) \_\_\_\_\_  
Date \_\_\_\_\_ Time \_\_\_\_\_ ☐ A.M. ☐ P.M. Phone # \_\_\_\_\_ Cell # \_\_\_\_\_  
Address \_\_\_\_\_ E-Mail \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Fax # \_\_\_\_\_

**LATE ACCEPTANCE**

If acceptance of this offer is received after the time specified, it shall not be binding on the BUYER unless BUYER approves of said acceptance within \_\_\_\_\_ calendar days (three [3] if left blank) by BUYER initialing HERE (\_\_\_\_)(\_\_\_\_) Date \_\_\_\_\_. If BUYER timely approves of SELLER's late acceptance, an initialed copy of this page shall be immediately delivered to SELLER.

## Addendum #1

Addendum to RE-24 Vacant Land  
Real Estate Purchase and Sale Agreement

Dated: March 8, 2018

Contract ID: U of I Homedale


Buyer: Endurance Holdings, LLC

- 1) Sale is contingent upon approval from the Board of Regents of the University of Idaho being granted prior to April 30, 2018. In the event the Board fails to approve by said date, this agreement shall be terminated and all Earnest Money shall be refunded to Buyer.
- 2) Buyer shall have 90 calendar days for inspections, due diligence and title review ("Due Diligence Period" or "DDP"). If Buyer terminates this Agreement prior to the expiration of the Due Diligence Period, all Earnest Money shall be returned to Buyer. If Buyer does not terminate this Agreement prior to the expiration of Due Diligence Period, Buyers' Earnest Money shall become non-refundable, will be immediately released to Seller, and will be applied to the Purchase Price at Closing.
- 3) Seller agrees to cooperate with Buyer in his development applications to the applicable government agencies. Seller's cooperation shall include but is not limited to the signing of any affidavits of legal interest in the Property. Seller will not be responsible for any costs associated with such cooperation/application.
- 4) Seller's and Renter's personal property are excluded from this transaction.
- 5) Buyer acknowledges that Seller has a farm lease on the property for the 2018 crop year and will provide Buyer with a copy of the farm lease within five (5) days of mutual execution of this agreement. Tenant shall be allowed to plant and harvest any annual crops during the 2018 crop year. This lease may be terminated after the 2018 crop year. Seller will assign all of seller's rights and interests in this lease to buyer at closing and cooperate with buyer in termination of the lease in 2018 if termination is desired by buyer.
- 6) Section 14, Mineral Rights, in the Purchase and Sale Agreement shall be deleted in its entirety.
- 7) Seller represents the property is subject to no other leases other than that lease referred to in Item #5 above."
- 8) Seller agrees that the building will be vacant at Closing.
- 9) Buyer acknowledges and accepts the structures on the Subject Property in "As Is" condition.
- 10) Title to be conveyed by Special Warranty Deed.
- 11) Buyer acknowledges and accepts that the Subject Property includes scrapie contamination.
- 12) Exhibit B is included in this Agreement for general illustration purposes only.
- 13) Closing shall occur on or before 30 Calendar Days following the expiration of the Due Diligence Period.

To the extent the terms of this ADDENDUM modify or conflict with any provision of the Purchase and Sale Agreement including all prior Addendums of Counter Offers, these terms shall control. All other terms of the Purchase and Sale Agreement including all prior Addendums or Counter Offers not modified by this Addendum shall remain the same. Upon its execution by both parties, this agreement is made an integral part of the aforementioned Agreement.

\_\_\_\_\_  
Buyer's Signature

\_\_\_\_\_  
Date

 3818  
\_\_\_\_\_  
Seller's Signature

\_\_\_\_\_  
Date

**Exhibit A**

Exhibit to RE-24 Vacant Land  
 Real Estate Purchase and Sale Agreement  
 Dated: March 8, 2018  
 Contract ID: U of I Homedale  
 Buyer: Endurance Holdings, LLC

## Legal Description

- THE REGENTS OF THE UNIVERSITY OF IDAHO -

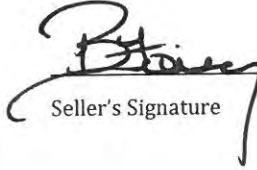
Their..... heirs and assigns, all of the said tract and parcel of land situated in the County of.....CANYON and State of Idaho, and described as follows, to-wit: A parcel of land situated in the East Half of the Northwest Quarter (E1/2NW1/4) of Section Ten (10), Township Three (3) North, Range Three (3) West, Boise Meridian, Canyon County, Idaho more particularly described as follows:

