

BUSINESS AFFAIRS AND HUMAN RESOURCES
APRIL 21, 2021

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SUBJECT

Board Policy II.R. – Optional Retirement Plan Committee Membership – Second Reading

REFERENCE

June 2011	Idaho State Board of Education (Board) approved Supplemental Retirement 403(b) Plan document
August 2013	Board approved technical amendments to plan document
February 2014	Board approved amendments to the Supplemental Retirement Benefit Plan
April 27, 2020	Board approved allowance of plan-optional COVID-19 distribution and loan relief related to the CARES Act.
December 2020	Board approved amendments to Policy II.R. to allow the Executive Director to authorize the hiring of consultants for legal and fiduciary plan reviews.
February, 2021	Board approved the First Reading of these proposed amendments

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Sections II.K.2. and II.R.
Sections 33-107A and 107C, Idaho Code

BACKGROUND/DISCUSSION

In reviewing Board Policy II.R, it was noted that the policy limits the number of participants representing higher education institutions on the Retirement Plans Committee (Committee) to two, one for the four-year institutions and one for the two-year institutions. Obtaining counsel from representatives across the system has proven to be very beneficial for the committee to understand the total impact of Committee decisions. The Committee reviewed the current policy and has proposed an amendment that would require at least one representative without limiting the participation. The Committee supports this policy amendment.

IMPACT

The amendment allows members to serve and provide the Committee the breadth of expertise needed to best understand and advise on retirement plan matters affecting institution employees across the state. There is no financial cost to implement the amendment.

ATTACHMENTS

Attachment 1 – Proposed Policy Amendment

STAFF COMMENTS AND RECOMMENDATIONS

The scope of the Committee affects institutions across the state and employees in different locations and types of institutions. The Committee has identified that

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having more institutional representation serves the Plans in the best possible way to allow greater representation. No changes have been made between the first and second reading of the policy. Board staff recommends approval.

BOARD ACTION

I move to approve the second reading of Board Policy II.R. to allow multiple institutional representatives to serve on the Retirement Plans Committee as set forth in Attachment 1.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

1. The Retirement Plan Committee is a special committee of the Board. The Committee provides stewardship of the retirement plans sponsored by the Board for the exclusive benefit of participants and their beneficiaries. The Committee may establish necessary procedures to carry out its responsibilities. Such procedures must be consistent with the Board's Governing Policies and Procedures.
2. The Committee shall consist of five or more members appointed by, and serving at the pleasure of, the Board. The chair of the Committee shall be appointed by the Board President and shall be a Board member. Other members of the Committee shall include at least two participants in the sponsored plans: at least one representative from a public four-year institution and at least one representative from a community or technical college. At least two members shall be private sector members who are knowledgeable about financial markets. All committee members should have investment, legal or benefits management expertise sufficient to evaluate the risks associated with the Committee's purpose. A quorum of any meeting of the Committee shall consist of a majority of the members. Committee members shall not be compensated for their service on the Committee. The Committee will meet as needed, but not less than semi-annually. The Committee is supported by the Board's Chief Fiscal Officer and by the Board's outside tax counsel.
3. Board-sponsored plans include the 401(a) Optional Retirement Plan (ORP), and the 403(b) and 457(b) voluntary deferred compensation plans (collectively referred to hereinafter as "Plan" or "Plans"). The Board has authority to manage and control the Plans' operation and administration. The Board retains exclusive authority to amend the Plans and select trustees/custodians.
 - a. The Committee shall report at least annually to the Board.
 - b. The Committee members shall sign a conflict of interest disclosure questionnaire.
 - c. The Board delegates execution of the following fiduciary responsibilities with respect to the Plans to the Committee:
 - i. Establishing, periodically reviewing, and maintaining a written investment policy, including investment allocation strategies.
 - ii. Overseeing administration of the Plans in accordance with the investment policy, including:
 - a) Selecting an appropriate number and type of investment asset classes and management styles for Plan participants, including default investment elections.
 - b) Establishing performance criteria and benchmarks for selected asset classes.
 - c) Researching, selecting, and withdrawing Plan investments as appropriate for specified asset classes or styles.
 - d) Reviewing communication methods and materials to ensure that Plan participants receive adequate investment education and performance information.

- e) Ensuring the Committee and the Plans comply with applicable laws, regulations, and the terms of the Plan pertaining to investments.
 - iii. Reviewing and monitoring investment performance, including the reasonableness of investment fees, against appropriate benchmarks and in accordance with the investment policy.
 - iv. Managing the Plans to ensure regulatory compliance pertaining to Plan investments, including required Plan amendments and document retention;
 - v. Monitoring the Plans' vendors and implementation of contractual service arrangements;
 - vi. Advising the Board on selection or termination of the Plans' trustee(s)/custodian(s);
 - vii. Monitoring for reasonableness and consistency with the Plans' terms any investment product fees and charges passed through to Plan participants; and
 - viii. Retaining consultants, subject to approval by the Board's executive director, as noted in Section 5.
4. The trustee(s) and/or custodian(s) of the sponsored plans will be responsible for holding and investing the Plans' assets in accordance with the terms of the Trust/Custodial Agreement.
5. The Committee may recommend to the Board's executive director the engagement of outside consultants and/or other professionals. The services of consultants and other professionals may include, but are not limited to:
- a. Providing formal reviews of the performance of the investment options. Such reviews shall be based on established criteria and shall include recommendations for changes where appropriate;
 - b. Advising the Committee of any recommended modifications to the investment structure of the Plans; and
 - c. Advising the Committee as to the appropriate performance benchmarks for the investment options.
 - d. Advising the Committee as to the effectiveness of vendors and assisting in periodic review and/or vendor searches.
 - e. Providing legal counsel to the Board regarding plan administration.
 - f. As determined by the Plans, payment for fees may be made from record keeping fees established within the Plans.

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SUBJECT

Board Policy V.R. – Second Reading – Establishment of Fees

REFERENCE

February 2016	Board approved first reading of amendment to Board Policy V.R. which removed professional licensure as a mandatory criterion for an academic professional program to be eligible for consideration for a professional fee.
April 2016	Board approved second reading of amendment to Board Policy V.R.
June 2018	Board approved the first reading of Board policy V.R. establishing a new fee effective for the 2019-2020 academic year.
December 2018	Board returned second reading of Board policy V.R., establishing a new fee to the Business Affairs and Human Resources Committee for further review and analysis.
April 2020	Board set 2020-2021 Board approved tuition and fees.
June 2020	Board approved one-year partial waiver to the requirement that student fees to be used only for the purpose for which it was collected.
February 2021	Board approved the first reading of the policy

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section V.R. Sections 33-3717A, and 33-3717C, Idaho Code

BACKGROUND/DISCUSSION

Board Policy V.R. relates to the ways that tuition and fees are established by the Board and the categories into which they may fall. In the process of updating the policy, several areas were reviewed, and the following objectives were addressed.

First, the policy amendment is intended to create simplicity for students to aid in understanding the true price of tuition and fees at each of the institutions. The reduction in the number of fees and the consolidation of the facilities, activity and technology fees into a Consolidated Mandatory Fee provides a clearer picture to students as to the overall cost and allows institutions some agility in the use of the fees to be responsive to student needs. The proposed amendment also creates a separate non-resident tuition rate that is not built on top of the resident tuition rate, which allows for flexibility and promotes better understanding and simplicity for students.

Second, the policy amendment is intended to arrange the specifics within the policy to be clear as to which items relate to fees that are instructional in nature and which are administrative in nature, and to clarify the approval processes related to each.

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Third, the policy amendment is designed to allow maximum flexibility to institutions in the collection of fees. By allowing the program, online and self-support fees to be fungible in use, an institution would have the flexibility to adjust to changes in enrollment or the community as needed in a given year.

Lastly, the policy amendment is designed to address assurance of compliance such as aligning the structure for calculating the Western Undergraduate Exchange (WUE) rate per our agreement with the Western Interstate Commission for Higher Education.

IMPACT

Approval of the policy amendment will support the intent for simplification and clarification of tuition and fees and allow institutions to redirect fees as needed. Approval allows institutions to consolidate the many extra fees which should make billing clearer for students and parents.

ATTACHMENTS

Attachment 1 – Proposed Amendment to Policy V.R. redline
Attachment 2 -- Proposed Amendment to Policy V.R. clean

STAFF COMMENTS AND RECOMMENDATIONS

Throughout this year's pandemic, situations have arisen that have required policy waivers to support institutional desire to assist students. The proposed policy amendment is designed to retain accountability while allowing institutions flexibility and to simplify the way tuition and fees are discussed and addressed with students.

Among some of the substantive changes are the establishment of a special tuition category, to allow a singular institution to establish a specialized tuition rate and a systemwide tuition rate for future projects. The creation of a mandatory consolidated fee combines the facility, activity and technology fees as separate items, and rolls them into one fee. Approval of tuition and fees will still require institutions to work with student government in the establishment of tuition and fees which allows for simplification of the billing of fees.

This amendment to Board Policy V.R has been developed to meet three key Board objectives: to create clarity and transparency to students regarding the tuition and fee process, to provide flexibility to institutions in the use of fees and to assure that general funds are utilized to support the students of Idaho. The proposed amendment creates a more organized and clearer approach to tuition and fee setting and allows for some flexibility in the fees when institutions must respond to market changes.

Following the first reading, Board staff and some members of the Board have engaged in conversations with the legislature concerning the ability of students to

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choose which student activity fees they subsidize. Balancing this greater transparency with considerations on access and affordability will be a matter for Board discussion in the coming year. Approval of the changes to V.R do not preclude a thorough discussion of this approach to fees, but clarify the goals of the Board and process by which institutions may request fees. Some minor edits for clarification have been made since the first reading of the policy and are represented in Attachment 2.

Staff recommends approval.

BOARD ACTION

I move to approve the second reading of Board policy V.R. to amend the process through which fees are established as set forth in Attachment 1.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

1. Board Policy on Student Tuition and Fees

Consistent with the Statewide Plan for Higher Education in Idaho, the institutions shall maintain tuition and fees that provide for quality education and maintain access to educational programs for Idaho citizens. In setting tuition and -fees, nothing in this policy shall preclude consideration of tuition and fee setting based on market consideration. ~~t~~The Board ~~will~~may consider ~~recommended fees recommendations as based on factors such as how tuition and fees compare~~compared to tuition and fees at peer institutions, how percent ~~fee~~ increases compared to inflationary factors, how tuition and fees are represented as a percent of per capita income and/or household income, and what~~the~~ share students pay of their education costs. Other criteria may be considered-evaluated as is deemed appropriate, ~~at the time of a fee change~~. An institution cannot request more than a ten percent (10%) increase in the total full-time resident and/or non-resident student tuition and fee rate unless otherwise authorized by the Board. Each institution shall comply with Board Policy V.D. in depositing tuition revenues. ~~Tuition revenues shall be deposited with the state pursuant to Board policy V.D.~~

It is the requirement of the Board that institutions communicate all tuition and fees to individual students in a clear and understandable format prior to their enrollment and that fees be as consolidated and limited as is practicable. Such communication shall include information about tuition and fees, and reference possible student-specific items that cannot be determined until enrollment, such as course fees.

2. Tuition and Fee Setting Process – Board Approved Tuition and Fees

a. Initial Notice

A proposal to alter any student tuition and fees covered by Subsection V.R.3. shall be formalized by initial notice of the chief executive officer of the institution at least six (6) weeks prior to the Board meeting at which a final decision is to be made.

Notice will consist of transmittal, in writing, to the student body president and to the recognized student newspaper ~~during the months of publication~~ of the proposal contained in the initial notice. The proposal will describe the amount of change, statement of purpose, and the amount of revenues to be collected.

The initial notice must include an invitation to the students to present oral or written testimony at the public hearing held by the institution to discuss the fee proposal. A record of the public hearing as well as a copy of the initial notice shall be made available to the Board. Public hearings may be held in person or virtually.

b. Board Approval

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Board approval for tuition fees will be considered ~~when appropriate or necessary annually~~. This approval will be timed to provide the institutions with sufficient time to prepare the subsequent fiscal year operating budget.

c. Effective Date

Any change in the rate of tuition and fees becomes effective on the date approved by the Board unless otherwise specified.

3. ~~Definitions and~~ Types of Tuition and Fees

The following definitions are applicable to tuition and fees charged to students at all of the state colleges and universities under the governance of the Board (the community colleges are included only as specified).

a. Board Established Tuition

~~ia. General and Career Technical Education Tuition and~~ Institution Tuition Fees

Tuition is the amount charged for any and all educational costs at University of Idaho, Boise State University, Idaho State University, and Lewis-Clark State College. Tuition includes is assessed for, but is not limited to, costs associated with academic services; instruction; the construction, maintenance, and operation of buildings and facilities; student services; or institutional support. Tuition and fees approved by the State Board of Education Revenues from these fees are deposited in the unrestricted fund.

Special Tuition rates may include tuition for such items as specialized short-term courses or programs, summer courses, or other special kinds of courses for the purposes of furthering the educational mission of the institution.

Part-time Credit Hour tuition is defined as the charge per credit hour charged for educational services for enrolled, part-time students.

The Course Overload Tuition rate may be charged to full-time students whose credit hour workload is higher than the an institution's guidelines for a normal course load.

~~1a).~~ Tuition – University of Idaho, Boise State University, Idaho State University, and Lewis-Clark State College

~~Tuition is the amount charged for any and all educational costs at University of Idaho, Boise State University, Idaho State University, and Lewis-Clark State College. Tuition includes, but is not limited to, costs associated with academic~~

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~~services; instruction; the construction, maintenance, and operation of buildings and facilities; student services; or institutional support.~~

Tuition shall be set as follows:

- Undergraduate Resident Tuition
- Undergraduate Non-resident Tuition
- Graduate Resident Tuition
- Graduate Non-resident Tuition
- Special Resident Tuition
- Special Non-resident Tuition
- Course Overload Tuition

ii. Systemwide Tuition

The Board may choose to establish a systemwide tuition rate for programs that span two or more institutions. Revenues from systemwide tuition will be deposited with the state for those institutions required to do so per statute.

iii. Western Undergraduate Exchange (WUE) Tuition

The Western Undergraduate Exchange tuition is established as 150% of the resident tuition rate for full-time students participating in this program. Students in this program shall be subject to the Consolidated Mandatory Fee and all other applicable fees.

b. Board Established Course and Program Fees

For purposes of bBoard established course and program fees, “academic” means a systematic, usually sequential, grouping of courses that provide the student with the knowledge and competencies required for a baccalaureate, master’s, specialist or doctoral degree as defined in policy III.E.1.

~~Career Technical Education Fee~~

~~Career Technical Education fee is defined as the fee charged for educational costs for students enrolled in Career Technical Education pre-employment, preparatory programs.~~

i. ~~iii.~~ Career Technical Education Fee

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~~The Career Technical Education fee is defined as the fee charged for educational costs for students enrolled in Career Technical Education programs~~
~~Part-time Credit Hour Fee~~

~~Part-time credit hour fee is defined as the fee per credit hour charged for educational costs for part-time students enrolled in any degree program.~~

~~iv. Graduate Fee~~

~~Graduate fee is defined as the additional fee charged for educational costs for full-time and part-time students enrolled in any post-baccalaureate degree-granting program.~~

~~v. Western Undergraduate Exchange (WUE) Fee~~

~~Western Undergraduate Exchange fee is defined as the additional fee for full-time students participating in this program and shall be equal to fifty percent (50%) of the total of tuition, facility fee, technology fee and activity fee.~~

~~vi. Employee/Spouse/Dependent Fee~~

~~The fee for eligible participants shall be set by each institution, subject to Board approval. Eligibility shall be determined by each institution. Employees, spouses and dependents at institutions and agencies under the jurisdiction of the Board may be eligible for this fee. Employees of the Office of the State Board of Education and the Division of Career Technical Education shall be treated as institution employees for purposes of eligibility. Special course fees may also be charged.~~

~~vii. Senior Citizen Fee~~

~~The fee for eligible participants shall be set by each institution, subject to Board approval. Eligibility shall be determined by each institution.~~

~~viii. In-Service Teacher Education Fee~~

~~This fee shall be applicable only to teacher education courses offered as teacher professional development. This fee is not intended for courses which count toward an institution's degree programs. Courses must be approved by the appropriate academic unit(s) at the institution. For purposes of this special fee only, "teacher" means any certificated staff (i.e. pupil services, instructional and administrative).~~

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- ~~a) The fee shall not exceed one-third of the part-time undergraduate credit hour fee or one-third of the graduate credit hour fee for Idaho teachers employed at an Idaho elementary or secondary school; and~~
- ~~b) The credit-granting institution may set a course fee up to the regular undergraduate or graduate credit hour fee for non-Idaho teachers, for teachers who are not employed at an Idaho elementary or secondary school, or in cases where the credit-granting institution bears all or part of the costs of delivering the course.~~

~~ix. Transcription Fee~~

~~A fee may be charged for processing and transcribing credits. The fee shall be \$10.00 per credit for academic year 2014-15 only, and set annually by the Board thereafter. This fee may be charged to students enrolled in a qualified Workforce Training course where the student elects to receive credit. The cost of delivering Workforce Training courses, which typically are for noncredit, is an additional fee since Workforce Training courses are self-supporting. The fees for delivering the courses are retained by the technical colleges. This fee may also be charged for transcribing demonstrable technical competencies.~~

ii.x. — Institutional Online Program Fee

An online program fee may be charged for any fully online undergraduate, graduate, and certificate program. An online program fee shall be in lieu of resident or non-resident tuition (as defined in Idaho Code §33-3717B) and all other Board-approved fees. An online program is one in which all courses are offered and delivered via distance learning modalities (e.g. campus-supported learning management system, videoconferencing, etc.); provided however, that limited on-campus meetings may be allowed if necessary for accreditation purposes or to ensure the program is pedagogically sound.

- ~~b) — Nothing in this policy shall preclude pricing online programs at a market competitive rate which may be less or more than the current resident or non-resident per credit hour rates.~~

iii. Professional Program Fees

A profession is an occupation, for which a person has to undergo specialized training or internship for getting a high degree of education and expertise in the concentrated area.

- a) Requirements. To designate a professional fee for a Board approved professional program all of the following criteria must be met:

1) Credential or Licensure Requirement:

(a) A professional fee may be charged for an academic professional program if graduates of the program obtain a specialized higher education certificate or degree that qualifies them to practice a professional service involving expert and specialized knowledge for which credentialing or licensing may be required.

(b) Any such professional program must provide at least the minimum capabilities required for entry to the practice of a profession.

2) Accreditation Requirement: The program:

(i) is accredited within the institution's regional; accreditation; or

(ii) is actively seeking accreditation if a new program; or

(iii) will be actively seeking program accreditation after the first full year of existence if a new program by a regional or specialized accrediting agency.

3) Demonstration of Program Costs: Institutions may propose professional fees for Board approval based on the costs to deliver the program and other related costs. An institution must provide justification for the pricing of the professional program. Professional program fees must be additional fees above and beyond the normal resident and non-resident tuition rates.

b) Program Guidelines

1) The program must be consistent with academic offerings of the institution serving a population that accesses the same activities, services, and features as full-time, tuition-paying students.

2) Upon the approval and establishment of a professional fee, additional-course fees associated with the same program shall be prohibited.

3) Once a professional fee is approved by the Board, any subsequent change in a professional fee shall require prior approval by the Board. All fee amendments must be requested at the same meeting institutions submit proposals for tuition and fees, pursuant to subsection 2.b.

g).vi. Self-Support Academic Program Fees

1a) Self-support program fees are fees charged in lieu of resident or non-resident tuition for programs that lead to degrees or certificates. To bring a Self-support program fee to the Board for approval, all of the following criteria must be met:

(i1) An institution shall follow the program approval guidelines set forth in policy III.G.

(ii2) The Self-support program shall be an academic program.

(iii3) The Self-support program shall be distinct from the traditional offerings of the institution by serving a population that does not access the same activities, services and features as full-time, resident and non-resident tuition paying students, such as programs designed specifically for working professionals, programs offered off-campus, or programs delivered completely online.

(iv4) No appropriated funds may be used in support of Self-support programs. The Self-support program fee shall be all-inclusive and no other fees shall be charged in connection with participation in the program.

(v5) Self-support fees shall be segregated, tracked and accounted for separately from all other programs of the institution except as provided for in subsection 3.b.vi.b).

2b) If a Self-support program fee is approved for a new program, an institution may fund program start-up costs through reallocation or use of reserves, **but** the program must demonstrate ability to support its costs, both direct and indirect, within a period not to exceed three years from program start-up.

3c) Once a Self-support program fee is initially approved by the Board, any subsequent change in a Self-support program fee shall require prior approval by the Board.

4d) Students enrolled in self-support programs may take courses outside of the program so long as they pay the required tuition and fees for those courses.

g)v. Summer Bridge Program Fee

The Summer Bridge Program Fee is charged to students recently graduated from high school, who are admitted into a summer bridge program at an institution the summer immediately following graduation from high school, and who will be enrolling in pre-determined college-level courses at the same institution the fall semester of the same year for the express purpose of

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acquiring knowledge and skills necessary to be successful in college. The bridge program fee shall be set annually by the Board.

h)vi. Independent Study in Idaho

This registration fee is charged for courses offered through the Independent Study in Idaho (ISI) cooperative program. Complete degree programs shall not be offered through the ISI. Credits earned upon course completion shall transfer to any Idaho public college or university. The ISI program shall receive no appropriated or institutional funding and shall operate alone on revenue generated through ISI student registration fees.