Beginning at the North 1/4 corner of said Section 10;  
 thence along the centerline of said Section 10 South 0°34'30" West, 2539.17 feet to a point on the centerline of Deer Flat Canal;  
 thence along the centerline of Deer Flat Canal North 39°04'48" West, 65.76 feet to a point;  
 thence North 30°02'18" West, 392.00 feet to a point of curvature;  
 thence along a curve to the left whose central angle is 50°14'11", whose radius is 481.76 feet, whose arc length is 420.99 feet, whose tangent is 225.00 feet and whose long chord bears North 55°04'23" West, 407.72 feet to a point; thence North 80°06'29" West, 259.60 feet to a point;  
 thence leaving said centerline of Deer Flat Canal North 1870.61 feet to a point on the North line of said Section 10; thence East 853.20 feet to the REAL POINT OF BEGINNING, containing Forty (40.00) acres, more or less, and subject to Easement No. 819 to the University of Idaho for an experiment farm and improvements thereon; also subject to Easement No. 4629 to Idaho Power Company for an underground powerline.

To have and to hold the said premises and parcel of land above particularly described, with the appurtenances thereon, unto the said

Buyer's Signature

Date

  
 Seller's Signature

 3-8-18  
 Date



**Exhibit B**  
 Exhibit to RE-24 Vacant Land  
 Real Estate Purchase and Sale Agreement  
 Dated: March 8, 2018  
 Contract ID: U of I Homedale  
 Buyer: Endurance Holdings, LLC

General Property Illustration



Buyer's Signature

Date

Seller's Signature

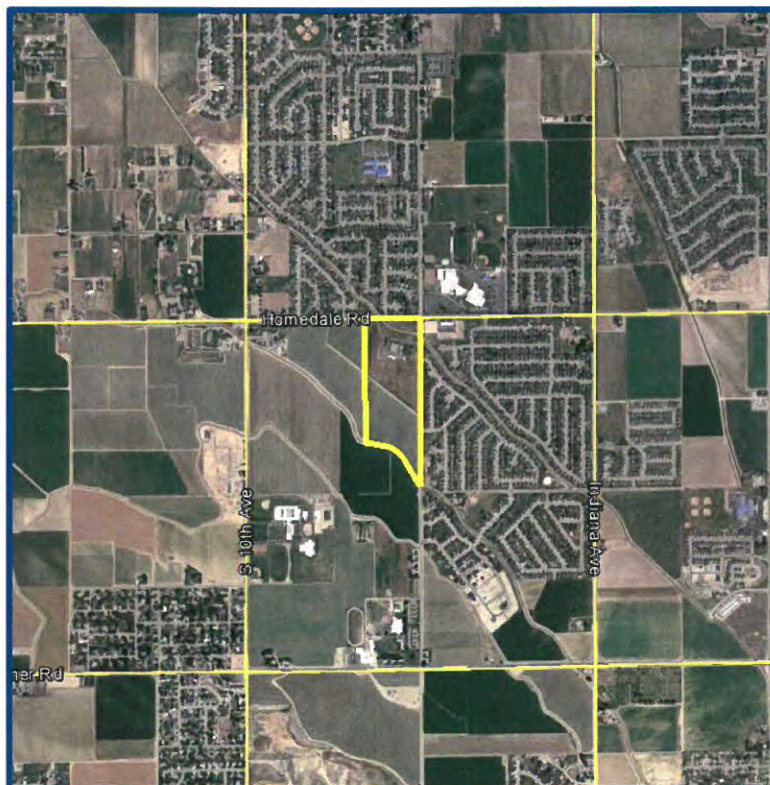
Date

*[Handwritten Signature]* 3-8-18

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## Aerial and Front Views

**GOOGLE EARTH AERIAL VIEWS**



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**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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**UNIVERSITY OF IDAHO**

**SUBJECT**

Athletics plan to address football subdivision transition and athletic budget deficits

**REFERENCE**

February 2017	University of Idaho (UI) reported to State Board of Education (Board) on projected deficit balance for Athletics at the end of FY2017.
April 2017	Board approved one-year waiver of UI Institutional Fund athletic limit, allowing additional funds to be spent on Athletics and avoid FY2017 deficit. Directed UI to report on revisions to Athletics budget at April 2018 Board meeting.

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedures, Section V.X.

**ALIGNMENT WITH STRATEGIC PLAN**

**GOAL 1: A WELL-EDUCATED CITIZENRY**

**Objective C: Higher Level of Educational Attainment** – Increase successful progression through Idaho’s educational system.

**Performance Measure I.** Percent of Idahoans (ages 25-34) who have a college degree or certificate requiring one academic year or more of study.

**Performance Measure III.** Percentage of new full-time degree-seeking students who return (or who graduate) for second year in an Idaho postsecondary public institution.