C. Institution Established Program Fees

Institution Established Program Fees are charged in lieu of tuition. The Board delegates establishment of the following program fees to the Chief Executive Officers. An annual report listing these fees shall be provided to the Board annually at the time of establishment of Board-established tuition and fees.

i. Employee/Spouse/Dependent Fee

The fee for eligible participants shall be set by each institution. Eligibility shall be determined by each institution. Employees, spouses and dependents at institutions and agencies under the jurisdiction of the Board may be eligible for this fee. Employees of the Office of the State Board of Education and the Division of Career Technical Education shall be treated as institution employees for purposes of eligibility. Special course fees may also be charged.

ii. Senior Citizen Fee

The fee for eligible participants shall be set by each institution. Eligibility shall be determined by each institution.

iii. In-Service Teacher Education Fee

This fee shall be applicable only to teacher education courses offered as teacher professional development. This fee is not intended for courses which count toward an institution's degree programs. Courses must be approved by the appropriate academic unit(s) at the institution. For purposes of this special fee only, "teacher" means any Idaho certificated staff (i.e. pupil services, instructional and administrative).

a) The fee shall not exceed one-third of the part-time undergraduate credit hour fee or one-third of the graduate credit hour fee for Idaho teachers employed at an Idaho elementary or secondary school; and

b) The credit-granting institution may set a course fee up to the regular undergraduate or graduate credit hour fee for non-Idaho teachers, for teachers who are not employed at an Idaho elementary or secondary school, or in cases where the credit-granting institution bears all or part of the costs of delivering the course.

iv. Contracts and Grants

Special fee arrangements are authorized by the Board for instructional programs provided by an institution pursuant to a grant or contract approved by the Board.

v. Continuing Education Fees

Continuing education fees may be charged to continuing education students on a course-by-course basis.

d. ~~D)b.~~ Institutional ~~Local~~ Board Approved Administrative Fees — Approved by the Board

Institutional ~~Administrative~~ local fees are student fees that are approved by the State Board of Education and deposited into local institutional accounts. ~~Local fees shall be expended for the purposes for which they were collected.~~

These ~~facilities, activity and technology~~ fees shall be ~~displayed with the institution's tuition and fees when~~ approved by the Board at its annual meeting for ~~setting the Board approves~~ tuition and fees and will be clearly communicated to students prior to their enrollment.

i. Consolidated Mandatory Fee

This fee is inclusive of all facilities, activity and technology fees. The State Board of Education will approve the Consolidated Mandatory Fee which may then be allocated by institutions. This fee includes capital improvement and building projects and debt service required by these projects, the fee charged for such activities as intercollegiate athletics, student health center, student union operations, the associated student body, financial aid, intramural and recreation, and other activities which directly benefit and involve students and campus technology enhancements and operations directly related to services for student use and benefit (e.g., internet, network, and web access, general computer facilities, electronic or online testing, and online media).

A full-time and part-time rate shall be established. Institutions shall provide an annual accounting to the Board of the way the Consolidated Mandatory fee is utilized by each institution.

Facilities Fee

~~Facilities fee is defined as the fee charged for capital improvement and building projects and for debt service required by these projects. Revenues collected from this fee may not be expended on the operating costs of the general education facilities.~~

~~ii. Activity Fee~~

~~Activity fee is defined as the fee charged for such activities as intercollegiate athletics, student health center, student union operations, the associated student body, financial aid, intramural and recreation, and other activities which directly benefit and involve students. The activity fee shall not be charged for educational costs or major capital improvement or building projects. Each institution shall develop a detailed definition and allocation proposal for each activity for internal management purposes.~~

~~iii. Technology Fee~~

~~Technology fee is defined as the fee charged for campus technology enhancements and operations directly related to services for student use and benefit (e.g., internet and web access, general computer facilities, electronic or online testing, and online media).~~

~~iv. ix. Transcription Fee~~

~~A fee may be charged for processing and transcribing credits. The fee shall be established annually by the Board.~~

- ~~a) This fee may be charged to students enrolled in a qualified Workforce Training course where the student elects to receive credit. The cost of delivering Workforce Training courses, which typically are for noncredit, is an additional fee since Workforce Training courses are self-supporting. The fees for delivering the courses are retained by the technical colleges.~~
- ~~b) This fee may also be charged for transcribing demonstrable technical competency credits as defined in Board policy III.Y.~~
- ~~c) This fee may also be charged for students transferring from out-of-state programs.~~

~~iii. Dual Credit Fee~~

~~High school students who enroll in one or more dual credit courses delivered by high schools (including Idaho Digital Learning Academy), either face-to-face or online, are eligible to pay a reduced cost per credit which is approved at the Board's annual tuition and fee setting meeting. The term "dual credit" as used in this section is defined in Board Policy III.Y, which defines how costs are determined for high school students who are enrolled in classes on campus.~~

Professional Fees

~~To designate a professional fee for a Board approved academic program, all of the following criteria must be met:~~

~~a) Credential or Licensure Requirement:~~

~~1) A professional fee may be charged for an academic professional program if graduates of the program obtain a specialized higher education degree that qualifies them to practice a professional service involving expert and specialized knowledge for which credentialing or licensing may be required. For purposes of this fee, "academic" means a systematic, usually sequential, grouping of courses that provide the student with the knowledge and competencies required for a baccalaureate, master's, specialist or doctoral degree as defined in policy III.E.1.;~~

~~2) The program leads to a degree which provides at least the minimum capabilities required for entry to the practice of a profession.~~

~~b) Accreditation Requirement: The program:~~

~~is accredited,~~

~~is actively seeking accreditation if a new program, or~~

~~will be actively seeking accreditation after the first full year of existence if a new program by a regional or specialized accrediting agency.~~

~~c) Extraordinary Program Costs: Institutions will propose professional fees for Board approval based on the costs to deliver the program. An institution must provide clear and convincing documentation that the cost of the professional program significantly exceeds the cost to deliver non-professional programs at the institution. A reduction in appropriated funding in support of an existing program is not a sufficient basis alone upon which to make a claim of extraordinary program costs.~~

~~d) The program may include support from appropriated funds.~~

~~e) The program is consistent with traditional academic offerings of the institution serving a population that accesses the same activities, services, and features as regular full-time, tuition-paying students.~~

~~f) Upon the approval and establishment of a professional fee, course fees associated with the same program shall be prohibited.~~

~~g) Once a professional fee is initially approved by the Board, any subsequent increase in a professional fee shall require prior approval by the Board at the same meeting institutions submit proposals for tuition and fees.~~

~~v. Self-Support Academic Program Fees~~

~~a) Self-support programs are academic degrees or certificates for which students are charged program fees, in lieu of tuition. For purposes of this fee, "academic" means a systematic, usually sequential, grouping of courses that provide the student with the knowledge and competencies required for an academic certificate, baccalaureate, master's, specialist or doctoral degree. To bring a Self-support program fee to the Board for approval, the following criteria must be met:~~

~~1) An institution shall follow the program approval guidelines set forth in policy III.G.~~

~~2) The Self-support program shall be a defined set of specific courses that once successfully completed result in the awarding of an academic certificate or degree.~~

~~3) The Self-support program shall be distinct from the traditional offerings of the institution by serving a population that does not access the same activities, services and features as full-time, tuition-paying students, such as programs designed specifically for working professionals, programs offered off-campus, or programs delivered completely online.~~

~~4) No appropriated funds may be used in support of Self-support programs. Self-support program fee revenue shall cover all direct costs of the program. In addition, Self-support program fee revenue shall cover all indirect costs of the program within two years of program start-up.~~

~~5) Self-support program fees shall be segregated, tracked and accounted for separately from all other programs of the institution.~~

~~b) If a Self-support program fee is requested for a new program, an institution may fund program start-up costs with appropriated or local funds, but all such funding shall be repaid to the institution from program revenue within a period not to exceed three years from program start-up.~~

~~c) Once a Self-support program fee is initially approved by the Board, any subsequent increase in a Self-support program fee shall require prior approval by the Board.~~

~~d) Institutions shall review Self-support academic programs every three (3) years to ensure that program revenue is paying for all program costs, direct and~~

~~indirect, and that no appropriated funds are supporting the program.~~

- ~~e) Students enrolled in self-support programs may take courses outside of the program so long as they pay the required tuition and fees for those courses.~~

~~vi. Contracts and Grants~~

~~Special fee arrangements are authorized by the Board for instructional programs provided by an institution pursuant to a grant or contract approved by the Board.~~

~~vii. Student Health Insurance Premiums or Room and Board Rates~~

~~Fees for student health insurance premiums paid either as part of the uniform student fee or separately by individual students, or charges for room and board at the dormitories or family housing units of the institutions. Changes in insurance premiums or room and board rates or family housing charges shall be approved by the Board no later than three (3) months prior to the semester the change is to become effective. The Board may delegate the approval of these premiums and rates to the chief executive officer.~~

~~viii. New Student Orientation Fee~~

~~This fee is defined as a mandatory fee charged to all first time, full time students who are registered and enrolled at an institution. The fee may only be used for costs of on-campus orientation programs such as materials, housing, food and student leader stipends, not otherwise covered in Board approved tuition and fees.~~

~~ix. Dual Credit Fee~~

~~— High school students who enroll in one or more dual credit courses delivered by high schools (including Idaho Digital Learning Academy), either face-to-face or online, are eligible to pay a reduced cost per credit which is approved at the Board's annual tuition and fee setting meeting. The term "dual credit" as used in this section is defined in Board Policy III.Y.~~

~~x. Summer Bridge Program Fee~~

~~— This fee is defined as a fee charged to students recently graduated from high school, who are admitted into a summer bridge program at an institution the summer immediately following graduation from high school, and who will be enrolling in pre-determined college-level courses at the same institution the fall semester of the same year for the express purpose of acquiring knowledge and skills necessary to be successful in college. The bridge program fee shall be \$65 per credit for academic year 2014-15 only, and set annually by the Board thereafter.~~

~~xi. Independent Study in Idaho~~

~~A fee may be charged for courses offered through the Independent Study in Idaho (ISI) cooperative program. Complete degree programs shall not be offered through the ISI. Credits earned upon course completion shall transfer to any Idaho public college or university. The ISI program shall receive no appropriated or institutional funding, and shall operate alone on revenue generated through ISI student registration fees.~~

~~C. ce. Institutional Local Fees and Charges~~Institution Approved Special Course and Administrative Fees Approved by Chief Executive Officer

The following local fees and charges are charged to support specific courses or activities and are only charged to students that engage in these particular activities~~those specific courses or activities~~. Local fees and charges are deposited into local institutional accounts or the unrestricted fund and shall only be expended for the purposes for which they were collected. All local fees or charges to such local fees are established and become effective in the amount and at the time specified by the chief executive officer or provost of the institution~~the institution~~. The chief executive officer~~institution~~ is responsible for reporting these local fees to the Board upon request.

~~i. Continuing Education~~

~~Continuing education fee is defined as the additional fee to continuing education students which is charged on a per credit hour basis to support the costs of continuing education.~~

~~ii. Course Overload Fee~~

~~This fee may be charged to full-time students with excessive course loads as determined by each institution. Revenue from this fee the same revenue is deposited in the unrestricted fund.~~

~~iii. Special Course Fees~~

A special course fee is an additive fee on top of the standard per credit hour fee which may be charged to students enrolled in a specific course for materials and/or activities required for that course. Special course fees, or changes to such fees, are established and become effective in the amount and at the time specified by the chief executive officer or provost, and must be prominently posted so as to be readily accessible and transparent to students, along with other required course cost information. Such fees~~These fees~~ shall be reported to the Board upon request.

- a) Special course fees shall be directly related to academic programming. Likewise, special course fees for career technical courses shall be directly related to the skill or trade being taught.
- b) Special course fees may only be charged to cover the direct costs of the additional and necessary expenses that are unique to the course. This includes the costs for lab materials and supplies, specialized software, cost for distance and/or online delivery, and personnel costs for a lab manager. A special course fee shall not subsidize other courses, programs or institution operations.
- c) A special course fee shall not be used to pay a cost for which the institution would ordinarily budget including faculty, administrative support and supplies.
- d) Special course fees shall be separately accounted for and shall not be commingled with other funds; provided however, multiple course fees supporting a common special cost (e.g. language lab, science lab equipment, computer equipment/software, etc.) may be combined. The institution is responsible for managing these fees to ensure appropriate use (i.e. directly attributable to the associated courses) and that reserve balances are justified to ensure that fees charged are not excessive.
- e) The institution shall maintain a system of procedures and controls providing reasonable assurance that special course fees are properly approved established and used in accordance with this policy, ~~including providing~~ an annual ~~rolling~~ review of one-third of the fees each year over a 3-year cycle.

iii.iv. Additional Mandatory Processing Fees, Permits and Fines

- a) Processing fees may be charged for the provision of academic products or services to students (e.g. undergraduate application fee, graduate application fee, program application fee, graduation/diploma fee, new student orientation fees and transcripts). Fees for permits (e.g. parking permit) may also be charged. Each fee may be included in the Consolidated Mandatory fee or established as a separate fee.

- a)b) All processing fees are established and become effective in the amount and at the time specified by the institution.

~~Fines may be charged for the infraction of an institution policy (e.g., late fee, late drop, library fine, parking fine, lost card, returned check, or stop payment).~~

~~All processing fees, permit fees and fines are established and become effective in the amount and at the time specified by the chief executive officer, and shall be reported to the Board upon request.~~

iv. Discretionary Fees

Fees for permits, Sstudent health insurance premiums, room and board rates, or fines shall be established by the institution. Each fee may be included in the Consolidated Mandatory fee or established as a separate fee.

Charges for room and board at the dormitories or family housing units of the institutions. Fees for student health insurance premiums may be paid as a part of a uniform student fee or as a separate fee.

v. Fines and Infractions

Fines may be charged for the infraction of an institution policy (e.g., late fee, late drop, library fine, parking fine, lost card, returned check, or stop payment).

1. Board Policy on Student Tuition and Fees

Consistent with the Statewide Plan for Higher Education in Idaho, the institutions shall maintain tuition and fees that provide for quality education and maintain access to educational programs for Idaho citizens. In setting tuition and fees, nothing in this policy shall preclude review and approval of tuition and fee setting based on market considerations. The Board may consider factors such as how tuition and fees compare to tuition and fees at peer institutions, how percent increases compared to inflationary factors, how tuition and fees are represented as a percent of per capita income and/or household income, and what share students pay of their education costs. Other criteria may be evaluated as is deemed appropriate. An institution cannot request more than a ten percent (10%) increase in the total full-time resident and/or non-resident student tuition and fee rate unless otherwise authorized by the Board. Each institution shall comply with Board policy V.D. in depositing tuition revenues.

It is the requirement of the Board that institutions communicate all tuition and fees to students in a clear and understandable format prior to their enrollment and that fees be as consolidated and limited as is practicable. Such communication shall include information about tuition and fees, and reference possible student-specific items that cannot be determined until enrollment, such as course fees.

2. Tuition and Fee Setting Process – Board Approved Tuition and Fees

a. Initial Notice

A proposal to alter any student tuition and fees covered by Subsection V.R.3. shall be formalized by initial notice of the chief executive officer of the institution at least six (6) weeks prior to the Board meeting at which a final decision is to be made.

Notice will consist of transmittal, in writing, to the student body president and to the recognized student newspaper of the proposal contained in the initial notice. The proposal will describe the amount of change, statement of purpose, and the amount of revenues to be collected.

The initial notice must include an invitation to the students to present oral or written testimony at the public hearing held by the institution to discuss the fee proposal. A record of the public hearing as well as a copy of the initial notice shall be made available to the Board. Public hearings may be held in person or virtually.

b. Board Approval

Board approval for tuition and fees will be considered annually. This approval will be timed to provide the institutions with sufficient time to prepare the subsequent fiscal year operating budget.

c. Effective Date

Any change in the rate of tuition and fees becomes effective on the date approved by the Board unless otherwise specified.

3. Definitions and Types of Tuition and Fees

The following definitions are applicable to tuition and fees charged to students at all the state colleges and universities under the governance of the Board.

a. Board Established Tuition

i. Institution Tuition

Tuition is the amount charged for any and all educational services at University of Idaho, Boise State University, Idaho State University, and Lewis-Clark State College. Tuition is assessed for, but is not limited to, academic services; instruction; the construction, maintenance, and operation of buildings and facilities; student services; or institutional support.

Special Tuition rates may include tuition for such items as specialized short-term courses or programs, summer courses, or other special kinds of courses for the purposes of furthering the educational mission of the institution.

Part-time Credit Hour tuition is defined as the charge per credit hour charged for educational services for enrolled, part-time students.

The Course Overload Tuition rate may be charged to full-time students whose credit hour workload is higher than the guidelines for a normal course load.

a) Tuition – University of Idaho, Boise State University, Idaho State University, Lewis-Clark State College

Tuition shall be set as follows and may include both full-time and part-time rates:

- Undergraduate Resident Tuition
- Undergraduate Non-resident Tuition
- Graduate Resident Tuition
- Graduate Non-resident Tuition
- Special Resident Tuition
- Special Non-resident Tuition
- Course Overload Tuition

ii. Systemwide Tuition

The Board may choose to establish a systemwide tuition rate for programs that span two or more institutions. Revenues from systemwide tuition will be deposited with the state for those institutions required to do so per statute.

iii. Western Undergraduate Exchange (WUE) Tuition

The Western Undergraduate Exchange tuition is established as 150% of the resident tuition rate for full-time students participating in this program. Students in this program shall be subject to the Consolidated Mandatory Fee and all other applicable fees.

b. Board Established Course and Program Fees

For purposes of board established course and program fees, “academic” means a systematic, usually sequential, grouping of courses that provide the student with the knowledge and competencies required for a baccalaureate, master’s, specialist or doctoral degree as defined in policy III.E.1.

i. Career Technical Education Fee

The Career Technical Education fee is the fee charged for educational costs for students enrolled in Career Technical Education programs

ii. Institutional Online Program Fee

An institutional online program fee may be charged for any fully online undergraduate, graduate, and certificate program. An online program fee shall be in lieu of resident or non-resident tuition (as defined in Idaho Code §33-3717B) and all other Board-approved fees. An online program is one in which all courses are offered and delivered via distance learning modalities (e.g. campus-supported learning management system, videoconferencing, etc.); provided however, that limited on-campus meetings may be allowed if necessary for accreditation purposes or to ensure the program is pedagogically sound.

iii. Professional Program Fees

A profession is an occupation, for which a person has to undergo specialized training or internship for getting a high degree of education and expertise in the concentrated area.

- a) Requirements. To designate a professional fee for a Board approved professional program, all of the following criteria must be met:

1) Credential or Licensure Requirement:

- (a) A professional fee may be charged for an academic professional program if graduates of the program obtain a specialized higher education certificate or degree that qualifies them to practice a professional service involving expert and specialized knowledge for which credentialing or licensing may be required.
- (b) Any such professional program must provide at least the minimum capabilities required for entry to the practice of a profession.

2) Accreditation Requirement: The program:

- (a) is accredited within the institution's regional accreditation; or
- (b) is actively seeking accreditation if a new program; or
- (c) will be actively seeking program accreditation after the first full year of existence if a new program by a regional or specialized accrediting agency.

3) Demonstration of Program Costs: Institutions may propose professional fees for Board approval based on the costs to deliver the program and other related costs. An institution must provide justification for the pricing of the professional program. Professional program fees must be additional fees above and beyond the normal resident and non-resident tuition rates.

b) Program Guidelines

- 1) The program must be consistent with academic offerings of the institution serving a population that accesses the same activities, services, and features as full-time, tuition-paying students.
- 2) Upon the approval and establishment of a professional fee, course fees associated with the same program shall be prohibited.
- 3) Once a professional fee is initially approved by the Board, any subsequent change in a professional fee shall require prior approval by the Board at the same meeting institutions submit proposals for tuition and fees.

iv. Self-Support Academic Program Fees

- a) Self-support programs fees are charged in lieu of resident or non-resident tuition for programs that lead to degrees or certificates. To bring a Self-

support program fee to the Board for approval, all of the following criteria must be met:

- 1) An institution shall follow the program approval guidelines set forth in policy III.G.
 - 2) The Self-support program shall be an academic program.
 - 3) The Self-support program shall be distinct from the traditional offerings of the institution by serving a population that does not access the same activities, services and features as full-time, resident and non-resident tuition paying students, such as programs designed specifically for working professionals, programs offered off-campus, or programs delivered completely online.
 - 4) No appropriated funds may be used in support of Self-support programs. The Self-support program fee shall be all-inclusive and no other fees shall be charged in connection with participation in the program.
 - 5) Self-support program finances shall be segregated, tracked and accounted for separately from all other programs of the institution except as provided for in subsection 3.B.iv.b.
- b) If a Self-support program fee is approved for a new program, an institution may fund program start-up costs through reallocation or use of reserves., the program must demonstrate ability to support its costs, both direct and indirect, within a period not to exceed three years from program start-up.
 - c) Once a Self-support program fee is initially approved by the Board, any subsequent change in a Self-support program fee shall require prior approval by the Board.
 - d) Students enrolled in self-support programs may take courses outside of the program so long as they pay the required tuition and fees for those courses.

v). Summer Bridge Program Fee

The Summer Bridge Program Fee fee is charged to students recently graduated from high school, who are admitted into a summer bridge program at an institution the summer immediately following graduation from high school, and who will be enrolling in pre-determined college-level courses at the same institution the fall semester of the same year for the express purpose of acquiring knowledge and skills necessary to be successful in college. The bridge program fee shall be set annually by the Board.

vi). Independent Study in Idaho

This fee is charged for courses offered through the Independent Study in Idaho (ISI) cooperative program. Complete degree programs shall not be offered through the ISI. Credits earned upon course completion shall transfer to any Idaho public college or university. The ISI program shall receive no appropriated or institutional funding and shall operate alone on revenue generated through ISI student registration fees.

- c. **Institution Established Program Fees**
Institution Established Program Fees are charged in lieu of tuition. The Board delegates establishment of the following fees to the Chief Executive Officers. An annual report listing these fees shall be provided to the Board annually at the time of establishment of Board-established tuition and fees.

- i) **Employee/Spouse/Dependent Fee**

The fee for eligible participants shall be set by each institution. Eligibility shall be determined by each institution. Employees, spouses and dependents at institutions and agencies under the jurisdiction of the Board may be eligible for this fee. Employees of the Office of the State Board of Education and the Division of Career Technical Education shall be treated as institution employees for purposes of eligibility. Special course fees may also be charged.

- ii. **Senior Citizen Fee**

The fee for eligible participants shall be set by each institution. Eligibility shall be determined by each institution.

- iii. **In-Service Teacher Education Fee**

This fee shall be applicable only to teacher education courses offered as teacher professional development. This fee is not intended for courses which count toward an institution's degree programs. Courses must be approved by the appropriate academic unit(s) at the institution. For purposes of this special fee only, "teacher" means any certificated staff (i.e. pupil services, instructional and administrative).

- a) The fee shall not exceed one-third of the part-time undergraduate credit hour fee or one-third of the graduate credit hour fee for Idaho teachers employed at an Idaho elementary or secondary school; and
 - b) The credit-granting institution may set a course fee up to the regular undergraduate or graduate credit hour fee for non-Idaho teachers, for teachers who are not employed at an Idaho elementary or secondary school, or in cases where the credit-granting institution bears all or part of the costs of delivering the course.

iv. Contracts and Grants

Special fee arrangements are authorized by the Board for instructional programs provided by an institution pursuant to a grant or contract approved by the Board.

v. Continuing Education Fees

Continuing education fees may be charged to continuing education students on a course-by-course basis.

d. Board Approved Administrative Fees

Administrative local fees are student fees that are approved by the State Board of Education and deposited into local institutional accounts.

These shall be approved by the Board at its annual meeting for setting tuition and fees and will be clearly communicated to students prior to their enrollment.

i. Consolidated Mandatory Fee

This fee is inclusive of all facilities, activity and technology fees. The State Board of Education will approve the Consolidated Mandatory Fee which may then be allocated by institutions. This fee includes capital improvement and building projects and debt service required by these projects, the fee charged for such activities as intercollegiate athletics, student health center, student union operations, the associated student body, financial aid, intramural and recreation, and other activities which directly benefit and involve students and campus technology enhancements and operations directly related to services for student use and benefit (e.g., internet, network, and web access, general computer facilities, electronic or online testing, and online media).

A full-time and part-time rate shall be established. Institutions shall provide an annual accounting to the Board of the way the Consolidated Mandatory fee is utilized by each institution.

ii. Transcription Fee

A fee may be charged for processing and transcribing credits. The fee shall be established annually by the Board.

- (a) This fee may be charged to students enrolled in a qualified Workforce Training course where the student elects to receive credit. The cost of delivering Workforce Training courses, which typically are for noncredit, is an additional fee since Workforce Training courses are self-supporting. The fees for delivering the courses are retained by the technical colleges

- (b) This fee may also be charged for transcribing demonstrable technical competency credits as defined in Board policy III.Y.

iii. Dual Credit Fee

High school students who enroll in one or more dual credit courses delivered by high schools (including Idaho Digital Learning Academy), either face-to-face or online, are eligible to pay a reduced cost per credit which is approved at the Board's annual tuition and fee setting meeting. The term "dual credit" as used in this section is defined in Board Policy III.Y, which defines how costs are determined for high school students who are enrolled in classes on campus.

e. Institution Approved Special Course and Administrative Fees

The following local fees and charges are charged to support specific courses or activities and are only charged to students that engage in those specific courses or activities. Local fees and charges are deposited into local institutional accounts or the unrestricted fund. All local fees or changes to such local fees are established and become effective in the amount and at the time specified by the institution. The institution is responsible for reporting these local fees to the Board upon request.

i. Special Course Fees

A special course fee is an additive fee on top of the standard per credit hour fee which may be charged to students enrolled in a specific course for materials and/or activities required for that course. Special course fees, or changes to such fees, are established and become effective in the amount and at the time specified by the chief executive officer or provost, and must be prominently posted so as to be readily accessible and transparent to students, along with other required course cost information. Such fees shall be reported to the Board upon request.

- a) Special course fees shall be directly related to academic programming. Likewise, special course fees for career technical courses shall be directly related to the skill or trade being taught.
- b) Special course fees may only be charged to cover the direct costs of the additional and necessary expenses that are unique to the course. This includes the costs for lab materials and supplies, specialized software, cost for distance and/or online delivery, and personnel costs for a lab manager. A special course fee shall not subsidize other courses, programs or institution operations.

- c) A special course fee shall not be used to pay a cost for which the institution would ordinarily budget including faculty, administrative support and supplies.
- d) Special course fees shall be separately accounted for and shall not be commingled with other funds; provided however, multiple course fees supporting a common special cost (e.g. language lab, science lab equipment, computer equipment/software, etc.) may be combined. The institution is responsible for managing these fees to ensure appropriate use (i.e. directly attributable to the associated courses) and that reserve balances are justified to ensure that fees charged are not excessive.
- e) The institution shall maintain a system of procedures and controls providing reasonable assurance that special course fees are properly established and used in accordance with this policy, providing an annual review of one-third of the fees each year over a 3-year cycle.

iii.. Additional Mandatory Fees

- a) Processing fees may be charged for the provision of academic products or services to students (e.g. undergraduate application fee, graduate application fee, program application fee, graduation/diploma fee, new student orientation fees and transcripts). Fees for permits (e.g. parking permit) may also be charged. Each fee may be included in the Consolidated Mandatory fee or established as a separate fee.
- b) All processing fees are established and become effective in the amount and at the time specified by the institution.

iv. Discretionary Fees

Fees for permits, student health insurance premiums, room and board rates, or fines shall be established by the institution. Each fee may be included in the Consolidated Mandatory fee or established as a separate fee.

v. Fines and Infractions

Fines may be charged for the infraction of an institution policy (e.g., late fee, late drop, library fine, parking fine, lost card, returned check, or stop payment).

BUSINESS AFFAIRS AND HUMAN RESOURCES
APRIL 21, 2021

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.

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 2020 in Attachments 1 through 4.

ATTACHMENTS

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

STAFF COMMENTS AND RECOMMENDATIONS

The Athletics Reports show results for fiscal year 2020. It should be noted that state funds are critical to support the student athletes and athletic programs at the four institutions. Ticket sales, contributions, and program revenues are insufficient to enable the athletic programs to be fully self-supporting. Fiscal year 2020 reflects one quarter of losses related to the COVID-19 pandemic, which may be offset by revenue from federal programs such as the CARES Act. Representatives from the institutions will be available to respond questions from Board members, if necessary.

BOARD ACTION

This item is for informational purposes only.

**Boise State University
Intercollegiate Athletics Department
Schedule of Revenues and Expenses
For the Year Ended June 30, 2020 (unaudited)**

	Football	Men's Basketball	Other Men's Sports	Women's Basketball	Women's Volleyball	Other Women's Sports	Non-Program Specific	Totals
OPERATING REVENUES								
Ticket Sales	\$ 5,149,923	\$ 1,356,875	\$ 30,305	\$ 38,325	\$ 10,404	\$ 15,353	\$ -	\$ 6,601,185
Direct State or Other Government Support	-	238,382	162,279	598,995	157,151	1,099,087	1,134,406	3,390,300
Student Fees	-	-	-	-	-	-	3,784,220	3,784,220
*Direct Institutional Support	1,074,420	228,420	337,723	186,120	186,120	812,837	1,918,506	4,744,146
Guarantees	625,000	-	10,000	30,000	10,000	7,800	-	682,800
Contributions	6,484,961	942,681	304,313	71,119	8,496	650,545	3,406,090	11,868,205
In Kind	356,453	67,896	-	-	-	-	-	424,349
Media Rights	2,303,895	607,058	13,559	17,129	4,781	6,911	-	2,953,333
NCAA Distributions	310,313	297,383	79,984	54,726	51,118	308,251	-	1,101,775
Conference Distributions	1,941,211	56,942	-	-	-	13,022	-	2,011,175
Program Sales Concessions Novelty Sales, and Parking	258,107	64,515	1,441	1,820	508	734	-	327,125
Royalties Licensing Advertisement Sponsorship	5,343,045	1,332,227	40,256	37,591	10,493	48,666	28,500	6,838,778
Other Operating Revenue	405,017	412	104,975	405	100	244,526	1,636,080	2,391,515
Bowl Revenues	523,442	-	-	-	-	-	-	523,442
Indirect Institutional Support Revenue	-	-	-	-	-	-	4,196,971	4,196,971
Sports Camp Revenue	25,738	5,906	1,475	320	(2,320)	11,328	-	42,447
Total operating revenues	\$ 24,801,525	\$ 5,198,697	\$ 1,086,310	\$ 1,036,550	\$ 436,851	\$ 3,217,060	\$ 16,104,773	\$ 51,881,766

***Direct Institutional Support**

Institutional Support Funds \$ 1,875,300
Out of State Tuition Waivers \$ 2,868,846
Total Direct Institutional Support \$ 4,744,146

Boise State University
Intercollegiate Athletics Department
Schedule of Revenues and Expenses (Continued)
For the Year Ended June 30, 2020 (unaudited)

	Football	Men's Basketball	Other Men's Sports	Women's Basketball	Women's Volleyball	Other Women's Sports	Non-Program Specific	Totals
OPERATING EXPENSES								
Athletic Student Aid	\$ 2,931,493	\$ 529,709	\$ 1,093,653	\$ 527,669	\$ 493,786	\$ 2,899,420	\$ 277,879	\$ 8,753,609
Guarantees	700,000	202,500	6,040	34,000	-	2,255	-	944,795
Coaching Salaries, Benefits, and Bonuses Paid by the University and Related Parties	5,043,317	1,261,412	787,229	864,615	337,702	1,712,652	59,970	10,066,897
Coaching Salaries, Benefits, and Bonuses Paid by the University and Related Parties - Sport Camps	23,230	-	5,057	7,532	26,477	95,668	-	157,964
Support Staff/Admin Compensation Benefits and Bonuses Paid by the University and Related Parties	1,398,430	111,122	57,746	123,851	4,495	81,688	8,997,103	8,774,435
Support Staff/Admin Compensation Benefits and Bonuses Paid by the University and Related Parties - Sport Camps	101,893	25,079	199	4,667	3,572	27,389	-	162,799
Recruiting	260,715	75,551	38,643	82,802	14,227	86,166	-	558,104
Team Travel	1,190,135	497,178	214,310	333,662	139,941	595,470	28,000	2,998,696
Sports Equipment, Uniforms, and Supplies	482,293	19,361	72,076	3,074	3,284	111,892	10,653	62,613
Game Expenses	744,903	230,262	194,957	127,000	31,695	81,951	39,036	1,449,804
Fundraising Marketing and Promotion	75,634	9,782	6,049	3,619	1,734	10,144	392,200	499,162
Sports Camp Expenses	163,342	3,981	188	92	8,847	31,324	-	7,444
Spirit Groups	-	-	-	-	-	-	194,147	194,147
Athletic Facilities Debt Service, Leases and Rental Fees	3,441,843	339,783	185,921	339,783	-	442,763	251,842	5,001,935
Direct Overhead and Admin Expenses	1,118,584	84,428	83,199	36,971	10,699	183,723	655,140	2,172,744
Indirect Institutional Support Expense	-	-	-	-	-	-	4,196,971	4,196,971
Medical Expenses and Insurance	19,849	65	13,185	-	-	1,999	928,511	963,609
Memberships and Dues	684	14,174	4,170	-	725	7,028	625,076	651,857
Student-Athlete Meals (Non-Travel)	451,277	49,772	13,532	17,141	14,775	39,918	23,872	610,287
Other Operating Expenses and Transfers to Institutions	349,529	77,144	66,828	13,487	25,788	137,117	781,240	1,451,133
Bowl Expenses	547,036	-	-	-	-	-	-	547,036
Bowl Expenses Coaching Comp and Bonus	122,036	-	-	-	-	-	-	122,036
Capital Expenditures	1,066,848	-	3,258	-	-	14,401	93,645	1,178,152
Total operating expenses	\$ 20,233,071	\$ 3,531,303	\$ 2,846,240	\$ 2,519,965	\$ 1,117,727	\$ 6,562,968	\$ 15,555,285	\$ 52,366,559
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSE BEFORE SPORTS CAMP CARRY FORWARD	\$ 4,568,454	\$ 1,667,394	\$ (1,759,930)	\$ (1,483,415)	\$ (680,876)	\$ (3,345,908)	\$ 549,488	\$ (484,793)
Sports Camp Carry Forward (see Note 5)	263,626	24,271	13,106	14,823	43,770	167,132	-	526,728
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSE AFTER SPORTS CAMP CARRY FORWARD	\$ 4,832,080	\$ 1,691,665	\$ (1,746,824)	\$ (1,468,592)	\$ (637,106)	\$ (3,178,776)	\$ 549,488	\$ 41,935

IDAHO STATE UNIVERSITY
ATHLETICS DEPARTMENT
SCHEDULE OF REVENUES AND EXPENSES
FOR THE YEAR ENDED JUNE 30, 2020 (UNAUDITED)

	MEN'S BASKETBALL	FOOTBALL	OTHER MEN'S SPORTS	WOMEN'S BASKETBALL	WOMEN'S VOLLEYBALL	OTHER WOMEN'S SPORTS	NON SPECIFIC	FINAL PROGRAM FY20
REVENUE:								
1 Ticket Sales	57,705	190,356	7,333	23,729	4,348	9,923	-	293,395
2 Direct State or Other Government Support	361,677	1,893,953	194,318	323,458	177,617	987,543	1,174,750	5,113,315
3 Student Fees	-	-	-	-	-	-	1,862,334	1,862,334
4 Direct Institutional Support	-	-	-	-	-	-	-	-
5 Less-Transfers to Institution	-	-	-	-	-	-	-	-
6 Indirect Institutional Support	1,186	56,478	7,689	-	-	7,689	78,241	151,284
6A Indirect Institutional Support - Athletic Facilities Debt Service, Lease and Rental Fees	-	-	-	-	-	-	71,475	71,475
7 Guarantees	420,000	1,025,000	-	62,000	4,600	1,000	-	1,512,600
8 Contributions	-	1,500	1,172	-	590	44,776	149,544	197,583
9 In-Kind	30,110	67,631	9,726	29,811	14,460	38,018	226,747	416,504
10 Compensation and Benefits Provided by a third party	-	-	-	-	-	-	-	-
11 Media Rights	958	17,750	-	-	-	-	23,280	41,988
12 NCAA Distributions	-	-	1,194	-	-	-	378,054	379,249
13 Conference Distributions (Non Media or Bowl)	2,645	240	122	449	(595)	7,330	6,393	16,583
14 Program, Novelty, Parking and Concession Sales	1,071	4,503	13,393	868	571	18,915	7,789	47,110
15 Royalties, Licensing, Advertisement and Sponsorships	-	-	-	-	-	-	424,384	424,384
16 Sports Camp Revenue	9,255	5,910	778	10,010	53,914	12,755	-	92,623
17 Athletics Restricted Endowment and Investments Income	-	-	-	-	-	-	-	-
18 Other Operating Revenue	-	(2,450)	-	-	-	-	52,706	50,256
19 Bowl Revenues	-	-	-	-	-	-	-	-
Total Operating Revenue	884,608	3,260,870	235,724	450,326	255,504	1,127,950	4,455,697	10,670,684
OPERATING EXPENDITURES:								
20 Athletics Student Aid	226,081	1,116,074	157,523	258,524	189,630	884,658	147,392	2,979,882
21 Guarantees	12,000	60,000	-	6,000	-	1,500	-	79,500
22 Coaching Salaries/Benefits/Bonuses pd by the Univ & Related Entities	384,201	699,734	188,727	348,456	181,522	505,977	32,725	2,341,342
23 Coaching Salaries, Benefits and Bonuses paid by Third Party	-	-	-	-	-	-	-	-
24 Support Staff/Admin Compensation/Benefits/Bonues pd by Univ & Related Entities	13,225	196,035	6,575	13,768	533	33,249	1,432,138	1,695,522
25 Support Staff/Admin Compensation/Benefits/Bonuses paid by Third Party	-	-	-	-	-	-	-	-
26 Severance Payments	-	-	-	-	-	-	-	-
27 Recruiting	23,325	49,113	5,144	22,235	15,771	26,225	21,427	163,240
28 Team Travel	213,626	334,742	54,334	152,124	98,509	206,598	45,238	1,105,172
29 Sports Equipment, Uniforms and Supplies	44,936	396,834	63,222	21,562	25,715	181,937	108,091	842,297
30 Game Expenses	101,989	59,575	4,774	90,698	18,052	34,957	56,642	366,687
31 Fund Raising, Marketing and Promotion	1,143	7,999	-	704	-	544	180,729	191,121
32 Sports Camp Expenses	15,544	7,997	1,142	8,850	50,912	28,519	-	112,967
33 Spirit Groups	-	-	-	-	-	-	-	-
34 Athletic Facilities Debt Service, Leases and Rental Fees	-	-	-	-	-	-	-	-
35 Direct Overhead and Administrative Expenses	17,945	128,505	(1,083)	11,693	8,296	16,710	256,299	438,366
36 Indirect Institutional Support	1,186	56,478	7,689	-	-	7,689	149,716	222,758
37 Medical Expenses and Insurance	-	-	-	465	-	8	420,200	420,673
38 Memberships and Dues	955	40	1,000	-	848	3,470	70,768	77,081
39 Student-Athlete Meals (non-travel)	21,781	67,986	5,662	9,953	5,281	13,128	10,971	134,761
40 Other Operating Expenses	29,264	43,429	9,069	32,604	22,365	32,647	243,109	412,486
41 Bowl Expenses	-	-	-	-	-	-	-	-
Total Operating Expenses	1,107,203	3,224,540	503,778	977,637	617,435	1,977,816	3,175,444	11,583,856
Net Increase/Deficit	(222,594)	36,330	(268,054)	(527,311)	(361,931)	(849,866)	1,280,253	(913,171)

University of Idaho
Intercollegiate Athletics
Schedule of Revenues and Expenses
For the Year Ended June 30, 2020 (unaudited)

	Men's Football	Men's Basketball	Men's Other Sports	Women's Volleyball	Women's Basketball	Women's Other Sports	Non-Program Specific	Grand Totals
Operating Revenues								
Ticket Sales	299,309	29,768	-	7,000	9,245	-	-	345,322
Student Fees			-				1,763,601	1,763,601
Direct Institutional Support								
General Education Funds	1,419,357	383,910	243,836	243,595	430,271	493,628	920,068	4,134,665
Institutional Support Funds	270,647	72,968	46,515	42,301	67,446	93,987	386,936	980,800
Other Institutional Support (Includes OST Waivers)	776,746	211,596	356,722	201,978	172,164	757,440	1,157,475	3,634,121
Indirect Institutional Support			-			-	363,393	363,393
Indirect Institutional Support - Athl Facil Debt Svc			-			-	871,809	871,809
Guarantees	1,875,000	125,000	-		46,000	1,200		2,047,200
Contributions	535,659	89,753	130,299	61,778	71,097	321,904	68,281	1,278,771
In-Kind	8,400	4,200	-		4,200	-	8,400	25,200
Compensation & Benefits Provided by 3rd Party	260,272	53,500	4,000	22,000	23,000	22,000	22,500	407,272
Media Rights	17,750	958	-			-	75,000	93,708
NCAA Distributions	79,298	17,826	41,429	16,678	19,226	87,751	491,665	753,873
Conference Distributions (Non-Media or Bowl)			-			-	23,011	23,011
Program, Novelty, Parking & Concessions	32,371	2,651	169	502	1,525	985		38,202
Royalties, Licensing, Advertising & Sponsorships	42,000	10,200	-		5,000	-	660,757	717,957
Sports Camp Revenues	2,400	3,200	-		95	-		5,695
Athletics Restricted Endowment & Investment Income	171,761	22,364	61,274	21,074	41,003	110,966	59,801	488,242
Other Operating Revenues	70		5,830	300	4,868	6,260	219,663	236,991
Bowl Revenues			-					-
Total Operating Revenues	5,791,041	1,027,894	890,073	617,206	895,139	1,896,121	7,092,361	18,209,833
Operating Expenditures								
Athletic Student Aid	2,364,857	484,601	740,564	432,073	404,794	1,903,394	194,669	6,524,953
Guarantees	120,000	13,000	-	11,382		9,000		153,382
Coaching Salaries, Benefits & Bonuses	1,411,516	389,310	243,836	248,709	430,133	507,030		3,230,534
Coaching Salaries, Benefits & Bonuses - 3rd Party	260,272	53,500	4,000	22,000	23,000	22,000		384,772
Support Staff/Admin Comp, Benefits & Bonuses	70,888	2,580	0	817	615	245	3,063,234	3,138,378
Support Staff/Admin Comp, Benefits & Bonuses - 3rd Party			-			-	22,500	22,500
Recruiting	129,877	44,330	15,215	7,670	38,880	68,088		304,060
Team Travel	921,279	248,627	138,231	121,309	279,198	347,240	0	2,055,885
Sports Equipment, Uniforms & Supplies	197,539	50,842	52,874	14,715	35,945	116,181	121,209	589,306
Game Expenses	294,065	179,649	9,795	63,081	129,821	56,982		733,393
Fund Raising, Marketing & Promotion			-			-	299,210	299,210
Sports Camp Expenses	70,542	3,200	-		489	-		74,231
Spirit Groups			-			-	2,500	2,500
Athletic Facilities Debt Service			-			-	871,809	871,809
Direct Overhead & Administrative Expenses	918	606	-	936	1,248	1,872	30,403	35,983
Indirect Institutional Support			-			-	363,393	363,393
Medical Expenses & Insurance			-	12		9	355,308	355,330
Memberships & Dues		500	1,825	365	960	5,775	70,601	80,026
Student-Athlete Meals (non-travel)	16,763	12,038	2,936	256	2,068	5,376	22,479	61,915
Other Operating Expenses	64,494	28,086	35,635	15,947	31,434	34,510	635,043	845,148
Bowl Expenses			-			-		-
Total Operating Expenses	5,923,009	1,510,871	1,244,912	939,270	1,378,585	3,077,702	6,052,357	20,126,705
Excess (Deficiency) of Revenues Over (Under) Expenses	(131,969)	(482,977)	(402,587)	(322,065)	(483,446)	(1,278,997)	1,040,004	(1,916,872)
Other Reporting Items								
Total Athletics Related Debt							44,015,000	44,015,000
Total Institutional Debt							183,925,000	183,925,000