**BACKGROUND/ DISCUSSION**

Annually the Department of Athletics brings 330 to 350 full-time student-athletes to UI. The vast majority of these students would not be attending college at UI but for the opportunity provided to play National Collegiate Athletic Association (NCAA) sports in conjunction with their education, many of whom would not be able to afford a higher education degree but for the sports scholarships offered by the Department of Athletics. By creating these educational opportunities, the Department of Athletics is contributing to the Board’s strategic vision of creating a highly educated citizenry. Student-athletes are subject to strict progress toward degree requirements. On the whole, they have higher grade point averages and graduate at a higher rate than the general student body. Approximately 30% of University of Idaho student-athletes are first generation college students and through an athletic scholarship have an opportunity to positively change the course of their lives through education.

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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In February 2017, UI approached the Board to report that it was projecting a deficit balance in athletics at the end of fiscal year 2017. Initial estimates developed early in the year put the projected deficit at \$1,093,000. Past shortfalls had been covered by athletics reserves. Because those reserves were exhausted prior to the 2017 budget year, the institution was seeking to invest additional funds into the athletics program to prevent a deficit.

During fiscal year 2017, athletics expenditures tracked very closely with initial budget estimates. However, revenue collections fell short of budget in several major categories. Those revenue shortfalls, which included football game guarantees and donations, were the primary driver of the projected deficit. Student fee revenue had also decreased significantly over the past several years as a result of declining student enrollment.

Related to student fee revenue, it should be noted that the ability to increase athletics fees is limited by Board policy. Accordingly, athletics student fee collections had not kept pace with the growth in tuition rates. Over the years, increases in tuition had increased scholarship costs within the Athletics Department. But without corresponding increases in athletics student fee collections, the revenue available to fund those scholarships had not kept pace with rising costs.

Near the end of calendar year 2016, two key football events generated additional revenue that reduced the projected FY2017 deficit. In December 2016, the Vandals were invited to compete in the Famous Idaho Potato Bowl. Participation in this game generated additional net revenue to help offset the projected operating deficit. In addition, the Sun Belt Conference finished in 3<sup>rd</sup> place overall (within the Group of 5), while the Athletics Department had budgeted revenue associated with a 5<sup>th</sup> place finish. This improved conference standing also generated additional revenue for the Athletics Department. Taking into consideration both the Famous Idaho Potato Bowl and an improved conference finish, the institution revised the deficit projection down to under \$1 million.

To address the above-noted temporary shortfalls, and to smooth the transition from the Football Bowl Subdivision (FBS) to the Football Championship Subdivision (FCS) and the accompanying adjustments to overall athletics operations, UI sought the Board's permission to invest additional institutional funds (above the athletic limit)—up to \$1 million per year for up to four years. In April 2017, the Board approved a one-time, one-year waiver of the FY2017 institutional funds cap, authorizing expenditure of an additional \$950,000 from available institutional funds. The waiver allowed the institution to avoid an overall athletics operating deficit in FY2017 and provided for continuity of athletic operations while the department realigned its programs to balance expenditures and revenues during the FBS-to-FCS transition. The Board directed UI to return in April 2018 to report on its revised athletics budget plans.

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 19, 2018**

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In accordance with the Board's direction to return in April 2018 with a plan, UI has drafted a multi-year financial plan for the athletics department that will result in future balanced athletic budgets.

**IMPACT**

Upon Board approval, UI's proposed athletic plan will enable UI to carry out a smooth transition during the ongoing FBS to FCS transition, preserve access and opportunities for student athletes, and establish viable, balanced budgets for athletic department operations.

**ATTACHMENTS**

Attachment 1 – Outline of proposed Athletics financial plan

Page 5

**STAFF COMMENTS AND RECOMMENDATIONS**

The Business Affairs and Human Resources (BAHR) Committee received a detailed presentation on the UI's proposed athletic budget plan at its meeting on April 6, 2018. BAHR has forwarded the proposal to the full Board for consideration and approval. An overview of the UI's presentation is provided at Attachment 1.

In order for UI to implement its plan option of adding sports (and generating additional revenue through increased enrollment and other efficiency measures) rather than immediate elimination of sports to avoid an athletic budget deficit, the Board would need to waive its current policy (V.X.5.) which requires that deficits be eliminated within two fiscal years.

**BOARD ACTION**

I move to waive the requirement that a plan for balancing an athletic budget deficit be completed within two fiscal years for the University of Idaho as it realigns its athletic programs and associated budgets. The University is directed to implement a plan which will eliminate its athletic deficit within four years, by the end of FY2022, and to provide annual progress reports on implementation of the budget plan to the Board each April, or as otherwise stipulated by the Executive Director.