Lewis-Clark State College Intercollegiate Athletics Department
Statement of Revenues and Expenses
For the Year Ended June 30, 2020 (Unaudited)

	Baseball	Men's Basketball	Men's Golf	Men's Tennis	Men's XC	Men's Track	Women's Volleyball	Women's Basketball	Women's Golf	Women's Tennis	Women's XC	Women's Track	Non-Program Specific	Grand Total
Operating Revenues														
01 Ticket Sales	22,958	10,101					2,755	10,101						45,915
02 Student Fees													390,663	390,663
03 Direct State/Govt Support	234,452	82,878	29,002	12,652	37,092	36,418	129,893	123,256	31,043	11,980	37,092	37,046	544,873	1,347,677
04 Direct Institutional Support (excludes Out of State Waivers)													200,000	200,000
05 Direct Institutional Support (Out of State Waivers)	276,755	105,713	40,724	95,757	15,976	8,243	157,442	107,458	65,710	73,311	52,719	84,454	75,713	1,159,975
06 Indirect Institutional Support													188,753	188,753
07 Guarantees														0
08 Contributions													495,200	495,200
09 In-Kind	9,250	6,600					8,750	10,250						34,850
10 Compensation & Benefits Provided by 3rd Party														0
11 Media Rights													5,000	5,000
12 NCAA Distributions													275,235	275,235
13 Conference Distributions (Non-Media or Bowl)														0
14 Program, Novelty, Parking & Concessions														0
15 Royalties, Licensing, Advertising & Sponsorships														0
16 Sports Camp Revenues	2,700	34,147			1,938		0	2,200			1,938		2,245	45,168
17 Athletics Restricted Endowment & Investment Income														0
18 Other Operating Revenues														0
Total Operating Revenues	546,115	239,439	69,726	108,409	55,006	44,661	298,840	253,265	96,753	85,291	91,749	121,500	2,177,682	4,188,436
Operating Expenditures														
19 Athletic Student Aid	417,013	196,034	56,895	109,855	28,186	13,386	249,596	206,171	88,080	93,389	73,956	99,204	78,412	1,710,177
20 Guarantees	0	6,749	0	0	0	0	150	8,250	0	0	0	0	0	15,149
21 Coaching Salaries, Benefits & Bonuses	234,451	111,028	34,557	12,953	37,095	42,437	129,927	128,652	36,599	11,980	37,395	43,065		860,139
22 Coaching Salaries, Benefits & Bonuses Paid by 3rd Party														0
23 Support Staff/Admin Compensation Benefits & Bonuses	5,467	12,793											360,207	378,467
24 Support Staff/Admin Compensation Benefits & Bonuses Paid by 3rd Party														0
25 Recruiting	6,509	3,919	618	146	842	4,338	4,435	1,520	336	211	550	4,370	4,982	32,776
26 Team Travel	35,019	39,059	10,239	15,188	15,134	8,169	42,188	53,200	10,279	16,085	15,133	8,167		267,860
27 Sports Equipment, Uniforms & Supplies	27,715	16,993	10,511	3,073	15,657	12,276	13,083	19,734	11,482	2,640	15,353	11,522	11,463	171,502
28 Game Expenses	7,367	14,125	4,316	709	2,261	704	12,981	13,256	4,433	548	2,347	1,821	67,798	132,666
29 Fund Raising, Marketing & Promotion														0
30 Sports Camp Expenses	2,772	20,083			708		0	5,018			708		1	29,290
31 Spirit Groups														0
32 Athletic Facilities, Debt Service, Leases & Rental Fees														0
33 Direct Overhead & Administrative Expenses														0
34 Indirect Institutional Support	9,250	6,600	0	0	0	0	8,750	10,250	0	0	0	0	188,753	223,603
35 Medical Expenses & Insurance													14,970	14,970
36 Memberships & Dues														0
37 Other Operating Expenses	7,189	5,412	535	306	289	400	1,452	1,810	491	927	840	473	268,699	288,823
Total Operating Expenditures	752,752	432,795	117,671	142,230	100,172	81,710	462,562	447,861	151,700	125,780	146,282	168,622	995,285	4,125,422
Excess (Deficiency) of Revenues Over (Under) Expenses	(206,637)	(193,356)	(47,945)	(33,821)	(45,166)	(37,049)	(163,722)	(194,596)	(54,947)	(40,489)	(54,533)	(47,122)	1,182,397	63,013
Other Reporting Items														
38 Conference Realignment Expenses													0	0
39 Total Athletics Related Debt													0	0
40 Total Institutional Debt													0	0
41 Value of Athletics Dedicated Endowments													574,209	574,209
42 Value of Institutional Endowments													8,786,878	8,786,878

BUSINESS AFFAIRS AND HUMAN RESOURCES
APRIL 21, 2021

SUBJECT

Intercollegiate Athletics Employee Compensation Report

REFERENCE

April 2019 Board received FY 2018 athletics compensation reports

APPLICABLE STATUTE, RULE OR POLICY

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

BACKGROUND/ DISCUSSION

The attached reports show actual compensation figures for FY2020 and estimated compensation figures for FY2021. 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 reports detail the contracted salary received by athletics administrators and coaches, including bonuses, supplemental compensation and perquisites, if applicable.

ATTACHMENTS

Attachment 1 – Boise State University	FY20 Actual
Attachment 2 – Boise State University	FY21 Estimate
Attachment 3 – Idaho State University	FY20 Actual
Attachment 4 – Idaho State University	FY21 Estimate
Attachment 5 – University of Idaho	FY20 Actual
Attachment 6 – University of Idaho	FY21 Estimate
Attachment 7 – Lewis-Clark State College	FY20 Actual
Attachment 8 – Lewis-Clark State College	FY21 Estimate

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 with a total annual compensation amount of \$350,000 or higher, is subject to approval by the Board.

BOARD ACTION

This item is for informational purposes only.

**Intercollegiate Athletics Compensation Report
Boise State University
FY2020 Actual Compensation**

ATTACHMENT 1

PCN	Depart/Name/Title		Athletic FTE	Base Salary	Compensation		Equip Co & Other	Academic Perform.	Contract Bonus		Post Season Other	Perks			Multi-Yr Contract	State Approp.	Funding Program Revenue	All Other
					Camps/ Clinics	Media			Winning Perform.	4072011-2012		4072013	4072001	Club Mbership				
Athletic Administration																		
1179	Gregory Patton	Assistant Director Development	1.00	6,157		0	0	0	0	0	0	No	No	No	No		6,157	-
1454	Jacob Thompson	Director Development Athletics	1.00	48,720		0	500	0	0	0	0	No	No	No	No		48,720	500
1523	* Kathryn Chase	NCAA Compliance (Financial Aid)	0.35	18,173		0	0	0	0	0	0	No	No	No	No	18,173		
1700	Heather Berry	Assistant AD, Personnel	1.00	76,624		0	2,500	0	0	0	0	No	No	No	No		76,624	2,500
1701	Curt Apsey	Executive Director, Athletics	1.00	354,932		0	2,000	35,000	32,500	35,000	Yes	Yes	No	Yes			457,432	2,000
1702	Robert Carney	Assoc AD, Facilities and Operations	1.00	107,034		0	2,500	2,400	5,250	5,000	No	No	No	No			119,684	2,500
1711	Marc Paul	Assoc. AD/Athletic Trainer	1.00	88,691		0	2,500	0	0	3,000	No	No	No	No			91,691	2,500
1715	Tyler Smith	Assoc Athletic Trainer	1.00	65,052		0	1,000	0	0	1,000	No	No	No	No		65,052	1,000	1,000
1717	Christina Van Tol	Sr. Assoc AD Internal/SWA	1.00	130,981		0	2,500	8,000	0	5,000	No	Yes	No	No		130,981	13,000	2,500
1724	Messer, Kelsey	Head Cheer/Dance Coach	1.00	40,141		0	500	0	0	0	No	No	No	No			40,141	500
1725	Brandon Voigt	Asst Athletic Trainer	1.00	46,717	437.50	0	500	0	0	0	No	No	No	No		46,717	-	938
1726	Connor Bennett	Assoc. Athletic Trainer	1.00	58,942		0	500	0	0	1,000	No	No	No	No		58,942	1,000	500
1727	Doug Link	Associate Sports Info Director	1.00	48,761		0	500	0	0	0	No	No	No	No			48,761	500
1735	Yetter/Rede	Asst Athletic Trainer	1.00	46,120		0	500	0	0	0	No	No	No	No			46,120	500
1736	Cameron Howard	Asst Director, Marketing & Promotions	1.00	40,901		0	500	0	0	0	No	No	No	No			40,901	500
1739	David (DJ) Giumento	Asst AD, Facility Operations	1.00	58,931		0	1,000	0	0	0	No	No	No	No			58,931	1,000
1740	Walsh, Michael	Assistant Director, Communications	1.00	43,165		0	0	0	0	1,000	No	No	No	No		-	44,165	-
1741	Christopher Nichol	Academic Advisor, Director of Tutor Prc	1.00	47,493		0	500	1,500	0	0	No	No	No	No		44,217	4,776	500
1742	Julie Rising	Manager, Athletic Game Operations	1.00	49,089		0	500	0	0	0	No	No	No	No			49,089	500
1743	Robin Debuhr	Assistant Business Manager	1.00	43,765	600.00	0	500	0	0	0	No	No	No	No		43,765	-	1,100
1749	Shane Nelson	Assistant Athletic Trainer	1.00	38,140		0	500	0	0	0	No	No	No	No			38,140	500
1751	Jolenne Dimeo	Facility Operations Supervisor	1.00	62,430		0	500	0	0	0	No	No	No	No			62,430	500
1752	Dale Holste	Assoc Dir, Athletic Equipment Operatio	1.00	61,413	6,000.00	0	2,000	0	0	1,000	No	No	No	No			62,413	8,000
1753	Raul Ibarra	Assistant Director, Athletic Equipment C	1.00	46,359		0	500	0	0	0	No	No	No	No			46,359	500
1755	Dominic Shelden	Assistant Director Creative Services	1.00	27,358		0	500	0	0	0	No	No	No	No		-	27,358	500
1757	Dustin Kelley	Asst Director Athletic Equipment Opera	1.00	40,266	4,000.00	0	500	0	0	0	No	No	No	No			40,266	4,500
1758	Matthew Lemanowicz	Associate Director, Sports Performance	1.00	32,809	667.00	0	500	0	0	1,000	No	No	No	No			33,809	1,167
1759	Brenda Robinson	Asst Athletic Director CFO	1.00	86,450		0	2,500	0	0	0	No	No	No	No		86,450	-	2,500
1760	Krista Kim	Asst Athletic Trainer	1.00	40,284		0	500	0	0	0	No	No	No	No			40,284	500
1761	Rayan Hawili/Whitmer	Associate Director, Sports Performance	1.00	47,361		0	1,500	0	0	2,000	No	No	No	No			49,361	1,500
1763	Craig Lawson	Associate Sports Info Director	1.00	48,761		0	500	0	0	0	No	No	No	No		-	48,761	500
1764	Justin LaChapelle	Athletic Technical Support Specialist	1.00	49,457		0	500	0	0	0	No	No	No	No			49,457	500
1766	Tyler Wilson	Asst Director of Compliance	1.00	35,360		0	500	0	0	0	No	No	No	No			35,360	500
1767	Kyle Moeller	Asst Director, Athletic Equipment Oper	1.00	40,245		0	500	0	0	0	No	No	No	No			40,245	500
1768	Pavel/Grady	Coordinator, Video Services	1.00	13,069		0	250	0	0	0	No	No	No	No			13,069	250
1769	Mackenzie Cabot	Ticket Service Coordinator	1.00	40,664		0	500	0	0	0	No	No	No	No			40,664	500
1770	Bryan McMartin	Sr. Director, Development	1.00	48,638		0	500	0	0	0	No	No	No	No			48,638	500
1773	Rowe, Allison	Asst Athletic Trainer	1.00	40,266	1,500.00	0	500	0	0	1,000	No	No	No	No		-	41,266	2,000
1774	Joseph Nickell	Associate Athletic Director, Media Relat	1.00	85,281		0	2,500	0	0	0	No	No	No	No			85,281	2,500
1776	Jeannette Knerr	Business Office Analyst	1.00	42,880		0	500	0	0	0	No	No	No	No			42,880	500
1834	Daniel Saline	Asst Director Multimedia Services	1.00	43,346		0	500	0	0	0	No	No	No	No			43,346	500
1941	Jarred Nelson	Asst Director Sports Performance	1.00	32,220		0	500	0	0	0	No	No	No	No			32,220	500
2403	Stephanie Donaldson	Dir Ath Performance Psychologh	1.00	98,344		0	1,000	0	0	0	No	No	No	No			98,344	1,000
3005	** Guerricabellita, Anita	Assistant Athletic Director, Developmen	0.63	50,231		0	1,000	0	0	0	No	No	No	No			50,231	1,000
3023	Cody Smith	Senior Asst Athletic Director, Event Ope	1.00	67,792		0	1,000	0	0	0	No	No	No	No			67,792	1,000
3030	Brad Larrondo	Senior Associate Athletic Director, Exter	1.00	106,369	8,000.00	0	2,500	5,000	7,500	3,000	No	Yes	No	No			121,869	10,500
3064	Shelden/ Little	Coordinator, Video Services	1.00	57,976		0	500	0	0	0	No	No	No	No			57,976	500
3072	Benjamin Price	Director of Development	1.00	48,984		0	500	0	0	0	No	No	No	No			48,984	500
3110	Callen/ Schutte	Academic Advisor	1.00	38,804		0	500	1,500	0	0	No	No	No	No		38,804	1,500	500
3125	Matthew Thomas	Asst AD, Mktng & Promotions	1.00	67,935		0	1,000	0	0	0	No	No	No	No			67,935	1,000
3132	Jennifer Bellomy	Assistant Athletic Director, Compliance	1.00	69,023		0	1,000	0	0	0	No	No	No	No			69,023	1,000
3145	Gabe Rosenvall	Assoc AD, Student Athlete Developmen	1.00	88,320		0	2,500	5,500	0	0	No	No	No	No		88,320	5,500	2,500
3149	Shaela Prialux-Soho	Asst AD - Tkt Operations	1.00	64,722		0	1,000	0	0	0	No	No	No	No			64,722	1,000
3150	Aaron Juarez	Associate Sports Info Director	1.00	48,761		0	500	0	0	0	No	No	No	No		48,761	-	500
3154	Peter Clark	Director, Marketing & Promotions	1.00	47,536		0	500	0	0	0	No	No	No	No			47,536	500
3167	Sara Swanson	Assistant Athletic Director, Student-Athl	1.00	62,275		0	1,000	1,500	0	0	No	No	No	No			63,775	1,000
3188	Jessica Morse	Assistant Director Donor Relations & ev	1.00	33,784		0	500	0	0	0	No	No	No	No			33,784	500
3194	Nicole Gamez	Associate Athletic Director, Business Af	1.00	86,471		0	1,500	0	0	0	Yes	No	No	No			86,471	1,500
3410	Taryn Schutte/Charters	Director Business Operations	1.00	50,536		0	1,000	0	0	0	No	No	No	No			50,536	1,000
3502	Andy Atkinson	Director, Ath Info & Digital Tech	1.00	76,798		0	1,000	0	0	0	No	No	No	No			76,798	1,000
3529	Faulk/Callen	Asst Director of Compliance	1.00	32,998		0	500	0	0	0	No	No	No	No			32,998	500
3530	Tyler Whitmer/Herman	Director, Sports Performance Coach	1.00	76,915		0	2,500	0	0	0	No	No	No	No			76,915	2,500
3545	Christopher Hansen	Ticket Manager	1.00	46,173		0	500	0	0	0	No	No	No	No			46,173	500
3549	Matt Brewer	Associate Athletic Director, Complnace	1.00	91,441		0	2,500	0	0	3,000	No	No	No	No			94,441	2,500
3563	Eric Kile	Director, Student Athlete Learning Cent	1.00	50,459		0	500	1,500	0	0	No	No	No	No		50,459	1,500	500
3584	Christina Webster	Director, Annual Giving	1.00	45,075		0	500	0	0	0	No	No	No	No			45,075	500
3805	Keita Shimada	Assoc. Athletic Trainer	1.00	59,099		0	1,000	0	0	1,000	No	No	No	No			60,099	1,000
3806	Nicole Denno	Assistant Athletic Trainer	1.00	48,362		0	500	0	0	1,000	No	No	No	No			49,362	500
3950	Barraza, Rene	Asst Manager, Athletic Events and Faci	1.00	41,354		0	500	0	0	0	No	No	No	No			41,354	500
3970	Syringa Larson	Athletic Insurance Coordinator	1.00	41,601		0	500	0	0	0	No	No	No	No			41,601	500
4023	Andrew Bondi	Ticket Service Coordinator	1.00	32,054		0	500	0	0	0	No	No	No	No			32,054	-
4925	Katherine Tuller	Human Resources Specialist	1.00	49,395		0	500	0	0	0	No	No	No	No			49,395	500

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AUBURN ATHLETIC DEPARTMENT																			
PCN	Depart/Name/Title		Athletic FTE	Base Salary	Compensation		Equip Co & Other	Academic Perform.	Contract Bonus		Post Season Other	Perks			Multi-Yr Contract	State Approp.	Program Revenue		All Other
					Camps/ Clinics	Media			Winning Perform.	Other		Club Mbership	Car	Other			Revenue		
1707	Bradley Bedell	Assistant Coach	1.00	248,766	2,000.00	0	2,000	5,000	15,000	5,000	5,000	No	Yes	No	No		273,766	4,000	
1708	Jeff Schmedding	Defensive Coordinator	1.00	268,089	2,000.00	0	2,000	2,500	15,000	5,000	5,000	No	Yes	No	No		290,589	4,000	
1728	Lazard/ Gale	Assistant Coach, FB Strength & Conditio	1.00	50,953	4,000.00	0	500	0	0	2,000	2,000	No	No	No	No		52,953	4,500	
1730	Joel Schneider	Director, Football Operations/Ext Relati	1.00	58,444	8,000.00	0	2,000	5,000	2,000	3,000	3,000	No	No	No	No		68,444	10,000	
1732	Kevin Riley	Dir. FB Video/Technology	1.00	44,039		0	500	0	2,000	3,000	3,000	No	No	No	No		49,039	500	
1762	Darren Uscher	Director of Recruiting	1.00	74,739	3,000.00	0	1,000	5,000	2,000	3,000	3,000	No	No	No	No		84,739	4,000	
1772	Brandon Pringle	Assistant Coach, Strength & Conditionir	1.00	55,828	4,000.00	0	500	0	0	2,000	2,000	No	No	No	No		57,828	4,500	
1775	Taylor Tharp	Director, Program Development	1.00	51,566	13,000.00	0	2,000	5,000	2,000	3,000	3,000	No	No	No	No		61,566	15,000	
3103	Venable/Hill	Assistant Coach Offensive Coordinator	1.00	228,957	2,000.00	0	2,000	5,000	0	0	0	No	No	No	No		233,957	4,000	
3109	Spencer Danielson	Assistant Coach	1.00	224,915	2,000.00	0	2,000	5,000	15,000	5,000	5,000	No	Yes	No	No		249,915	4,000	
3134	Miller/ Marks	Assistant Coach	1.00	195,204	2,000.00	0	2,000	5,000	0	0	0	No	Yes	No	No		200,204	4,000	
3153	Jeff Pitman	Head Coach, Strength-Football	1.00	161,196	4,000.00	0	2,000	5,000	15,000	5,000	5,000	No	No	No	No		186,196	6,000	
3160	Alley, Zach	Assistant Coach	1.00	144,718	2,000.00	0	2,000	0	15,000	5,000	5,000	No	Yes	No	No		164,718	4,000	
3162	Gabe Franklin	Assistant Coach	1.00	204,363	2,000.00	0	2,000	5,000	15,000	5,000	5,000	No	Yes	No	Yes		229,363	4,000	
3186	Kent Riddle	Assistant Coach	1.00	235,033	2,000.00	0	2,000	5,000	15,000	5,000	5,000	No	Yes	No	Yes		260,033	4,000	
4932	Winston Venable	Asst Director Football Performance	1.00	29,768	5,000.00	0	500	0	0	2,000	2,000	No	No	No	No		31,768	5,500	
Basketball																			
1710	Leon Rice	Head Coach	1.00	697,120		0	10,000	0	17,000	0	0	Yes	Yes	No	Yes		714,120	10,000	
1712	Michael Burns	Assistant Coach, Men's Basketball	1.00	146,896		0	2,500	0	3,000	0	0	No	Yes	No	No		149,896	2,500	
1714	Timothy Duryea	Assistant Coach, Men's Basketball	1.00	83,248		0	2,500	0	2,000	0	0	No	Yes	No	No		85,248	2,500	
1745	David Moats	Director, Men's BB Operations	1.00	54,145	10,764.33	0	2,000	0	1,000	0	0	No	No	No	No		55,145	12,764	
3133	Barsh II, Roy	Assistant Coach, Men's Basketball	1.00	121,500		0	2,500	0	1,000	0	0	No	Yes	No	Yes		122,500	2,500	
Golf																			
3566	Dan Potter	Head Coach	1.00	64,903		0	2,000	0	0	0	0	Yes	Yes	No	No		64,903	2,000	
Tennis																			
3151	Kristian Widen	Head Coach	1.00	63,122	730.00	0	2,000	3,000	0	0	0	No	Yes	No	Yes		66,122	2,730	
3178	Ali Borhani/Tafelski	Assistant Coach	1.00	39,282	874.34	0	500	1,200	0	0	0	No	No	No	No	39,282	1,200	1,374	
Men/Women's Track & Field																			
1400	Benjamin Wetli	Asst Coach track & field & CC	1.00	48,941		0	500	2,400	3,500	5,000	5,000	No	No	No	No		59,841	500	
1719	Cody Sohn	Asst Coach track & field & CC	1.00	40,880		0	500	2,400	3,500	5,000	5,000	No	No	No	No	40,880	10,900	500	
1721	Travis Hartke	Assoc Head CC & Asst Track and Field	1.00	60,235		0	1,000	2,400	3,500	5,000	5,000	No	No	No	No	60,235	10,900	1,000	
2223	Corey Ihmels	Head Coach	1.00	126,963		0	4,000	6,600	9,200	9,250	9,250	No	No	No	Yes		152,013	4,000	
3177	Gavin O'Neal	Assistant Coach, Track & Field	1.00	50,946		0	500	1,100	500	500	500	No	No	No	No	50,946	2,100	500	
4041	Green, Andrew	Assistant Coach, Track & Field	1.00	26,348			500	0	0	0	0	No	No	No	No		26,348	500	
Baseball																			
3105	van Kampen/Hilton Davis	Assistant Coach	1.00	48,961		0	500	0	0	0	0	No	No	No	No		48,961	500	
3107	Brock Huntzinger	Assistant Coach	1.00	55,213		0	500	0	0	0	0	No	No	No	No		55,213	500	
3191	Gary Van Tol	Head Coach	1.00	81,985		0	2,000	0	0	0	0	Yes	Yes	No	Yes		81,985	2,000	
Women's Sports																			
Basketball																			
1720	Heather Sower	Assistant Coach	1.00	97,389	1,500.00	0	1,000	5,000	12,000	0	0	No	No	No	No	92,389	22,000	2,500	
1744	Julia Fishman	Dir. Women's BB Operations	1.00	50,955	1,000.00	0	0	2,500	6,000	0	0	No	No	No	No	45,955	13,500	1,000	
2226	Gordon Presnell	Head Coach	1.00	286,557	1,000.00	0	7,500	18,000	55,000	5,000	5,000	No	No	No	Yes		364,557	8,500	
3129	Cody Butler	Assistant Coach	1.00	100,852	1,000.00	0	1,000	5,000	12,000	0	0	No	No	No	No	100,852	17,000	2,000	
3181	Cariann Ramirez	Assistant Coach	1.00	87,158	2,800.00	0	1,000	5,000	12,000	0	0	No	No	No	No	82,158	22,000	3,800	
Soccer																			
1722	James Thomas	Head Coach	1.00	94,347	18,850.00	0	2,000	3,000	5,500	0	0	No	No	No	Yes	94,347	8,500	20,850	
1723	Ruiz/Moore	Assistant Coach	1.00	42,340	20,950.00	0	500	1,500	750	0	0	No	No	No	No	42,340	2,250	21,450	
1748	Weber	Assistant Coach	1.00	38,401	24,200.00	0	500	1,500	750	0	0	No	No	No	No		40,651	24,700	
Volleyball																			
1716	Shawn Garus	Head Coach Volleyball	1.00	128,000	11,337.48	0	3,500	5,000	1,500	0	0	Yes	Yes	No	Yes		134,500	14,837	
1817	Allison Buck	Head Coach Beach Volleyball	1.00	42,905	1,945.53		1,000	2,000	1,000	0	0	No	No	No	No		45,905	2,946	
3130	Candy Murphy	Head Coach Volleyball	1.00	71,069	8,337.47	0	500	1,200	750	0	0	No	No	No	No	71,069	1,950	8,837	
3176	Hayley Peterson	Head Coach Volleyball	1.00	41,024	2,950.00	0	500	1,200	1,000	0	0	No	No	No	No	41,024	2,200	3,450	
4040	Alex Venardos	Assistant Coach Beach Volleyball	1.00	17,852	-			0	0	0	0	No	No	No	No	-	17,852	-	
Gymnastics																			
1718	Neil Resnick	Co-Head Coach	1.00	33,158	-	0	2,000	0	4,000	0	0	No	No	No	Retired	33,158	4,000	2,000	
3164	Patti Murphy	Assistant Coach Gymnastics	1.00	41,317	2,000.00	0	500	1,200	2,000	0	0	No	No	No	No	41,317	3,200	2,500	
3174	Tina Bird	Head Coach	1.00	89,115	8,700.00	0	2,000	2,000	4,000	0	0	No	Yes	No	Yes	32,657	62,458	10,700	
4047	Ivan Alexcov	Assistant Coach Gymnastics	1.00	37,502			0	0	0	0	0	No	No	No	No		37,502	-	
Tennis																			
3163	Sherman Roghaar	Head Coach Womens Director	1.00	87,190	730.00	0	2,000	3,000	0	0	0	No	Yes	No	Yes	85,850	4,339	2,730	
3179	Maria Lopez	Assistant Coach	1.00	48,448	1,888.00	0	500	0	0	0	0	No	No	No	No	-	48,448	2,388	
Golf																			
3127	Nicole Bird	Head Coach	1.00	48,866		0	2,000	3,000	0	0	0	Yes	Yes	No	No	48,866	3,000	2,000	
Softball																			
1737	Maggie Huffaker	Head Coach	1.00	80,517	-	0	1,000	0	5,000	2,000	2,000	No	No	No	Yes	80,517	7,000	1,000	
1738	Andrew Rich	Assistant Coach	1.00	39,679	-	0	1,000	0	0	1,500	1,500	No	No	No	No	39,679	1,500	1,000	
1747	Matison Snow	Assistant Coach	1.00	39,679	-	0	1,000	0	0	1,500	1,500	No	No	No	No	39,679	1,500	1,000	
Swimming																			
1731	Christine Mabile	Head Coach	1.00	84,708	1,000.00	0	2,000	3,000	0	1,000	1,000	No	No	No	No	84,708	4,000	3,000	
1733	Lieberman, Jordan	Assistant Coach	1.00	43,974	1,070.00	0	500	1,500	0	1,000	1,000	No	No	No	No	41,382	5,093	1,570	
1746	Brandon Blaisdell	Diving Coach	1.00	48,278	1,443.00	0	500	1,500	0	1,000	1,000	No	No	No	No	48,278	2,500	1,943	
Grand Totals			137.98	12,237,695.33	207,874.65	-	169,250	277,100	655,700	199,750						2,112,014	11,258,231	377,125	

**Intercollegiate Athletics Compensation Report
Boise State University
FY21 Est Compensation**

ATTACHMENT 2

Furlough mandatory May thru July Fy20 & Fy21

|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|

ATTACHMENT 2

Base
Salary
Annualized
Change

ATTACHMENT 2																			Salary
PCN	Depart/Name/Title	Athletic FTE	Base Salary	Compensation		Equip Co	Academic Perform.	Contract Bonus		Post Season Other	Perks			Multi-Yr Contract	State Approp.	Program Revenue	All Other	Salary Annualized Change	
				Camps/ Clinics	Other			Winning Perform.	Club Mbership		Car	Other							
1707	Maile, Frank/Bedell	1.00	278,831		0	2,000	5,000	0	0	0	No	Yes	No	No		283,831	2,000	12%	
1708	Danielson, Spencer/Schmedd	1.00	326,784		16,000	2,000	5,000	0	0	0	No	Yes	No	No		347,784	2,000	22%	
1728	Pietrzyk, Brandon/Lazard	1.00	49,174		0	500	0	0	0	0	No	No	No	No		49,174	500	-3%	
1730	Schneider, Michael Joel	1.00	60,270		1,000	2,000	5,000	2,000	0	0	No	No	No	No		68,270	2,000	3%	
1732	Richardson, Kasey 5568	1.00	28,574		1,250	500	0	0	0	0	No	No	No	No		29,824	500	-35%	
1762	Mandel, Eli/Uscher	1.00	71,391		0	1,000	5,000	0	0	0	No	No	No	No		76,391	1,000	-4%	
1772	White, Lucas/Pringle	1.00	68,058		0	500	0	0	0	0	No	No	No	No		68,058	500	22%	
3030	Winters, Da'Vell/Larrondo	1.00	105,979		0	2,500	5,000	0	0	0	No	Yes	No	No		110,979	2,500	0%	
3103	Venable, Winston	1.00	115,006		0	2,000	2,500	5,000	0	0	No	No	No	No		122,506	2,000	-50%	
3109	Johnson, Jeron/Danielson	1.00	195,372		4,000	2,000	5,000	5,000	0	0	No	Yes	No	No		209,372	2,000	-13%	
3134	Miller, Matthew	1.00	161,585		0	2,000	2,500	5,000	0	0	No	Yes	No	No		169,085	2,000	-17%	
3153	Kagy, Reid/Pitman	1.00	182,967		0	2,000	5,000	0	0	0	No	No	No	No		187,967	2,000	14%	
3160	Ioane, Kane/ Alley 5313	1.00	188,499		0	2,000	5,000	0	0	0	No	Yes	No	No		193,499	2,000	30%	
3162	Keane, Timothy/ Franklin 539	1.00	221,358		0	2,000	5,000	5,000	0	0	No	Yes	No	Yes		231,358	2,000	8%	
3186	Riddle, Kent	1.00	233,831		0	2,000	5,000	5,000	0	0	No	Yes	No	Yes		243,831	2,000	-1%	
4147	Harris, Kiyoshi	1.00	18,269		0	250					No	No	No	No		18,269	250	New	
5464	Crosby, Brandon	1.00	30,014		0	250										30,014	250		
5549	Marshall, Kharyee/McDonald	1.00	36,385		0	250					No	No	No	No		36,385	250	New	
Basketball																			
1710	Leon Rice	1.00	645,539		0	10,000	20,000	8,000	0	0	No	Yes	No	Yes		673,539	10,000	-7%	
1712	Michael Burns	1.00	142,259		0	2,500	5,000	2,000	0	0	No	Yes	No	No		149,259	2,500	-3%	
1714	Timothy Duryea	1.00	109,498		0	2,500	5,000	2,000	0	0	No	Yes	No	No		116,498	2,500	32%	
1745	David Moats	1.00	46,624		0	2,000	2,500	1,000	0	0	No	No	No	No		50,124	2,000	-14%	
3133	Barsh II, Roy	1.00	120,238		0	2,500	5,000	2,000	0	0	No	Yes	No	Yes		127,238	2,500	-1%	
Golf																			
3566	Dan Potter	1.00	62,387		0	2,000	3,000	4,500	0	0	No	Yes	No	No		69,887	2,000	-4%	
Tennis																			
3151	Kristian Widen	1.00	58,525		0	2,000	3,000	0	0	0	No	Yes	No	Yes		61,525	2,000	-7%	
3178	Ali Borhani	1.00	39,333		0	500	1,200	0	0	0	No	No	No	No	39,333	1,200	500	0%	
Men/Women's Track & Field																			
1400	Benjamin Wetli	1.00	45,946		0	500	2,400	750	500	500	No	No	No	No		49,596	500	-6%	
1719	Cody Sohn	1.00	38,381		0	500	2,400	750	500	500	No	No	No	No	38,381	3,650	500	-6%	
1721	Travis Hartke	1.00	56,544		0	1,000	2,400	750	500	500	No	No	No	No	56,544	3,650	1,000	-6%	
2223	Corey Ihmels	1.00	123,314		0	4,000	6,000	0	0	0	No	No	No	Yes		129,314	4,000	-3%	
3177	Gavin O'Neal	1.00	47,827		0	500	1,200	0	0	0	No	No	No	No	47,827	1,200	500	-6%	
4041	Green, Andrew	1.00	32,011		0	500	1,200	0	0	0	No	No	No	No		33,211	500	21%	
Baseball																			
3105	Michiel van Kampen	0.25	20,289		0	500	0	0	0	0	No	No	No	No		20,289	500	66%	
3107	Brock Huntzinger	0.25	9,065		0	500	0	0	0	0	No	No	No	No		9,065	500	-34%	
3191	Gary Van Tol	1.00	77,568		0	2,000	3,000	0	0	0	No	Yes	No	Yes		80,568	2,000	-5%	
Women's Sports																			
Basketball																			
1720	Heather Sower	1.00	87,422		0	1,000	5,000	7,000	0	0	No	No	No	No	87,422	12,000	1,000	-10%	
1744	Julia Fishman	1.00	44,017		0	500	2,500	3,500	0	0	No	No	No	No	44,017	6,000	500	-14%	
2226	Gordon Presnell	1.00	267,142		0	7,500	18,000	21,000	0	0	No	No	No	Yes		306,142	7,500	-7%	
3129	Nia Jackson	1.00	83,794		0	1,000	0	0	0	0	No	No	No	No	83,794	-	1,000	-17%	
3181	Cariann Ramirez	1.00	87,020		0	1,000	5,000	7,000	0	0	No	No	No	No	87,020	12,000	1,000	0%	
Soccer																			
1722	James Thomas	1.00	93,066		0	2,000	0	4,500	1,000	0	No	No	No	Yes	93,066	5,500	2,000	-1%	
1723	Elizabeth Ruiz	1.00	35,006		0	500	0	0	0	0	No	No	No	No	35,006	-	500	-17%	
1748	Max Weber	1.00	44,966		0	500	0	2,250	0	0	No	No	No	No		47,216	500	17%	
Volleyball																			
1716	Shawn Garus	1.00	117,100		0	3,500	5,000	0	0	0	No	Yes	No	Yes		122,100	3,500	-9%	
1817	Allison Buck Voigt	1.00	41,100		0	1,000	2,000	0	0	0	No	No	No	No		43,100	1,000	-4%	
3130	Candy Murphy	1.00	65,891		0	500	1,200	0	0	0	No	No	No	No	65,891	1,200	500	-7%	
3176	Hayley Peterson	1.00	42,461		0	500	1,200	0	0	0	No	No	No	No	42,461	1,200	500	4%	
4040	Alex Venardos	1.00	32,011		0	500	2,000	0	0	0	No	No	No	No	-	34,011	500	79%	
Gymnastics																			
3164	Patti Murphy	1.00	38,570		0	500	1,200	0	0	0	No	No	No	No	38,570	1,200	500	-7%	
3174	Tina Bird	1.00	82,857		0	2,000	2,000	0	0	0	No	Yes	No	Yes	82,857	2,000	2,000	-7%	
4047	Ivan Alexcov	1.00	67,815		0	500	1,200	0	0	0	No	No	No	No		69,015	500	81%	
Tennis																			
3163	Sherman Roghaar	1.00	79,230		0	2,000	7,000	0	0	0	No	Yes	No	Yes	79,230	7,000	2,000	-9%	
3179	Maria Lopez	1.00	44,028		0	500	1,200	0	0	0	No	No	No	No	-	45,228	500	-9%	
Golf																			
3127	Nicole Bird	1.00	46,767		0	2,000	3,000	0	0	0	No	Yes	No	No	46,767	3,000	2,000	-4%	
Softball																			
1737	Maggie Huffaker	1.00	76,177		0	1,000	3,000	0	0	0	No	No	No	Yes	76,177	3,000	1,000	-5%	
1738	Andrew Rich	1.00	37,248		5,000	1,000	1,200	0	0	0	No	No	No	No		37,248	6,200	1,000	-6%
1747	Matison Snow	1.00	37,248		0	1,000	1,200	0	0	0	No	No	No	No	37,248	1,200	1,000	-6%	
Swimming																			
1731	Vacant/ Mabile	0.25	35,655		0	2,000	0	0	0	0	No	No	No	No	35,655	-	2,000	68%	
1733	Vacant/Lieberman	0.25	12,019		0	500	0	0	0	0	No	No	No	No		12,019	-	500	9%
1746	Vacant/ Blaisdell	0.25	19,699		0	500	0	0	0	0	No	No	No	No		19,699	-	500	63%
Grand Totals		134.89	11,931,795.41	-	38,200	165,750	288,200	104,000	18,000	18,000					1,858,522	10,521,673	165,750		

ATTACHMENT 2

	Athletic FTE	Base Salary	Compensation Camps/ Clinics	Other	Equip Co	Academic Perform.	Contract Bonus Winning Perform.	Post Season Other	Perks Club Mbership	Car	Other	Multi-Yr Contract	State Approp.	Funding Program Revenue	All Other
FY21 Est compared to 20 Act															
FY20 Actual	137.98	12,237,695	207,875	-	169,250	277,100	655,700	199,750					2,112,014	11,258,231	377,125
FY21 Est compared to 20 Act	(3.09)	(305,900)	(207,875)	38,200	(3,500)	11,100	(551,700)	(181,750)					(253,492)	(736,558)	(211,375)
FY21 Est compared to 20 Act by Department															
Non Sport Specific	-0.34	(223,970)	(21,805)	10,950	(3,750)	(9,900)	(45,250)	(48,500)					(102,156)	(214,514)	(25,555)
Mens Football	2.00	256,379	(61,000)	22,250	750	(20,000)	(406,000)	(98,000)					-	(245,371)	(60,250)
Mens Basketball	0.00	(38,751)	(10,764)	-	-	37,500	(9,000)	-					-	(10,251)	(10,764)
Mens Golf	0.00	(2,516)	-	-	-	3,000	4,500	-					-	4,984	-
Mens Tennis	0.00	(4,546)	(1,604)	-	-	-	-	-					51	(4,597)	(1,604)
Track & Field	0.00	(10,289)	-	-	-	700	(17,950)	(23,250)					(9,309)	(41,480)	-
Mens Baseball	-1.50	(79,237)	-	-	-	3,000	-	-					-	(76,237)	-
Womens Basketball	0.00	(53,516)	(7,300)	-	500	(5,000)	(58,500)	(5,000)					(19,101)	(102,915)	(6,800)
Womens Soccer	0.00	(2,050)	(64,000)	-	-	(6,000)	(250)	1,000					(8,615)	1,316	(64,000)
Womens Volleyball	0.00	(2,286)	(24,570)	-	500	2,000	(4,250)	-					(3,740)	(796)	(24,070)
Womens Gymnastics	-1.00	(11,850)	(10,700)	-	(1,500)	1,200	(10,000)	-					14,295	(34,945)	(12,200)
Womens Tennis	0.00	(12,380)	(2,618)	-	-	5,200	-	-					(6,621)	(559)	(2,618)
Womens Golf	0.00	(2,099)	-	-	-	-	-	-					(2,099)	-	-
Womens Softball	0.00	(9,203)	-	5,000	-	5,400	(5,000)	(5,000)					(9,203)	400	-
Womens Swimming	-2.25	(109,588)	(3,513)	-	-	(6,000)	-	(3,000)					(106,995)	(11,593)	(3,513)

Intercollegiate Athletics Compensation Report

Idaho State University

FY 2020 Actual Compensation

Depart/Name/Title		Athletic FTE	Compensation			Contract Bonuses			Perks			Multi-Yr Contract	Funding		
			Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform..	Other	Club Mbership	Car		Other	State Approp.	Program Revenue
Athletic Administration:															
x	Pauline Thiros		1.00	175,011					Yes	Yes		Yes	175,011		
x	Laureen Orozco	B	0.73	37,042											
x	Phillip Pleasant	A	0.30	15,323								No	15,323		
x	Veronica O'Brien		0.42	37,595											
x	Nancy Graziano		0.66	56,372				56,372				No	56,372		
x	Haley Harrison		0.98	38,474				38,474				No	38,474		
x	Steven Schaack		1.00	62,994								No	62,994		
x	Brandon Payne		1.00	44,270								No	44,270		
x	Dustin Enslinger		1.00	61,047								No	61,047		
x	Nicolas Anderson	B	0.27	10,635								No		10,635	
x	Hailie Cowdell	B	0.27	10,830								No			
x	Danielle Burningham	A	0.35	13,959				13,959				No	13,959		
x	Elizabeth Reinstein		1.00	40,570								No	40,570		
x	Daniel Ryan		1.00	63,120				63,120				No	46,371		6,924
x	Brandon Stephens		0.33	13,846								No			
x	Jarius Fields		0.92	36,211								No			
x	Quintin Kohorst		1.00	40,508								No	40,508		
Bengal Foundation															
x	Donna Hays		1.00	55,140				55,140				No		55,140	
Men's Sports															
Football															
x	Robert Phenicie		0.91	153,541	2,000			6,000		Yes		Yes	153,541	6,000	2,000
x	Michael Philipp		1.00	40,959	1,281							No	40,959		1,281
x	Joe Hall		1.00	40,959	1,281							No	40,959		1,281
x	Roger Cooper		1.00	77,084	1,281			1,625			Yes	No	61,604	17,025	8,205
x	Tyson Munns		1.00	51,918								No	51,918		0
x	Steven Fifita	A	0.25	11,744				1,625	13,369			No	11,744	1,625	0
x	Agalelei Talamaiavao	B	0.82	34,813	1,281							No	34,813		
x	Aaron Prier		1.00	31,134	2,906			1,625				No	31,134		2,906
x	Michael Ferriter		1.00	61,708	1,281			1,625				No	61,708	1,625	1,281
x	Charles Yancy		1.00	42,981	1,281			1,625	45,887			No	42,981	1,625	1,281
x	Tevita Fiefia		1.00	62,288	1,281			1,625				No	62,288	1,625	1,281
Basketball															
x	Ryan Looney		0.96	110,494	1,500			15,000		Yes		Yes	110,494		16,500
x	Jared Phay	A	0.92	74,359	1,500							No	74,359		1,500
x	Christopher McMillian		1.00	37,061	3,500							No	37,061		3,500
x	Davis Furman	B	0.04	1,346	1,500							No	1,346		1,500
x	Jose White		1.00	37,061	1,500							No	37,061		1,500
Tennis															
x	Mark Rodel	A	0.57	25,065								No	25,065		
x	Alexander Free	B	0.12	4,769								No	4,769		
x	York Strother	A	0.23	10,015								No	10,015		
(A) = indicates previous coach / employee (B) = indicates current coach / employee															
Track & Field															
x	Hillary L. Merkley		0.46	30,829				325		Yes		No	30,829		325
x	Joseph Silvers		0.50	20,330								No	20,330		
Cross Country															
x	Nathan Houle		0.50	28,530				28,530				No	28,530		