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

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# **ATHLETICS FUNDING AND SPENDING**

**UNIVERSITY OF IDAHO  
CHUCK STABEN, PRESIDENT  
APRIL 6, 2018**



# ROLE OF ATHLETICS IN HIGHER EDUCATION

- I** Competition opportunities for student-athletes
- I** Scholarship opportunities for student-athletes
- I** Student-athlete support (team, mentors, academic support)
- I** Student, fan and community engagement
- I** University visibility and media presence
- I** Revenue
  - Media, tickets, licensing, donations, etc.\*
  - Student-athlete net tuition/auxiliary revenue



# PHILOSOPHY OF ATHLETICS SPENDING

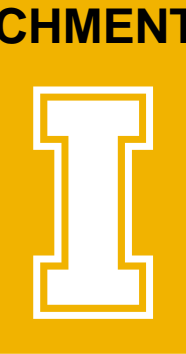
- I Athletics benefit may incur net cost
- I Cost borne by all students should be constrained and minimized where possible
- I Cap policy has never recognized institutional revenue, only Athletics expenses
- I How should we calculate institutional costs?
- I What is the acceptable costs?
- I How can we optimize benefits?



# CHARACTERISTICS AND CONSTRAINTS

- I** Student-athletes choose schools in order to compete there
- I** NCAA Football Championship Subdivision (FCS) programs must offer a minimum of:
  - 7 all male or mixed teams, including football, and 7 all-female sports (maximum of 2 emerging sports) teams, **OR ...**
  - 6 all male or mixed teams, including football, and 8 all-female sports (maximum of 2 emerging sports) teams
  - U of I currently offers 16 sports
- I** The Big Sky Conference has 13 core sports
  - March 2018: BSC voted against any change in waiver policy or granting of waivers
- I** Title IX compliance



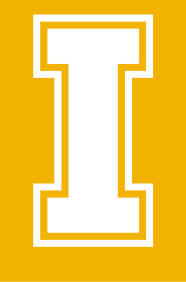


FOOTBALL – PARTICIPANTS:	36%
Operational Revenue	\$4,743,595
Allocated Revenue	\$1,110,712
Out-of-state Tuition (Non-scholarship)	\$220,408
Tuition/Fees/Books (Non-scholarship)	\$190,561
Tuition/Fees/Books (Athletics)	\$715,543
Total Revenue – No Room and Board	\$6,980,819
Room and Board (Non-scholarship)	\$188,755
Room and Board (Athletics)	\$709,126
Total Room and Board Revenue	\$897,881
Total Revenue	\$7,878,700
Operational Expenditures	\$5,924,544
Overhead Expenditures	\$1,983,270
Total Expenses	\$7,907,814
Net Revenue – No Room and Board	\$(926,995)
TOTAL NET REVENUE	\$(29,114)

# FOOTBALL AT U OF I

## REVENUE & EXPENDITURES

- I Football is essentially revenue neutral at U of I
- I Will move to 63 scholarships shared by 85 student-athletes
- I Operational revenue will decrease as an FCS participant
- I Operational expenditures will also decrease

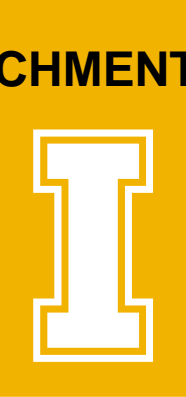


WOMEN’S BASKETBALL – PARTICIPANTS:	4%
Operational Revenue	\$268,276
Allocated Revenue	\$134,946
Out-of-state Tuition (Non-scholarship)	\$ -
Tuition/Fees/Books (Non-scholarship)	\$ -
Tuition/Fees/Books (Athletics)	\$110,084
Total Revenue – No Room & Board	\$513,306
Room and Board (Non-scholarship)	\$ -
Room and Board (Athletics)	\$109,096
Total Room & Board Revenue	\$109,096
Total Revenue	\$622,402
Operational Expenditures	\$1,208,762
Overhead Expenditures	\$240,958
Total Expenses	\$1,449,720
Net Revenue – No Room & Board	\$(936,414)
TOTAL NET REVENUE	\$(827,318)

# WOMENS’ BASKETBALL AT U OF I

## REVENUE & EXPENSES

- I Women’s Basketball has 15 “Head Count” scholarships
- I All head count sports other than football are net revenue negative



# NET REVENUE BY SPORT

	36%	5%	10%	3%	3%	6%	4%	11%	10%	2%	3%	9%	Total
	MFB	MBB	MTR	MGO	MTE	WVB	WBB	WSW	WTR	WGO	WTE	WSO	Total
Operational Revenue	\$ 4,743,595	\$ 473,885	\$ 194,225	\$ 69,424	\$ 59,396	\$ 184,796	\$ 268,276	\$ 163,594	\$ 264,450	\$ 95,608	\$ 95,216	\$ 249,850	\$ 6,862,315
Allocated Revenue	\$ 1,110,712	\$ 155,707	\$ 311,415	\$ 83,044	\$ 83,044	\$ 176,468	\$ 134,946	\$ 332,176	\$ 301,034	\$ 72,663	\$ 83,044	\$ 269,893	\$ 3,114,147
Out-of-State Tuition NS	220,408	32,653	172,408	43,429	52,082	48,980	-	281,224	210,612	21,388	32,653	209,959	1,325,796
Tuition/Fees/Books NS	\$ 190,561	\$ 16,924	\$ 175,945	\$ 32,007	\$ 35,474	\$ 42,347	\$ -	\$ 170,350	\$ 155,293	\$ 11,085	\$ 16,924	\$ 114,757	\$ 961,667
Tuition/Fees/Books -athletics	\$ 715,543	\$ 110,084	\$ 78,149	\$ 35,726	\$ 32,240	\$ 101,616	\$ 110,084	\$ 100,499	\$ 90,264	\$ 48,160	\$ 50,808	\$ 105,297	\$ 1,578,470
Total Revenue - No R&B	\$ 6,980,819	\$ 789,253	\$ 932,142	\$ 263,630	\$ 262,236	\$ 554,207	\$ 513,306	\$ 1,047,843	\$ 1,021,653	\$ 248,904	\$ 278,645	\$ 949,756	\$13,842,395
Room & Board NS	\$ 188,755	\$ 16,791	\$ 174,211	\$ 31,717	\$ 35,161	\$ 41,945	\$ -	\$ 168,914	\$ 153,887	\$ 10,998	\$ 16,791	\$ 113,832	\$ 953,002
Room & Board Athletics	\$ 709,126	\$ 109,096	\$ 77,455	\$ 35,415	\$ 31,987	\$ 100,704	\$ 109,096	\$ 99,688	\$ 89,448	\$ 47,764	\$ 50,352	\$ 104,416	\$ 1,564,547
Total R&B Revenue	\$ 897,881	\$ 125,887	\$ 251,666	\$ 67,132	\$ 67,148	\$ 142,649	\$ 109,096	\$ 268,602	\$ 243,335	\$ 58,762	\$ 67,143	\$ 218,248	\$ 2,517,549
Total Revenue	\$ 7,878,700	\$ 915,140	\$ 1,183,808	\$ 330,762	\$ 329,384	\$ 696,856	\$ 622,402	\$ 1,316,445	\$ 1,264,988	\$ 307,666	\$ 345,788	\$1,168,004	\$16,359,944
Operational Expenditures	\$ 5,924,544	\$ 1,663,988	\$ 468,928	\$ 229,427	\$ 222,861	\$ 751,316	\$ 1,208,762	\$ 507,135	\$ 595,247	\$ 317,665	\$ 246,470	\$ 669,850	\$12,806,191
Overhead Expenditures	\$ 1,983,270	\$ 278,029	\$ 556,057	\$ 148,282	\$ 148,282	\$ 315,099	\$ 240,958	\$ 593,128	\$ 537,522	\$ 129,747	\$ 148,282	\$ 481,916	\$ 5,560,571
Total Expenses	\$ 7,907,814	\$ 1,942,017	\$ 1,024,985	\$ 377,709	\$ 371,143	\$ 1,066,415	\$ 1,449,720	\$ 1,100,263	\$ 1,132,769	\$ 447,411	\$ 394,751	\$1,151,766	\$18,366,762
Net Revenue No R&B	\$ (926,995)	\$ (1,152,763)	\$ (92,843)	\$ (114,079)	\$ (108,907)	\$ (512,207)	\$ (936,414)	\$ (52,420)	\$ (111,116)	\$ (198,507)	\$ (116,106)	\$ (202,010)	\$ (4,524,367)
Total Net Revenue	\$ (29,114)	\$ (1,026,876)	\$ 158,823	\$ (46,947)	\$ (41,759)	\$ (369,558)	\$ (827,318)	\$ 216,182	\$ 132,219	\$ (139,745)	\$ (48,963)	\$ 16,238	\$ (2,006,818)
Removes all Institutional Support and Student Fees from Revenues													
Removes debt service costs from expenditures													

- I Most sports are essentially net revenue neutral
- I Equivalency sports generate more net revenue than head count sports
- I Equivalency sports can be “revenue optimized”