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Depart/Name/Title		Athletic FTE	Compensation			Contract Bonuses			Perks			Multi-Yr Contract	Funding		
			Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform..	Other	Club Mbership	Car		Other	State Approp.	Program Revenue
Women's Sports															
Basketball															
x	Seton Sobolewski		0.96	113,770				19,860	133,630		Yes	Yes	113,770	19,860	
x	Ryan Johnson		1.00	50,194	3,390			5,400			Yes	No	50,194		3,390
x	James Brewster	B	0.04	1,385								No	1,385		0
x	Katelin Richey	A	0.92	25,843								No	25,843		0
x	Courtnie Smith	B	0.04	943								No	943		0
x	Jasmine Stohr	A	0.92	28,884				1,156				No	28,884		0
Volleyball															
x	Samantha Stuart		0.91	64,657	6,500			3,733			Yes	Yes	64,657		10,233
	Robert Berrett		1.00	43,055	6,500							No	43,055		6,500
Tennis															
x	Gretchen Maloney		0.85	45,048								No	45,048		
Track & Field															
x	Hillary L. Merkley		0.46	30,829				325			Yes	Yes	30,829		
x	Joseph Silvers		0.50	20,330								No	20,330		
Golf															
x	Dallen Atkins		0.37	23,080					23,080			No	23,080		
x	Greta Carlson		0.12	4,620								No		4,620	
Cross Country															
x	Nathan Houle		0.50	28,530					28,530			No	28,530		
Soccer															
x	Deborah Brereton		1.00	66,700	8,000						Yes		66,700		8,000
x	Samantha Etherington	B	0.19	7,692								No	7,692		
x	Kevin Holguin	A	0.65	14,400	3,500							No	14,400		3,500
Softball															
x	Candi Letts	A	0.08	4,901								Yes	4,901		0
x	Cristal Brown	B	0.87	53,244							Yes				
x	Sabrina Boyd	B	0.77	34,615											
x	Alex Schultz	A	0.10	3,946								No	3,946		0
Totals			41.74	2,468,601	51,263	0	0	0	61,549				2,142,594	119,780	82,887

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

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FY 2024 Estimated Compensation																
Depart/Name/Title		Athletic FTE	Compensation			Contract Bonus			Perks			Multi-Yr Contract	Funding			Base Salary Annualized Change
			Base Salary	Camps/ Clinics	Media & Other	Academic Perform.	Winning Perform.	Other	Club Mbership	Car	Other		State Approp.	Program Revenue	All Other	
Athletic Administration:																
x	Pauline Thiros	Athletic Director	1.00	175,011								Yes	175,011			0%
x	Robyn Sharp	Sr Assc AD Int Op&Sprt Prf/SWA	0.63	56,106								No	56,106			New
x	Brooke Pehrson	Academic Advisor	1.00	40,000								No		40,000		New
x	Steven Schaack	Asst AD for Media Relations	1.00	68,175								No	68,175			8%
x	Haley Ha A	Asst Director Media Relations	0.62	25,070								No	25,070			3%
	Jonathan B	Asst Director Media Relations	0.47	19,089								No	19,089			New
	Dustin Enslinger	Head Athletic Trainer	1.00	61,086								No	61,086			0%
	Nicolas Anderson	Asst Sports Trainer	1.00	40,062								No		40,062		New
	Santiago Segura B	Asst Sports Trainer	0.92	36,988								No	36,988			New
	Brandon Payne	Athletic Sport Trainer	1.00	46,846								No	46,846			6%
	Elizabeth Reinstein	Athletic Sport Trainer	1.00	40,622								No	40,622			0%
	Daniel R3A	Dir of Strength & Conditioning	0.65	40,788								No	30,820	9,968		-1%
	Brandon B	Dir of Strength & Conditioning	0.38	23,595												New
	Brandon A	Asst Dir of Strength and Condition	0.60	28,626												New
	Jarius Fields	Director of Sports Marketing	0.96	40,416								No		40,416		New
	Quintin Kohorst	Athletic Equipment Manager	1.00	40,560								No	40,560			0%
Bengal Foundation																
	Donna Hays	Exec Dir Bengal Foundation	0.19	10,547								No		10,547		1%
Men's Sports																
Football																
	Robert Phenicie	Hd Coach	0.91	153,676					Yes			Yes	153,676			0%
	Charles Yancy	Asst Coach	1.00	43,035	500							No	43,035		500	0%
	Michael Philipp	Asst Coach/Offensive Line	1.00	40,997	500							No	40,997		500	0%
	Joe Hall	Asst Coach	1.00	40,997	500							No	40,997		500	0%
	Roger Cooper	Defensive Coordinator	1.00	77,085	500							No	61,672	15,413	500	0%
	Tyson Munns	Director of Football Oper./Video C	1.00	51,979	500							No	51,979		500	0%
	Agalelei Talamai	Asst Coach - Defensive Line	1.00	42,494	500							No	42,494		500	New
	Michael Ferriter	Asst Coach/Offensive Coor.	1.00	61,776	500							No	61,776		500	0%
	Aaron Prier	Asst Coach/Academic Liaison	1.00	31,179	500							No	31,179		500	0%
	Tevita Fiefla	Asst Coach / Special Teams Coor	1.00	62,379	500							No	62,379		500	0%
Basketball																
	Ryan Looney	Hd Coach	0.96	110,515	1,500				Yes			Yes	110,515		1,500	0%
	Davis Furman	Asst Coach	1.00	35,000	1,500				Yes			No	35,000		1,500	4%
	Christopher McMill	Asst Coach	1.00	36,566	1,500							No	36,566		1,500	-1%
	Jose White	Asst Coach	1.00	36,566	1,500							No	36,566		1,500	-1%
Tennis																
	Alexander Free	Hd Coach	1.00	37,344								No	37,344			New
(A) = indicates previous coach / employee																
(B) = indicates current coach / employee																
Track & Field																
	Hillary L. Merkley	Hd Coach	0.45	30,862								No	30,862			0%
	Joseph Silvers	Asst Track & Field Coach	0.50	20,363								No	20,363			0%
Cross Country																
	Nathan Houle	Hd Coach	0.50	28,530								No	28,530			0%

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		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Mbrship	Car	Other		State Approp.	Program Revenue	All Other	
Women's Sports																
Basketball																
Seton Sobolewski Hd Coach	0.96	114,119								Yes		Yes	114,119			0%
Ryan Johnson Asst Coach	1.00	50,253								Yes		No	50,253			0%
Courtnie Smith Asst Coach	1.00	27,997										No	27,997			New
James Brewster Asst Coach	1.00	32,510										No	32,510			New
Volleyball																
Samantha Stuart Hd Coach	0.91	64,677	6,500							Yes		Yes	64,677		6,500	0%
Robert Berrett Asst Coach	1.00	43,077	6,500									No	43,077		6,500	0%
Tennis																
Gretchen Maloney Hd Coach	0.92	50,000										No	50,000			2%
Track & Field																
Hillary L. Merkley Hd Coach	0.45	30,862										Yes	30,862			0%
Joseph Silvers Asst Track & Field Coach	0.50	20,363										No	20,363			0%
Golf																
Dallen Atkins Hd Coach	0.38	24,003										No	24,003			2%
Cross Country																
Nathan Houle Hd Coach	0.50	28,530										No	28,530			0%
Soccer																
Deborah Brereton Hd Coach	1.00	66,747	5,000							Yes		Yes	66,747		5,000	0%
Kevin Holguin Asst Coach	1.00	39,957	3,500									No	39,957		3,500	New
Softball																
Cristal Brown Hd Coach	1.00	61,526								Yes		Yes	61,526			1%
Sabrina Boyd Asst Coach	1.00	45,000										No	45,000			0%
Grand Total	42.36	#####	32,000	0	0	0	0	0					#####	156,406	32,000	

(A) = indicates previous coach / employee

(B) = indicates current coach / employee

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Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other				Funding		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other
Athletic Administration:															
Terry Gawlik	Athletic Director	1.00	153,279		15,000	3,858	^^			yes+		yes	157,137	15,000	
Rob Spear	Athletic Director (retirement)	0.00	65,169	*								yes	65,169	-	
Pete Isakson	Interim AD (to Advancement)	0.00	30,012	*	7,500								30,012	7,500	
Thomas Zimmer	Business Manager, Athletics	1.00	88,070										88,070	-	
Ugis Svazs	Compliance Coord (resigned)	1.00	7,162										7,162	-	
Margaret Henderson	Asst Business Manager	1.00	46,930											46,930	
Sean McIlraith	Administrative Coordinator	1.00	43,143										1,600	41,543	
Abigail Oliver	Administrative Coordinator	1.00	36,236											36,236	
Alyssa Wilson	Administrative Coordinator	1.00	3,706										1,222	2,484	
George Casper	NCAA Compliance Coord	0.00	2,058										2,058		
Anthony Castro	Dir. Equip Rm	1.00	52,582											52,582	
Gary Monteer	Asst Equip Rm	1.00	34,835											34,835	
Matt Weinberg	Director Video Svcs	1.00	41,154			4,000	^^							45,154	
Kiaira Cooper	Asst Dir Media Communictns	1.00	6,914			(1,568)	^^							5,346	
Timothy Jackson	Communications Spec	1.00	9,002											9,002	
Michael Garner	Director Creative Content	1.00	39,305			1,415	^^							40,720	
Brittney Burt	Multimedia Content Coord	1.00	27,385											27,385	
Joe St. Pierre	Dir. Med. Rel	1.00	49,360											49,360	
Paige McFeeley	Asst. Med Rel	1.00	25,938			2,904	^^							28,841	
Wyatt Hall	Asst. Med Rel	1.00	24,731			3,900	^^							28,631	
Michael Walsh	Asst. Med Rel	1.00	19,867											19,867	
Christopher Walsh	Hd Trainer	1.00	68,556		800								68,556	-	800
Justin Pomar	Asst Trainer	1.00	49,420										49,420	-	
Clayton Malinich	Asst Trainer	1.00	45,011		350	4,500	^^						45,011	4,500	350
Kassandra Johnson	Asst Trainer	1.00	45,594		165	569	^^							46,163	165
Ann Brown		0.00	2,500												
Stacy Asplund	Student Insurance Coord	1.00	35,612										35,612	-	
Jake Scharnhorst	Strength Coach	1.00	64,833											64,833	
Miles Gemberling	Asst Strength	1.00	43,138											43,138	
Isaac Wendt	Asst Strength	1.00	29,420											29,420	
Tim Mooney	Assoc AD/External Ops	1.00	118,030							yes				118,030	
Shelly Robson	Devl. Coord. (Advancement)	0.00	990							yes			990	990	
Eric Anderson	Devl. Coord.	1.00	22,191											22,191	
Martin Northcroft	Dir Marketing/Promotions	1.00	48,560											48,560	

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Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other				Funding		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other
Michael Jackson Director of Ticket Ops	1.00	49,042			5,000	^^								54,042	
Ryan Maley Asst Dir Ticket Ops	1.00	1,613			53	^^							1,666		
Christin Fort Learning Spec (Acad Support)	0.06	2,895												2,895	
Men's Sports															
Football															
Paul Petrino Hd Coach	1.00	193,325		255,000		10,000			yes+		yes		203,325	255,000	
Kris Cinkovich Assistant	1.00	159,390	1,400						yes+				159,390	-	1,400
Michael Breske Assistant	1.00	138,527	1,400										138,527	-	1,400
Charles Molnar Assistant	1.00	78,582	1,400	5,272					yes+				78,582	5,272	1,400
Luther Elliss Assistant	1.00	72,591	1,400										72,591	-	1,400
Vernon Smith Assistant	1.00	66,850	1,400						yes+				66,850	-	1,400
Adam Breske Assistant	1.00	65,540	4,900						yes+				65,540	-	4,900
Brian Reader Assistant	1.00	58,551	4,900										58,551	-	4,900
Steve Oliver Assistant	1.00	41,792	4,900										41,792	-	4,900
Jamie Schultz Assistant	1.00	43,554	1,400						yes				43,554	-	1,400
Anthony Spencer Assistant	1.00	37,543	1,400										37,543	-	1,400
James (JD) Johnson Dir. of FB Ops	1.00	44,065	1,400		832	^^			yes				44,065	832	1,400
Basketball															
Zachary Claus Interim Hd Coach	1.00	106,272		20,000					yes+				106,272	20,000	
Tim Murphy Assistant	1.00	73,028		15,000					yes				73,028	15,000	
Doug Novsek Assistant (temporary)	1.00	44,318		6,000									44,318	6,000	
Kirk Earlywine Assistant (non-renewal)	1.00	46,071		12,500					yes+				46,071	12,500	
Vacant Dir Player Development	1.00	0											-	-	
Men's Track & XC															
Tim Cawley Dir. of T&F	0.50	34,395		4,000		1,000							35,395	4,000	
Travis Floeck Assistant	0.50	24,658											24,658	-	
Cathleen Cawley Assistant	0.50	19,166											19,166	-	
Brett Olsen Assistant	0.50	13,228											13,228	-	
Golf															
David Nuhn Hd Coach	1.00	42,928				750							43,678	-	
Tennis															
Daniel Hangstefer Hd Coach	1.00	37,543											37,543	-	

Women's Sports

Basketball

BAHR

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Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other				Funding		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other
Jon Newlee Hd Coach	1.00	116,910		18,000		1,500	19,659	36,000	&	yes		yes	174,069	18,000	
Christa Sanford Associate	1.00	65,540											65,540	-	
Drew Muscatell Assistant	1.00	35,546	600	5,000									35,546	5,000	600
Jordan Kelley Assistant	1.00	26,659			3,500 ^^								30,159	-	
Jeri Jacobson Assistant	1.00	4,627	600										4,627		600
Women's Track & XC															
Tim Cawley Dir. of T&F	0.50	34,395		4,000		1,750							36,145	4,000	
Travis Floeck Assistant	0.50	24,658											24,658	-	
Cathleen Cawley Assistant	0.50	19,167											19,167	-	
Brett Olsen Assistant	0.50	13,228											13,228	-	
Volleyball															
Debbie Buchanan Hd Coach	1.00	94,098		15,000		1,500				yes+		yes	95,598	15,000	
Brian Lamppa Associate	1.00	6,063		5,000									11,063		
David Gannon Assistant	1.00	39,582											39,582	-	
Meika Wagner Assistant (new hire)	1.00	16,603		2,000									16,603	2,000	
Women's Soccer															
Jeremy Clevenger Hd Coach	1.00	52,540				1,500						yes	54,040	-	
Sean Mapson Assistant	1.00	33,550											33,550	-	
Women's Golf															
Lisa Ferrero Hd Coach	1.00	37,968			4,700 ^^								42,668	-	
Lisa Johnson Hd Coach	0.00	937											937		
Tennis															
Babar Akbar Hd Coach	1.00	41,266											41,266	-	
Women's Swimming															
Mark Sowa Hd Coach	1.00	58,572		18,000		1,500						yes	60,072	18,000	
James Southerland Assistant	1.00	31,095											27,305	3,812	
Grand Totals	69.06	3,629,164	28,415	407,272	33,662	19,500	19,659	36,000					2,833,175	1,310,594	28,415

* Displaying only 1.0 FTE per position where there were vacancies and consecutive incumbents in a position during the year

^ other portion of full FTE paid by Advancement

^^ employee moving reimbursement (now runs through payroll)

& 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

yes* had a car for part of year only

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		Compensation				Contract Bonus			Other				Funding			Base Salary		
		Athletic	Base	Camps/	Equip Co	Academic	Winning		Club			Multi-Yr	State	Program	All	Annualized		
Depart/PCN/Name/Title		FTE	Salary	Clinics	Media	& Other	Perform	Perform.	Other	Memb.	Car	Other	Contract	Approp.	Revenue	Other	Change	Comments
Athletic Administration																		
8475	Gawlik, Terry																	
		1.00	200,013			15,000		20,000	20,000		yes+		yes	220,013	55,000		0.0%	
8480	Zimmer, Thomas														88,525		0.0%	
8651	Vacant														46,509		n/a	vacant
8482	McIlraith, Sean														41,543		0.0%	
8691	Vacant														36,275		n/a	vacant
8490	Castro, Anthony														52,603		0.0%	
8491	Boswell, Elijah														33,384		n/a	new
8492	Weinberg, Matt														40,165		0.0%	
8636	Garner, Michael														34,091		0.0%	
8484	Burt, Brittney														34,507		0.0%	
8495	St. Pierre, Joseph														52,520		0.0%	
8494	McFeeley, Paige														40,352		2.9%	
8493	Hall, Wyatt														40,352		2.9%	
8504	Walsh, Christopher													68,578	-	0	0.0%	
8500	Pomar, Justin													49,442	-		0.0%	
8650	Malinich, Clayton													45,011	-	0	0.0%	
8660	Johnson, Kassandra														45,594	0	0.0%	
8483	Asplund, Stacy													35,630	-		0.0%	
8689	Schamhorst, Jacob														64,854		0.0%	
8687	Croninger, Noah														29,536		n/a	new
8688	Gemberling, Miles														43,160		0.0%	
8630	Mooney, Timothy										yes				120,869		0.0%	
6534	Vacant														-		n/a	vacant
8485	Robson, Shelly										yes						n/a	non-Athletic fun
6419	Martin, Matthew																n/a	non-Athletic fun
8644	Anderson, Eric														36,005		0.0%	
8690	Vacant														-		n/a	vacant
8692	Northcroft, Martin														55,619		0.0%	
6379	Jackson, Michael														50,003		0.0%	
6376	Maley, Ryan														45,011		n/a	new
6179	Martin, Sydney														2,897		n/a	new
Men's Sports																		
Men's Football																		
8550	Petrino, Paul							20,000			yes+		yes	215,603	255,000		0.0%	
8557	Cinkovich, Kris										yes+			159,411	-	0	0.0%	
8559	Breske, Michael													138,549	-	0	0.0%	
8558	Pryce, Tracy														50,565		n/a	new
8556	Molnar, Charles										yes+			78,603	5,272	0	0.0%	

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Depart/PCN/Name/Title	Athletic FTE	Compensation			Contract Bonus			Other				Funding			Base Salary	
		Base Salary	Camps/ Clinics	Equip Co Media & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change	Comments
8552 Elliss, Luther Assistant	1.00	72,613										72,613	-	0	0.0%	
8553 Smith, Vernon Assistant	1.00	66,872						yes+				66,872	-	0	0.0%	
8554 Breske, Adam Assistant	1.00	65,562						yes+				65,562	-	0	0.0%	
8551 Reader, Brian Assistant	1.00	58,573										58,573	-	0	0.0%	
8555 Schultz, James Assistant	1.00	43,576						yes				43,576	-	0	0.0%	
8693 Spencer, Anthony Assistant	1.00	37,565										37,565	-	0	0.0%	
8592 James (JD) Johnson Asst AD, Football Ops	1.00	44,179						yes				44,179	-	0	0.0%	
Men's Basketball																
8571 Claus, Zachary Head Coach	1.00	130,000		20,000	2,000	12,000		yes				144,000	20,000		22.3%	new
8560 Hill, Jonathan Assistant	1.00	73,050										73,050			n/a	new
8570 Tripp, Kenneth Assistant	1.00	46,093										46,093			n/a	new
8572 Novsek, Doug Associate	1.00	72,009										72,009	-		60.0%	was temp
8672 Vacant Associate	1.00	0										0			n/a	vacant
8573 Vacant Dir Player Development	1.00	0										-	-		n/a	vacant
Men's Track & XC																
8580 Cawley, Tim Dir. of T&F	0.50	34,538		4,000	1,000	3,000						38,538	4,000		0.0%	
8530 Floeck, Travis Assistant	0.50	24,669										24,669	-		0.0%	
8581 Cawley, Cathleen Assistant	0.50	19,250										19,250			0.0%	
8635 Olsen, Brett Assistant	0.50	13,239										13,239	-		0.0%	
Men's Golf																
8591 Nuhn, David Hd Coach	1.00	43,451			1,000	3,000						47,451	-		0.0%	
Men's Tennis																
8515 Hangstefer, Daniel Hd Coach	1.00	37,565										37,565	-		0.0%	
Women's Sports																
Women's Basketball																
8520 Newlee, Jon Hd Coach	1.00	117,083		18,000	1,500	32,512	10,000	yes			yes	161,095	18,000		0.0%	
8521 Sanford, Christa Associate	1.00	65,562										65,562	-		0.0%	
8523 Muscatelli, Drew Assistant	1.00	35,568										35,568	-	0	0.0%	
8522 Kelley, Jordan Assistant	1.00	35,006										35,006	-		0.0%	
Women's Track & XC																
8580 Cawley, Tim Dir. of T&F	0.50	34,538		4,000	1,000	3,000						38,538	4,000		0.0%	
8530 Floeck, Travis Assistant	0.50	24,669										24,669	-		0.0%	
8581 Cawley, Cathleen Assistant	0.50	19,250													0.0%	
8635 Olsen, Brett Assistant	0.50	13,239										13,239	-		0.0%	
Women's Volleyball																
8540 Buchanan, Debra Hd Coach	1.00	94,120		7,500	1,500	2,000		yes+			yes	97,620	7,500		0.0%	
8541 Gannon, David Assistant	1.00	39,603										39,603	-		0.0%	
8497 Wagner, Meika Assistant	1.00	39,603										39,603			0.0%	