REVENUE CATEGORY	AMOUNT
Tuition/Books/Fees (Athletics)	\$1,578,470
Room & Board (Athletics)	\$1,564,547
Athletic Revenue Generated	\$3,143,017
Out-of-state Tuition (Non-scholarship)	1,325,796
Tuition/Fees/Books (Non-scholarship)	\$961,422
Room & Board (Non-scholarship)	\$953,002
Non-scholarship Revenue Generated	\$3,240,220
Total Generated Revenue	\$6,383,237
General Education	\$3,052,200
Gender Equity	\$1,299,800
Institutional Support	\$966,600
Total Institutional Support	\$5,318,600
TOTAL NET REVENUE	\$1,064,637

**2017-2018**  
**ATHLETICS REVENUE**

*Generated revenue exceeds  
institutional support by  
\$1,064,637*

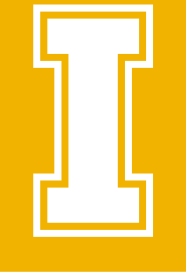


# REVENUE ENHANCEMENTS, COST SAVINGS

-  Optimize current equivalency sports
-  Add additional equivalency sports
-  Reduce operational costs
-  Enhance sport, donor engagement



CATEGORY	WSW	WSW (NS)	DIFFERENCE	ATHLETICS SAVINGS
Operational Revenue	\$163,594	\$163,594	\$ -	
Allocated Revenue	\$332,176	\$332,176	\$ -	
Tuition/Fees/Books (Non-scholarship)	\$451,575	\$417,468	\$(34,107)	
Tuition/Fees/Books (Athletics)	\$100,499	\$ -	\$(100,499)	\$100,499
Total Revenue – No R&B	\$1,047,844	\$913,238	\$(134,606)	
Room & Board (Non-scholarship)	\$168,914	\$327,288	\$158,374	
Room & Board (Athletics)	\$99,688	\$ -	\$(99,688)	\$99,688
Total R&B Revenue	\$268,602	\$327,288	\$58,686	
Total Revenue	\$1,316,446	\$1,240,526	\$(75,920)	
Operational Expenditures	\$337,347	\$270,000	\$(67,347)	\$67,347
Overhead Expenditures	\$593,128	\$593,127	\$(1)	
Total Expenses	\$930,475	\$863,127	\$(67,348)	\$67,348
Net Revenue – No R&B	\$117,369	\$50,111	\$(67,258)	
<b>TOTAL NET REVENUE</b>	<b>\$385,971</b>	<b>\$377,399</b>	<b>\$(8,572)</b>	

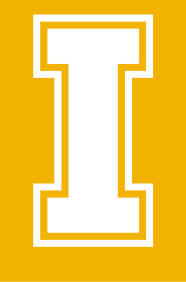


# WOMEN’S SWIMMING TRANSITION NON-SCHOLARSHIP SCENARIO

ASSUMPTIONS:

- I Increase women’s roster to 38 from 32
- I 10 WUE student-athletes only
- I 5 walk-on student-athletes

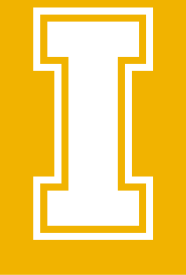
Athletics Savings = \$267,524



REVENUE CATEGORY	M SWIMMING	W TRIATHLON	RIFLE	TOTAL
Operational Revenue	\$107,000	\$211,000	\$53,000	\$371,000
Allocated Revenue				\$ -
Tuition/Fees/Books (Non-scholarship)	\$169,360	\$169,360	\$84,680	\$423,400
Tuition/Fees/Books (Athletics)				\$ -
Total Revenue – No R&B	\$276,360	\$380,360	\$137,680	\$794,400
				\$ -
Room & Board (Non-scholarship)	\$167,840	\$167,840	\$83,920	\$419,600
Room & Board (Athletics)				\$ -
Total R&B Revenue	\$167,840	\$167,840	\$83,920	\$419,600
Total Revenue	\$444,200	\$548,200	\$221,600	\$1,214,000
Operational Expenditures	\$75,000	\$25,000	\$15,000	\$115,000
Overhead Expenditures				\$ -
Total Expenses	\$75,000	\$25,000	\$15,000	\$115,000
Net Revenue – No R&B	\$201,360	\$355,360	\$122,680	\$539,400
TOTAL NET REVENUE	\$369,200	\$523,200	\$206,600	\$1,099,000

# SPORT ADDITIONS

- I Men’s swimming:** a niche opportunity for U of I and for student-athletes, coached by current staff, with dual meets for men and women to reduced operational costs.
- I Women’s Triathlon:** Fits well at U of I, opportunity for shared coaching and facilities. \$140,000 start-up grant available (not included here).
- I Rifle:** Fits well at U o I, potential for use of existing facilities and coaching.