Intercollegiate Athletics Compensation Report
University of Idaho
FY2021 Estimated Compensation

Depart/PCN/Name/Title	Compensation					Contract Bonus			Other				Funding			Base Salary	
	Athletic	Base	Camps/		Equip Co	Academic	Winning		Club				State	Program	All	Annualized	Comments
	FTE	Salary	Clinics	Media	& Other	Perform	Perform.	Other	Memb.	Car	Other	Contract	Approp.	Revenue	Other	Change	
Women's Soccer																	
8517	Clevenger, Jeremy	Hd Coach	1.00	52,562		1,000	2,000					yes	55,562	-		0.0%	
8518	Mapson, Sean	Assistant	1.00	33,571									33,571	-		0.0%	
Women's Golf																	
8590	Ferrero, Lisa	Hd Coach	1.00	47,008		1,000	2,000						50,008	-		0.0%	
Women's Tennis																	
8673	Babar Akbar	Hd Coach	1.00	41,288		1,000	2,000						44,288	-		0.0%	
Women's Swimming																	
8671	Mark Sowa	Hd Coach	1.00	58,594		1,000	2,000					yes	61,594	18,000		0.0%	
8531	Southerland, James	Assistant	1.00	31,117									27,305	3,812		0.0%	
Grand Totals			65.06	3,722,539	0	351,772	0	52,000	83,512	10,000			2,789,039	1,424,958	0		

* other portion of full FTE paid by Academic support

^ other portion of full FTE paid by Advancement

^^ employee moving reimbursement (now runs through payroll)

& 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

yes* had a car for part of year only

**Intercollegiate Athletics Compensation Report
Lewis-Clark State College
FY2020 Actual Compensation**

Depart/Name/Title	FTE	Compensation				Contract Bonus			Other			All Compensation		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Car	Multi-Yr Contract	State Approp.	Program Revenue	All Other
Athletic Administration														
Brooke Henze	Director, Athletics	1.00	84,379					2,000	No	No	No	79,019		7,360
Alex Slocum (New)	Director, Facilities & Operations	1.00	36,549						No	No	No	36,549		
Melissa Weitz (New)	Athletic Operations	1.00	37,999						No	No	No	26,219		11,780
Tracy Collins	Trainer	1.00	52,426						No	No	No	52,426		
Taryn Cadez-Schmidt	Asst. Athletic Trainer	1.00	41,346						No	No	No	31,010		10,336
Allison Beck	Athletic Operations Manager	1.00	41,814						No	No	No	41,814		
Kristina Keener	Business Manager	1.00	44,889						No	No	No	15,262		29,627
Melissa Strerath (Old)	Admin. Asst. 2	1.00	28,450						No	No	No	9,673		18,777
Men's Sports														
Basketball														
Austin Johnson	Head Coach	1.00	58,385						No	Yes	No	58,385		
Leif Karlberg	Asst. Coach	0.63	25,423	1,000					No	No	No		26,423	
Calab Johnson (New)	Asst. Coach	0.18	7,000	1,040					No	No	No		8,040	
Baseball														
Jake Taylor	Asst. Coach	1.00	71,600				1,000	500	No	Yes	No	73,100		
William Silvestri	Asst. Coach	1.00	40,951						No	No	No	40,951		
Allen Balmer	Asst. Coach	1.00	51,963						No	No	No	51,963		
Raymond Pedrina	Asst. Coach	0.13	5,000						No	No	No		5,000	
Cross-Country														
Mike Collins	Head Coach	0.25	14,715				750	250	No	No	No	15,715		
Cyrus Hall	Asst. Coach	0.25	10,370						No	No	No	10,370		
Track														
Mike Collins	Head Coach	0.25	14,715				250	250	No	No	No	15,215		
Cyrus Hall	Asst. Coach	0.25	10,370						No	No	No	10,370		
Jacob Whittaker	Throws Coach	0.04	1,800						No	No	No		1,800	
Sam Atkin (New)	Asst. Coach	0.04	1,800						No	No	No		1,800	
Falk Thieme (New)	Asst. Coach	0.01	271						No	No	No		271	
Matthew Kelley	Pole Vault Asst.	0.04	1,800						No	No	No		1,800	
Tennis														
Kai Fong	Head Coach	0.50	30,031						No	No	No	8,409		21,622
Golf														
Kyla Lien	Head Coach	0.50	20,000						No	No	No	20,000		
Chris Lien	Asst. Coach	0.13	2,500						No	No	No		2,500	
Marissa Louder	Asst. Coach	0.12	2,250						No	No	No		2,250	

Intercollegiate Athletics Compensation Report
 Lewis-Clark State College
 FY2020 Actual Compensation
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Depart/Name/Title	FTE	Compensation				Contract Bonus			Perks			All Compensation		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Car	Multi-Yr Contract	State Approp.	Program Revenue	All Other
Women's Sports														
Basketball														
Brian Orr		Head Coach	1.00	61,238			1,000	500	No	Yes	No	62,738		
Caelyn Orlandi		Asst. Coach	1.00	40,000					No	No	No	25,600		14,400
Cross-Country														
Mike Collins		Head Coach	0.25	14,715			750	250	No	No	No	15,715		
Cyrus Hall		Asst. Coach	0.25	10,370					No	No	No	10,370		
Track														
Mike Collins		Head Coach	0.25	14,714			750	250	No	No	No	15,714		
Cyrus Hall		Asst. Coach	0.25	10,370					No	No	No	10,370		
Jacob Whittaker		Throws Coach	0.04	1,800					No	No	No		1,800	
Sam Atkin (New)		Asst. Coach	0.04	1,800					No	No	No		1,800	
Falk Thieme (New)		Asst. Coach	0.01	271					No	No	No		271	
Matthew Kelley		Pole Vault Asst.	0.04	1,800					No	No	No		1,800	
Volleyball														
Shaun Pohlman		Head Coach	1.00	51,300	750				No	Yes	No	51,300	750	
George Laughlin		Asst. Coach	1.00	40,000					No	No	No	40,000		
Tennis														
Kai Fong		Head Coach	0.50	30,032					No	No	No	8,409		21,623
Golf														
Kyla Lien		Head Coach	0.50	20,000			1,000	500	No	No	No	21,500		
Chris Lien		Asst. Coach	0.13	2,500					No	No	No		2,500	
Marissa Louder		Asst. Coach	0.12	2,250					No	No	No		2,250	
GRAND TOTAL			21.70	1,041,955	2,790	0	0	0	5,500	4,500		858,166	61,055	135,525

Intercollegiate Athletics Compensation Report
Lewis-Clark State College
FY2021 Estimated Compensation

Depart/Name/Title	FTE	Compensation				Contract Bonus			Other			All Compensation			Base Salary
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Car	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change
Athletic Administration															
Brooke Henze		Director, Athletics	1.00	84,379				2,500	No	No	No	86,879			0.00%
Alex Slocum		Director, Facilities & Operations	1.00	41,500					No	No	No	41,500			0.00%
Tracy Collins		Trainer	1.00	52,426					No	No	No	52,426			0.00%
Taryn Cadez-Schmidt		Asst. Athletic Trainer	1.00	41,346					No	No	No	31,010		10,336	0.00%
Logan Prins (New)		Asst. Athletic Trainer	0.49	20,000					No	No	No			20,000	New
Allison Beck (Old)		Athletic Operations Manager	1.00	23,723					No	No	No	23,723			0.00%
Melissa Weitz (New)		Director of Marketing & Promotions	1.00	23,544					No	No	No	23,544			New
Kristina Keener		Business Manager	1.00	44,889					No	No	No	30,076		14,813	0.00%
Men's Sports															
Basketball															
Austin Johnson		Head Coach	1.00	58,385	3,500			1,500 1,000	No	Yes	No	60,885	3,500		0.00%
Leif Karlberg		Asst. Coach	1.00	40,061		250			No	No	No	22,434		17,877	0.00%
Calab Johnson		Asst. Coach	0.17	7,000		250			No	No	No			7,250	0.00%
Baseball															
Jake Taylor		Head Coach	1.00	71,600					No	Yes	No	71,600			0.00%
William Silvestri		Asst. Coach	1.00	40,951					No	No	No	40,951			0.00%
Allen Balmer		Asst. Coach	1.00	51,963					No	No	No	51,963			0.00%
Raymond Pedrina		Asst. Coach	0.12	5,000					No	No	No		5,000		0.00%
Cross-Country															
Mike Collins		Head Coach	0.25	14,715				1,000 500	No	No	No	16,215			0.00%
Cyrus Hall		Asst. Coach	0.25	10,370					No	No	No	10,370			0.00%
Sam Atkin		Asst. Coach	0.03	1,125					No	No	No		1,125		0.00%
Track															
Mike Collins		Head Coach	0.25	14,715				250	No	No	No	14,965			0.00%
Cyrus Hall		Asst. Coach	0.25	10,370					No	No	No	10,370			0.00%
Jacob Whittaker		Asst. Coach	0.04	1,800					No	No	No		1,800		0.00%
Matthew Kelley		Pole Vault Asst.	0.04	1,800					No	No	No		1,800		0.00%
Tennis															
Kai Fong		Head Coach	0.50	30,032				250	No	No	No	8,659		21,623	0.00%
Golf															
Kyla (Clancy) Lien (Old)		Head Coach	1.00	13,628				250	No	No	No	13,878			0.00%
Kyla (Clancy) Lien (New)		Interim Head Coach (IH)	0.12	5,000					No	No	No	5,000			0.00%
Marissa Louder		Asst. Coach	0.11	4,500					No	No	No		4,500		0.00%

Intercollegiate Athletics Compensation Report
Lewis-Clark State College
FY2021 Estimated Compensation
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Depart/Name/Title	FTE	Compensation				Contract Bonus			Perks			All Compensation			Base Salary
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Car	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change
Women's Sports															
Basketball															
Brian Orr		Head Coach	1.00	61,238				1,000	500	No	Yes	No	62,738		0.00%
Caelyn Orlandi		Asst. Coach	1.00	40,000						No	No	No	40,000		0.00%
Cross-Country															
Mike Collins		Head Coach	0.25	14,715				500	500	No	No	No	15,715		0.00%
Cyrus Hall		Asst. Coach	0.25	10,369						No	No	No	10,369		0.00%
Sam Atkin		Asst. Coach	0.03	1,125						No	No	No		1,125	0.00%
Track															
Mike Collins		Head Coach	0.25	14,714				750	500	No	No	No	15,964		0.00%
Cyrus Hall		Asst. Coach	0.25	10,369						No	No	No	10,369		0.00%
Jacob Whittaker		Asst. Coach	0.04	1,800						No	No	No		1,800	0.00%
Matthew Kelley		Pole Vault Asst.	0.04	1,800						No	No	No		1,800	0.00%
Volleyball															
Shaun Pohlman		Head Coach	1.00	51,300					500	No	Yes	No	51,800		0.00%
George Laughlin		Asst. Coach	1.00	40,000						No	No	No	40,000		0.00%
Tennis															
Kai Fong		Head Coach	0.50	30,031					250	No	No	No	8,659	21,622	0.00%
Golf															
Kyla (Clancy) Lien (Old)		Head Coach	1.00	13,628					250	No	No	No	13,878		0.00%
Kyla (Clancy) Lien (New)		Interim Head Coach (IH)	0.12	5,000						No	No	No	5,000		0.00%
Marissa Louder		Asst. Coach	0.11	4,500						No	No	No		4,500	0.00%
GRAND TOTAL			22.46	1,015,412	3,500	0	500	0	5,000	7,000			890,940	26,950	113,521

BUSINESS AFFAIRS AND HUMAN RESOURCES

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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.

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)). Relative to intercollegiate athletics, the Office for Civil Rights considers three broad areas in determining whether or not an institution is meeting its Title IX obligations. The three areas address equity in athletic participation opportunities, athletically-related financial aid and other program benefits, supports and services.

In 1996 the US Department of Education's Office for Civil Rights (OCR) issued a "Clarification of Intercollegiate Athletics Policy Guidance" This guidance addressed the three broad areas of Title IX compliance and made clear that relative to area 1 regarding participation opportunities, any of the 3 prongs may be used to demonstrate compliance.

See: <https://www2.ed.gov/about/offices/list/ocr/docs/title9-qa-20100420.html>

First, the selection of sports and the level of competition must accommodate the students' interests and abilities, using one of the three prongs listed below: Institutions may demonstrate they are meeting Title IX obligations using any of the three prongs.

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

BUSINESS AFFAIRS AND HUMAN RESOURCES

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and abilities of the members of that gender have been **fully and effectively accommodated** by the present program.

Second, athletic-related 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.

Overall, compliance is determined based on a program-wide consideration, and, not on a sport-by-sport comparison.

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. The reports 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
Attachment 2: BSU Gender Equity Worksheet
Attachment 3: ISU Gender Equity Narrative
Attachment 4: ISU Gender Equity Worksheet
Attachment 5: UI Gender Equity Narrative
Attachment 6: UI Gender Equity Worksheet
Attachment 7: LCSC Gender Equity Narrative
Attachment 8: LCSC Gender Equity Worksheet

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

BUSINESS AFFAIRS AND HUMAN RESOURCES

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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 across the areas of Title IX.

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

I move to accept the Athletics Gender Equity Reports as presented by Boise State University, Idaho State University, Lewis-Clark State College, and the University of Idaho.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

Title IX Compliance – Boise State Athletics

Historically at Boise State University, the Athletic Department regularly monitors and reviews gender equity for compliance with Title IX Athletic Requirements. This process is usually completed annually with either oversight from the Intercollegiate Athletic Advisory Committee (IAAC) Gender-Equity Subcommittee or through the retention of national consultant, *Good Sports, Inc., Title IX and Gender Equity Specialists*. The outcome of this annual process includes recommendations to the university that are intended to help achieve compliance where gender differences may currently exist and help maintain compliance in areas where gender differences may be developing. In 2019-2020, the disruption in collegiate athletics caused by COVID 19 made this regular review challenging with unprecedented discontinuation of sports program competitive seasons, disruptions to regular budgeting practices and a resulting change in program offerings at Boise State. Therefore an update of a summary of recommendations and ongoing progress towards completion of recommendations in the program areas of Equipment and Supplies, Scheduling of Games and Practice Time, Travel and Per Diem Allowances, Tutoring, Coaching, Facilities, Medical and Training Facilities and Services, Housing and Dining Facilities and Services, Publicity, Support Services and Recruitment will be further evaluated and updated in the fall of 2021. The analysis of Accommodation of Interests and Abilities (Participation) and the Athletic Financial Assistance (Scholarships) with strategies for monitoring compliance in both programs areas is provided below.

Participation Opportunities

Compliance for this component means meeting one test of the three-part test for participation opportunities. Institution officials may choose which test the institution will meet. An institution must do one of the following three:

1. Provide women and men with participation opportunities at rates that are proportionate to their respective rates of enrollment as full-time undergraduate students (test one); or
2. Demonstrate continuing program expansion for the underrepresented gender (test two); or
3. Fully accommodate the underrepresented gender (test three).

Boise State strives to meet test one (proportionality) of the three-part test for participation opportunities and has met this compliance component nine out of the last ten academic years. Participation rates for 2019-20 showed a slight potential of non-compliance, however the cancelation of the outdoor track season all together prevented several participants that would have otherwise been counted or potentially added to the program to not have the opportunity to compete. Therefore, participation calculations for FY20 demonstrated an athletic participation rate that was disproportionate to the respective undergraduate rate of enrollment. FY20 athletic participation (duplicated participant count) was 50.5% women to 49.5% men. Boise State's fulltime undergraduate enrollment was 55.3% women and 44.7% men. The margin of error to meet compliance with regard to test one at Boise State University is an approximate two-percentage point variance between athletic representation and undergraduate enrollment. In FY20, the discrepancy between athletic participation and undergraduate representation was a variance of 4.8% with disadvantage to females.

When the compliance in the participation component is not met in test one (proportionality), an analysis for compliance with test two (program expansion) and test three (full accommodation) should be considered. At Boise State, an outside consultant evaluated all three tests in the 2018-2019 academic year. At that time, it was suggested that Boise State may not be viewed as meeting test two, program expansion for the underrepresented sex, because despite adding three women's teams in the last ten years

(swimming and diving in 2006, softball in 2008, and beach volleyball in 2014) the argument could be made that sufficient interest and ability among women likely existed in those sports before the timeframe in which they were added. Additionally, and perhaps more significantly, three women's teams (field hockey, skiing and swimming and diving in 2020) have also been discontinued in the program's history. Thus Boise State might not be viewed as meeting test two. Boise State also does not appear to meet test three (full accommodation of the underrepresented sex), as evidence suggests the potential for significant interest, ability, and competition in Boise State's normal competitive region for women's lacrosse, water polo and still exists for swimming and diving. Therefore, full accommodation of interests and abilities for women has likely not been achieved.

Boise State has been compliant with test one (proportionality) for nine of the ten years leading up to FY20. However, achieving compliance through proportionality has proven more challenging as the undergraduate enrollment rate at Boise State continues to demonstrate an increase in female full time undergraduate enrollment. As demonstrated by the table below, the full time undergraduate female population has increased to an unprecedented high rate of 56.1%, and respectively an unprecedented male enrollment rate of 43.9%, representing a 1.8 percentage point variance in undergraduate enrollment in just three years (and an decrease of 5 percentage points in male undergraduate enrollment in the past six years).

Full Time Undergraduate Enrollment – Boise State University FY19-FY21

Year	Female Enrollment	Percentage of Undergrad Population	Male Enrollment	Percentage of Undergrad Population
2018-19	6,997 fall '18= only	54.9%	5,748 fall '18= only	45.1%
2019-20	7,244 fall '19= only	55.3%	5,859 fall '19= only	44.7%
2020-21	7,267 fall '20= only	56.1%	5,694 fall '20= only	43.9%

To address Title IX compliance with regard to participation, head coaches have provided recruiting targets and projected squad sizes that demonstrate growth in the women's program while providing quality athletic experiences to each participant and a closely monitored squad size in the men's programs over the next two recruiting seasons. These squad size goals are consistent with maintaining a nationally competitive program while assessing the department's overall ability to achieve compliance in Title IX participation requirements in a reasonable time frame given the changing landscape of undergraduate enrollment by gender.

At this time, it is most reasonable for Boise State to remain focused on achieving compliance with regard to participation through proportionality (test one). As an ongoing practice of the department, 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 and monitored closely, as it represents the Athletic Department's continued effort to achieve proportionate participation opportunities with respect to undergraduate enrollment in the immediate future.

Financial Aid

Compliance for this program component means total scholarship dollars awarded are substantially proportionate to participation rates for male and female student-athletes. To be in compliance, an institution must do the following:

1. For the regular academic year, athletic based financial aid awarded to male and female student-athletes must be “substantially proportionate” to their respective rates of financial aid participation (within 1%).
2. For the summer term, provide athletic scholarship awards that are equally available to all male and female student-athletes who desire summer term aid; otherwise, provide proportionate awards.
3. For fifth-year students who have exhausted their eligibility, provide fifth-year athletic scholarship awards that are equally available to all male and female student-athletes who desire degree completion aid; otherwise, provide proportionate awards.

In 2019-2020, Boise State **did comply with this program component** because athletic aid was provided at a rate that was proportionate to athletic participation. Men represented 51.7% (205) of the participants (unduplicated count) and when comparing the *NCAA Squad List Athletic Grant Amount*, men received 52.2% of the financial aid showing a 0.4% variance (within the standard of compliance of +/-1%).

It is noteworthy that the athletic programs offered at Boise State University in FY20 allowed an NCAA imposed maximum of 119 athletic scholarships that can be awarded to female participants and 131.3 athletic scholarships that could have been awarded to male participants. In FY20, 109.6 of the 119 scholarships (92.1%) were awarded to females and 129.1 of the 131.3 (98.3%) were awarded to male participants.

For that reason, it is recommended that scholarship budgets for female programs continue to be monitored to assure equity throughout the department and that coaches fully award female athletic scholarship dollars unless there is a reasonable professional decision to do otherwise.

Summer Term and Fifth Year Aid

Summer term awards and fifth year aid for student-athletes who have exhausted their eligibility are analyzed separately from each other and separately 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. A review of the set policy for awarding summer term financial aid and fifth year aid shows it is equally available to male and female student-athletes who request aid, which suggests Boise State is in compliance with Title IX.