# SPORT ADDITION REVENUE SUMMARY

REVENUE CATEGORY	AMOUNT
NCAA - \$35,000 Per Sport	\$105,000
NCAA – GIA >150=\$6,000	\$96,000
Women’s Triathlon Grant	\$140,000
Men’s Swimming Fundraising	\$30,000
TOTAL REVENUE	\$371,000





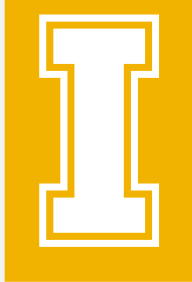
# SPORT ADDITION VS. SPORT ELIMINATION

## ADDITION

- I Add triathlon, rifle, men's swimming
- I Reduce personnel costs
- I Optimize net tuition/revenue
- I Enhance student opportunities
- I New sports = new constituencies

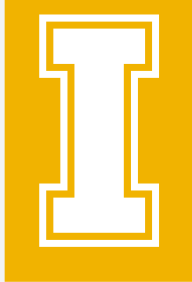
## ELIMINATION

- I Cut women's swimming, men's golf, women's soccer, while adding sand volleyball and women's triathlon
- I Decrease cost, though revenue also decreases
- I Eliminate student opportunities



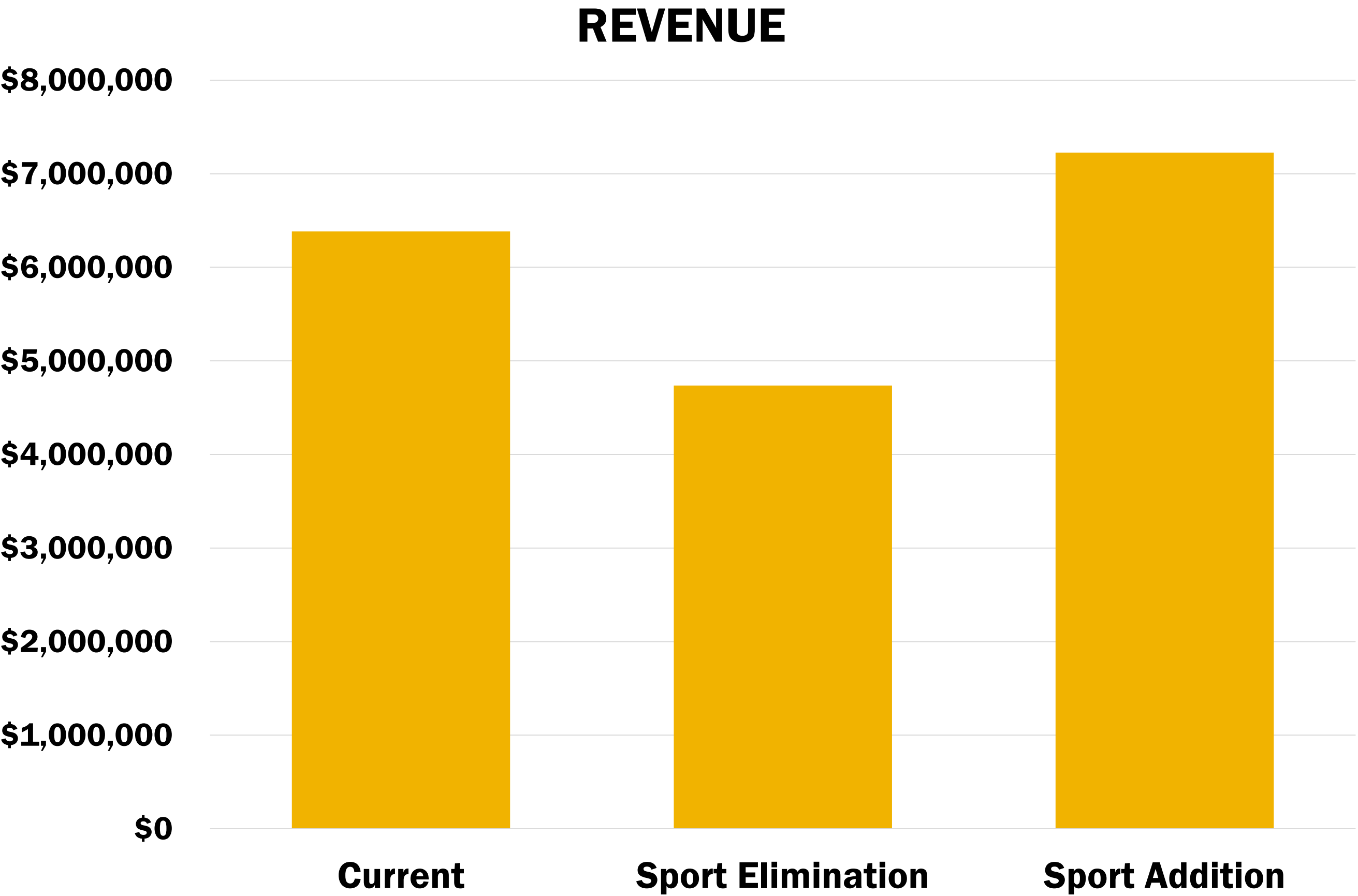
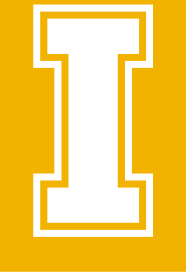
# SPORT ELIMINATION

REVENUE CATEGORY	AMOUNT	SPORT ELIMINATION	TOTAL
Tuition/Fees/Books -Athletics	\$1,578,470	\$(241,522)	\$1,336,148
Room & Board (Athletics)	\$1,564,547	\$(239,520)	\$1,325,027
Athletic Revenue Generated	\$3,143,017	\$(481,042)	\$2,661,975
Out-of-state Tuition (Non-scholarship)	\$1,325,796	\$(534,612)	\$791,184
Tuition/Fees/Books (Non-scholarship)	\$961,422	\$(317,114)	\$644,308
Room & Board (Non-scholarship)	\$953,002	\$(314,463)	\$638,539
Non-scholarship Revenue Generated	\$3,240,220	\$(1,166,189)	\$2,074,031
Total Generated Revenue	\$6,383,237	\$(1,647,231)	\$4,736,006





# SPORT ADDITION

REVENUE CATEGORY	AMOUNT	SPORT ADDITION	TOTAL
Tuition/Fees/Books -Athletics	\$1,578,470	\$ -	\$1,578,470
Room & Board (Athletics)	\$1,564,547	\$ -	\$1,564,547
Athletic Revenue Generated	\$3,143,017	\$ -	\$3,143,017
Out-of-state Tuition (Non-scholarship)	\$1,325,796	\$ -	\$1,325,796
Tuition/Fees/Books (Non-scholarship)	\$961,422	\$423,400	\$1,384,822
Room & Board (Non-scholarship)	\$953,002	\$419,600	\$1,372,602
Non-scholarship Revenue Generated	\$3,240,220	\$843,000	\$4,083,220
Total Generated Revenue	\$6,383,237	\$843,000	\$7,226,237



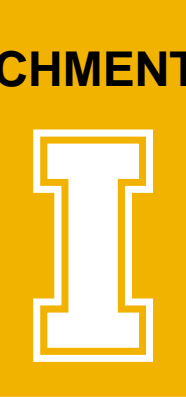
# SPORT ELIMINATION VS. SPORT ADDITION

-  Sport addition creates a minimum of 60 full-time students
-  Elimination decreases full-time student enrollment by 65



# TRANSITION/OVERSIGHT PLAN

- I Monitor program from holistic revenue/expense perspective, implementing cost controls
- I Maintain student fees near constant level
- I Manage NET general education input
- I 2018: Optimize recruiting, initiate added sports
- I 2019: Begin competition in added sports
- I 2020-2022: Programs grow and stabilize, FCS operations revenues and expenses decrease



# FOOTBALL SALARIES

NAME	SALARY	BENEFITS	MEDIA
Petrino, P	\$191,214	\$71,514	\$255,000
Cinkovich, K	\$155,730	\$58,243	
Breske, M	\$135,262	\$50,588	
Purcell, T	\$69,014	\$25,811	
Williams, A	\$75,026	\$28,060	
Ellis, L	\$70,637	\$26,418	
Daly, R	\$57,970	\$21,681	
Shumaker, J	\$83,616	\$31,272	
Brown, E	\$65,645	\$24,551	
Molnar, C	\$76,502	\$28,612	
Reader, B	\$49,899	\$18,662	
TOTAL	\$1,030,515	\$385,413	\$255,000

NAME	SALARY	BENEFITS	MEDIA
Head Coach	\$191,214	\$71,514	\$70,000
Asst. Coach	\$100,000	\$37,400	
Asst. Coach	\$100,000	\$37,400	
Asst. Coach	\$60,000	\$22,400	
Asst. Coach	\$60,000	\$22,440	
Asst. Coach	\$50,000	\$18,700	
Asst. Coach	\$50,000	\$18,700	
Asst. Coach	\$50,000	\$18,700	
Asst. Coach	\$50,000	\$18,700	
Asst. Coach	\$49,899	\$18,662	
TOTAL	\$761,114	\$284,656	\$70,000
DIFFERENCE	\$269,402	\$100,756	\$185,000
TOTAL DIFFERENCE: \$555,158			



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*of* Idaho

**QUESTIONS?**

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