Boise State University
Equity in Athletics Disclosure Act (EADA) Report
Report on Athletic Program Participation Rates and Financial Support Data
July 1, 2019 through June 30, 2020

University Enrollment

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	5,817	45%
Female Students	7,218	55%
Totals	13,035	100%

Athletic Student Aid & Recruiting

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$ 4,554,854	54%	\$ 374,908
Women's Teams	\$ 3,920,875	46%	\$ 183,195
Totals for All Teams	\$ 8,475,729	100%	\$ 558,103

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
Baseball	32	0	0	0	0	0
Basketball	17	20	0	0	0	0
Beach Volleyball	0	23	0	11	0	0
Cross Country	16	23	16	23	15	21
Football	109	0	0	0	0	0
Golf	11	8	0	0	0	0
Gymnastics	0	15	0	0	0	0
Soccer	0	35	0	0	0	0
Softball	0	23	0	0	0	0
Swimming and Diving	0	26	0	0	0	0
Tennis	9	13	0	0	0	0
Track, Indoor	26	32	26	32	16	23
Track, Outdoor	0	0	0	0	0	0
Volleyball	0	18	0	11	0	0
Wrestling	0	0	0	0	0	0
Others	0	0	0	0	0	0
Total Participants	220	236	42	77	31	44
Participant Proportion	48.25%	51.75%				
Unduplicated Count of Participants	204	195				

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		\$ 290,979	\$ -	\$ 290,979	\$ 932,869	\$ -	\$ 932,869	\$ (641,890)	\$ -	\$ (641,890)
Basketball		\$ 5,198,696	\$ 1,036,551	\$ 6,235,247	\$ 3,446,875	\$ 2,482,994	\$ 5,929,869	\$ 1,751,821	\$ (1,446,443)	\$ 305,378
Beach Volleyball		\$ -	\$ 255,836	\$ 255,836	\$ -	\$ 280,512	\$ 280,512	\$ -	\$ (24,676)	\$ (24,676)
Football		\$ 20,292,836	\$ -	\$ 20,292,836	\$ 14,605,795	\$ -	\$ 14,605,795	\$ 5,687,041	\$ -	\$ 5,687,041
Golf		\$ 98,335	\$ 149,284	\$ 247,619	\$ 351,650	\$ 365,031	\$ 716,681	\$ (253,315)	\$ (215,747)	\$ (469,062)
Gymnastics		\$ -	\$ 504,405	\$ 504,405	\$ -	\$ 1,027,089	\$ 1,027,089	\$ -	\$ (522,684)	\$ (522,684)
Soccer		\$ -	\$ 417,077	\$ 417,077	\$ -	\$ 984,663	\$ 984,663	\$ -	\$ (567,586)	\$ (567,586)
Softball		\$ -	\$ 362,894	\$ 362,894	\$ -	\$ 824,893	\$ 824,893	\$ -	\$ (461,999)	\$ (461,999)
Swimming and Diving		\$ -	\$ 435,152	\$ 435,152	\$ -	\$ 942,195	\$ 942,195	\$ -	\$ (507,043)	\$ (507,043)
Tennis		\$ 209,878	\$ 312,271	\$ 522,149	\$ 433,751	\$ 598,903	\$ 1,032,654	\$ (223,873)	\$ (286,632)	\$ (510,505)
Track		\$ 281,018	\$ 322,976	\$ 603,994	\$ 829,655	\$ 898,795	\$ 1,728,450	\$ (548,637)	\$ (575,819)	\$ (1,124,456)
Volleyball		\$ -	\$ 436,852	\$ 436,852	\$ -	\$ 1,107,028	\$ 1,107,028	\$ -	\$ (670,176)	\$ (670,176)
Wrestling		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Totals for All Teams		\$ 26,371,742	\$ 4,233,298	\$ 30,605,040	\$ 20,600,595	\$ 9,512,103	\$ 30,112,698	\$ 5,771,147	\$ (5,278,805)	\$ 492,342
Not Allocated by Gender/Sport				\$ 12,065,324			\$ 12,556,370			\$ (491,046)
Grand Totals for Athletics				\$ 42,670,364			\$ 42,669,068			\$ 1,296
Totals for All Sports Except Football & Basketball		\$ 880,210	\$ 3,196,747	\$ 4,076,957	\$ 2,547,925	\$ 7,029,109	\$ 9,577,034	\$ (1,667,715)	\$ (3,832,362)	\$ (5,500,077)

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
Baseball		\$ 128,930	\$ -	\$ 128,930	32	0	32	\$ 4,029	\$ -	\$ 4,029
Basketball		\$ 683,544	\$ 446,419	\$ 1,129,963	17	20	37	\$ 40,208	\$ 22,321	\$ 62,529
Beach Volleyball		\$ -	\$ 10,762	\$ 10,762	0	23	23	\$ -	\$ 468	\$ 468
Football		\$ 1,851,728	\$ -	\$ 1,851,728	109	0	109	\$ 16,988	\$ -	\$ 16,988
Golf		\$ 71,143	\$ 50,154	\$ 121,297	11	8	19	\$ 6,468	\$ 6,269	\$ 12,737
Gymnastics		\$ -	\$ 118,127	\$ 118,127	0	15	15	\$ -	\$ 7,875	\$ 7,875
Soccer		\$ -	\$ 126,741	\$ 126,741	0	35	35	\$ -	\$ 3,621	\$ 3,621
Softball		\$ -	\$ 139,704	\$ 139,704	0	23	23	\$ -	\$ 6,074	\$ 6,074
Swimming and Diving		\$ -	\$ 179,496	\$ 179,496	0	26	26	\$ -	\$ 6,904	\$ 6,904
Tennis		\$ 58,632	\$ 44,243	\$ 102,875	9	13	22	\$ 6,515	\$ 3,403	\$ 9,918
Track		\$ 82,004	\$ 88,837	\$ 170,841	42	55	97	\$ 1,952	\$ 1,615	\$ 3,568
Volleyball		\$ -	\$ 164,026	\$ 164,026	0	18	18	\$ -	\$ 9,113	\$ 9,113
Wrestling		\$ -	\$ -	\$ -	0	0	0	\$ -	\$ -	\$ -
Totals for All Teams		\$ 2,875,981	\$ 1,368,509	\$ 4,244,490	220	236	456	\$ 13,073	\$ 5,799	\$ 9,308
Totals for All Sports Except Football & Basketball		\$ 340,709	\$ 922,090	\$ 1,262,799	94	216	310	\$ 18,964	\$ 45,342	\$ 64,306

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	\$ 518,924	\$ 117,269	\$135,245	\$53,600
Number of Coaches Used to Calculate Average	6	10	22	21
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$ 568,165	\$123,182	\$ 159,111	\$63,236
Full-Time Equivalents (FTEs) Used to Calculate Average	5.48	9.52	18.70	17.80

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	
Men's Varsity Teams									
Baseball	1		1						1
Basketball	1		1						1
Football	1		1						1
Golf	1		1						1
Tennis	1		1						1
Wrestling	0		0						0
Track & Field & Cross Country		1	1						1
Totals for Men's Teams	5	1	6	0	0	0	0	0	6
Women's Varsity Teams									
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
Totals for Women's Teams	4	1	5	0	5	0	5	0	10

Counts of Assistant Coaches

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned to Team Full-Time	Assigned to a team Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned to Team Full-Time	Assigned to a team Part Time	Full-Time Employee	Part-Time/Volunteer	
Men's Varsity Teams									
Baseball	2	1	2	1					3
Basketball	3		3						3
Football	10	4	10	4					14
Golf		1		1					1
Tennis	1		1						1
Wrestling	0	0	0	0					0
Track & Field & Cross Country		6	4	2		2	1	1	8
Totals for Men's Teams	16	12	20	8	0	2	1	1	30
Women's Varsity Teams									
Basketball	1		1		2		2		3
Beach Volleyball		1	1			1		1	2
Golf		1		1		1		1	2
Gymnastics	1		1		1		1		2
Soccer	2		2			1		1	3
Softball	1		1		1	1	1	1	3
Swimming & Diving	2		2			1		1	3
Tennis					1		1		1
Track & Field & Cross Country		6	4	2		2	1	1	8
Volleyball		1	1		2		2		3
Totals for Women's Teams	7	9	13	3	7	7	8	6	30

Idaho State University Gender Equity Narrative February 2021

Idaho State University and the Department of Athletics are committed to providing quality opportunities and experiences to all student-athletes, and to compliance with Title IX of the Education Amendments of 1972.

In order to inform its long and short term efforts, Idaho State University executed an internal review of Title IX compliance relative to gender equity, and commissioned a comprehensive external gender equity review, the results of which were delivered early in 2019. Upon receipt, President Satterlee appointed a committee including representatives from Administration, Athletics, Faculty, Diversity and Inclusion, Human Resources, Financial Affairs, Student Affairs, and the student body to develop a Five Year Gender Equity Plan, which continues to guide our efforts. This narrative will outline steps taken to address recommendations of the external review, to demonstrate progress on the Five Year Gender Equity Plan, and to provide a snapshot of the current status of compliance.

Prong I of Title IX - Participation Proportionate to Enrollment

The 2019-2020 FTE at Idaho State University included 1,990 male students and 2,889 female students, representing 41% and 59% of FTE, respectively. This is a substantial change from the previous year, for which 45% of the FTE were men and 55% were women, making the burden to achieve proportionality greater. Trying to meet this constantly changing target, and one that can shift by so much in a single year, will be a challenge.

Total participation in intercollegiate athletics included 202 opportunities for men, and 205 opportunities for women, representing 49.5% participation for males and 50.5% for females. This ratio fails to meet the Proportionality Prong of Title IX by 6.5%, after taking into consideration the acceptable 1% margin. In the previous year, ISU was within 4%, however, the largest contributing factor this year was the 4% shift in enrollment at ISU.

For 2019-20, ISU Athletics imposed roster limits in the sports of Men's Basketball (17) and Football (100). In a continued attempt to make progress, ISU Athletics added a roster limit for Men's Indoor Track & Field, Men's Outdoor Track & Field, and Men's Cross Country in 2020-21, allowing a maximum total number of 79 opportunities across rosters, eliminating 5 opportunities for men from the previous year. Further measures are planned for 2021-22 to limit the Men's Tennis Roster to a maximum of 8, which will eliminate 2 opportunities and may take 2 years to reach due to existing scholarship commitments. Simultaneously, the department is working to offer increased female participation by adding a modest number of opportunities to rosters of existing women's teams as feasible.

Two factors which represent major challenges in achieving proportionality are (1) the changing proportions of men and women enrolled full time at ISU, and (2) the one time covid eligibility

extension granted by the NCAA due the pandemic, which will retain men and women alike on rosters across the country. In order to address the latter, Idaho State University will require men's teams to stay within roster limits unless approved in writing by the Director of Athletics, and women's teams will be permitted to take full advantage of covid extension waivers as desired.

Prong II of Title IX - History and Continuing Practice of Program Expansion for the Underrepresented Sex

Idaho State University currently offers 15 teams, six teams for men and nine teams for women, and aside from expanding rosters of current women's teams, has not added an additional women's sport in more than 5 years. In order to demonstrate a significant expansion of opportunities, Idaho State University will need to explore adding a women's sport in the future.

Prong III of Title IX - Full and Effective Accommodation of the Interests/Abilities of Underrepresented Sex

The determination of whether women are fully and effectively accommodated by the present program includes determining whether there is sufficient interest and ability among women for a viable team not currently offered in the intercollegiate program. The Athletic Director has been approached by one member of the public who requested Idaho State University consider the addition of Judo as an intercollegiate sport due to interest and ability in the region, and by three members of the public who advocate for the addition of wrestling.

A survey was conducted by the FAR and the Athletics Advisory Board (AAB) to gather data regarding the level of interest and ability with regard to potential women's sport additions. The most recent survey targeted all current full-time students at Idaho State University, and identified (1) swimming, (2) rugby and (3) beach volleyball as having the most significant interest. No steps were taken to begin long term planning for the addition of a women's sport due to the need for more statistically valid data, and due to the significant budget impacts of COVID-19.

Financial Aid

Each ISU female sport is funded to the NCAA maximum level of scholarships, while limits are imposed internally on men's tennis, track & field and cross country. In 2019-20, \$2,517,715 or 52% of financial aid was distributed to male student-athletes and \$2,312,529 or 48% of financial aid was distributed to female student athletes. As demonstrated on the chart below, this difference may be attributed to the fact that the Big Sky Conference Core Sports, which are required for membership, indicate a higher NCAA scholarship limit for men's sports than women's sports, 93.1 for men and 85 for women at full funding. While ISU limits men's scholarships to 90, it still represents 5 more full scholarships for men overall, accounting for the \$205,186 inequity.

NCAA Scholarship Limits for Big Sky Conference Core Sports					
MEN			WOMEN		
SPORT	NCAA LIMIT	ISU FUNDING	SPORT	NCAA LIMIT	ISU FUNDING
Football	63	63	Softball	12	12
TF/Cross	12.6	10	TF/Cross	18	18
Basketball	13	13	Basketball	15	15
Tennis	4.5	4	Tennis	8	8
			Volleyball	12	12
			Golf	6	6
			Soccer	14	14
TOTAL	93.1	90	TOTAL	85	85

Efforts are made to ensure the NCAA maximums are awarded in all women's sports, but fluctuations occur in rosters with early graduations, transfers and recruiting gaps. The practice of allowing unutilized scholarship funds within a program to be spent to fund other areas of that program has been discontinued, eliminating an unintended incentive to "save" scholarship funds in order to supplement other budgetary needs in women's programs.

Equitable Treatment and Quality of Experience Within Programs

Providing a quality experience and appropriate support to all student athletes is the top priority of the Department of Athletics. While the long term goal is to achieve Proportionality, the short term goal is to provide an equal and quality experience for Bengal student-athletes across genders. We feel strongly that we must invest properly in existing opportunities before creating additional opportunities which could diminish overall quality of programs. Ensuring equitable, high quality experiences for all student athletes, and addressing specifically identified deficiencies in women's programs, has been the focus of program reallocations and investments.

Through last year's budget process, resources were reallocated to address areas of inequity. The largest inequity in 2018-19 was in the allocation of team recruiting budgets, which spent \$166,316 recruiting for men's sports, and \$74,043 recruiting for women's sports. Following an internal review of appropriate recruiting practices, real program needs based on roster

availability, and estimates by program of the cost to meet those needs, a budget reallocation was achieved resulting in \$77,582 spent recruiting in men's sports and \$64,231 recruiting in female sports. This adjustment to the budgeting process reduced the overall recruiting expense in athletics from \$240,359 to \$141,813, a net savings of approximately \$100,000. This savings was reallocated to help sustain the budget enhancements which had been funded for one year by the one time increase in funding of \$125,000 approved by the Idaho State Board of Education in 2019 to begin to address gender equity concerns.

Additional improvements in the treatment and experience of student athletes have been funded through budget reallocations and fundraising, as illustrated below:

INITIATIVE	REQUIRED FUNDING	FUNDING VEHICLE
Davis Field was completed in November of 2020 and represents the first time 139 student athletes, the majority of them female, in TFX and Soccer will be provided with a safe and proper competition and practice venue, as well as the opportunity to compete at home.	\$7,400,000	Institutional Funds
An Assistant Strength and Conditioning Coach was hired in July of 2020, significantly improving the access to skilled coaching and instruction for women's teams.	\$100,000 annually	Fundraising
Space was secured to construct and equip a golf practice facility, including golf simulators and other training aids. The women's golf team has never had access to an indoor training facility.	\$25,000	Fundraising
A state of the art film room is currently under construction in Reed Gymnasium to serve the sports of Volleyball and Basketball. Previously space was difficult to secure and most teams were not able to convene to host film sessions as available space was only sufficient to accommodate football.	\$50,000	Fundraising
For the first time, the Men's Tennis Team was provided with a locker room in the basement of Reed Gymnasium, with custom built lockers.	\$10,000	Fundraising
The Women's Tennis Head Coach was extended a 12 month contract. Women's Tennis had previously only garnered a 9 month contract.	\$10,000 annually	Budget Reallocation
Women's TFX budget was increased from \$619K to \$720K to allow for equitable travel, meals, and equipment.	\$100,000 annually	Budget Reallocation
Women's Volleyball added a graduate assistant, increasing the availability of skilled instruction to 18 female student athletes.	\$23,000 annually	Fundraising, NRTW
Secured state of the art athletic training and recovery equipment which has been provided to every athletic team equitably, providing equal and robust access to recovery tools across sports and genders.	\$20,000	Fundraising

Secured an appropriate stock of TFX shoes to be able to distribute student athletes ample numbers of shoes for competition and practice, which requires multiple pairs annually. Previously budgets allowed for one pair of shoes annually, if “deemed necessary.”	\$15,000	Fundraising, Reallocation of Adidas Promotional Funds, Budget Reallocation
Purchased additional and up-to-date laundry equipment capable of providing laundry services across all teams in and equitable fashion.	\$20,000	Budget Reallocation
Adjusted Supplemental Compensation in TFX, VB, Soccer, and Tennis to be more equitable with FB and BB.	\$20,000 annually	Budget Reallocation
Purchased new net systems, padding and instant replay for women’s volleyball. Previous equipment was more than 25 years old.	\$15,000	Fundraising
Athletics has begun construction on women’s golf lockers in Reed Gymnasium, located near their new practice venue. Lockers are being built to accommodate and securely store high value golf bags and clubs. Currently, golf student athletes have no storage available and store their clubs in their cars. This will fully address this need.	\$10,000	Fundraising
Implemented the use of a universal player pack with standard items including travel suit, backpack, long sleeve t-shirt, tights, issued across all sports to ensure equity in basic gear.	\$0	Reallocation of Equipment Budget
Beginning a project to install infrastructure to establish the ability to live stream ISU Women’s Softball at Miller Ranch Stadium. Intended completion is Spring 2022.	\$30,000	Fundraising, Gift in Kind
In preparation for progress in the area of access to quality instruction in the coming year, athletics is working through the budget process with the goal of identifying additional funds to add an additional assistant coach to the Track & Field / Cross Program.	\$25,000 annually	Reallocation of Funds
Funded a nutrition budget to dramatically increase the product available to all student athletes for the purpose of recovery. Power Core products are now available across sports, when previously had been available only to football	\$25,000 annually	Renegotiation of a vendor contract to include \$25K in product
ISU Athletics will host an intercollegiate volleyball invitational in fall of 2021, with a goal of doing so annually. This initiative supports the provision of equitable scheduling and competition opportunities for 18 female student athletes.	\$14,000 annually	Fundraising and Sponsorships

All of the improvements noted herein were elements of the 5 Year Gender Equity Plan. The Department of Athletics will continue to monitor progress and take steps to continually improve the level of Title IX Gender Equity Compliance on an annual basis.

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University Enrollment

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	1,990	40.8%
Female Students	2,889	59.2%
Totals	4,879	100%

Athletic Student Aid & Recruiting

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$ 2,517,715	52%	\$ 77,582
Women's Teams	2,312,529	48%	64,231
Totals for All Teams	\$ 4,830,244	100%	\$ 141,813

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	17	18	35				
Football	100		100	4		1	
Golf		9	9				
Soccer		28	28		1		
Softball		20	20				
Tennis	8	9	17				
Track & Field (Indoor)	34	43	77	34	43	13	18
Track & Field (Outdoor)	31	43	74	31	43	13	18
Cross Country	12	18	30	12	18	12	17
Volleyball		17	17				
Total Participants	202	205	407	81	105	39	53
Percentage of Total	50%	50%	100%				
Unduplicated Count	155	143	298				

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	\$1,221,275	\$1,205,781	\$ 2,427,056	\$1,221,275	\$1,205,781	\$ 2,427,056	\$ -	\$ -	\$ -
Football	\$3,906,124		\$ 3,906,124	\$3,906,124		\$ 3,906,124	0		\$ -
Golf		156,985	\$ 156,985		\$156,985	\$ 156,985		0	\$ -
Soccer		708,906	\$ 708,906		\$708,906	\$ 708,906		0	\$ -
Softball		633,721	\$ 633,721		\$633,721	\$ 633,721		0	\$ -
Tennis	249,750	362,865	\$ 612,615	\$249,750	\$362,865	\$ 612,615	0	0	\$ -
Track & Field & Cross Country	476,409	720,247	\$ 1,196,656	\$476,409	\$720,247	\$ 1,196,656	0	0	\$ -
Volleyball		764,099	\$ 764,099		\$764,099	\$ 764,099		0	\$ -
Totals for All Teams	\$5,853,558	\$ 4,552,604	\$ 10,406,162	\$5,853,558	\$4,552,604	\$ 10,406,162	\$ -	\$ -	\$ -
Not Allocated by Gender/Sport			3,175,444			3,175,444			\$ -
Grand Totals for Athletics			\$ 13,581,606			\$ 13,581,606			\$ -
Totals for All Sports Except Football & Basketball			\$ 7,248,426			\$ 7,248,426			\$ -

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	\$ 360,551	\$ 264,384	\$ 624,936	17	18	35	\$21,208.90	\$ 14,688.01	\$ 17,855.30
Football	\$ 791,151		\$ 791,151	100		100	\$ 7,911.51		\$ 7,911.51
Golf		35,206	\$ 35,206		9	9		3,912	\$ 3,911.75
Soccer		128,813	\$ 128,813		28	28		4,600	\$ 4,600.48
Softball		152,855	\$ 152,855		20	20		7,643	\$ 7,642.73
Tennis	40,787	31,157	\$ 71,944	8	9	17	5,098	3,462	\$ 4,232.03
Track & Field & Cross Country	81,543	75,461	\$ 157,004	77	104	181		726	\$ 867.42
Volleyball		142,275	\$ 142,275		17	17		8,369	\$ 8,369.14
Totals for All Teams	\$1,274,032	\$ 830,152	\$ 2,104,184	202	205	407	\$6,307	\$4,050	\$5,170
Totals for All Sports Except Football & Basketball			\$ 688,098			272			\$ 2,530

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	\$ 78,514	\$ 57,692	\$ 40,884	\$ 24,351
Number of Head Coaches Used to Calculate Average	5	8	16	13
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$ 98,142	\$ 72,683	\$ 50,397	\$ 36,513
Full-Time Equivalents (FTEs) Used to Calculate Average	4.00	6.35	12.98	8.67

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	
Men's Varsity Teams									
Basketball	1		1						1
Football	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1			1	1		2
Totals for Men's Teams	3	1	4	0	0	1	1	0	5
Women's Varsity Teams									
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
Totals for Women's Teams	1	2	2	1	4	1	5	0	8

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	
Men's Varsity Teams									
Basketball	3	1	3	1					4
Football	8	1	8	1					9
Tennis									0
Track & Field & Cross Country		2	1	1		1		1	3
Totals for Men's Teams	11	4	12	3	0	1	0	1	16
Women's Varsity Teams									
Basketball	2		2		1	1	1	1	4
Golf						1	1		1
Soccer					1		1		1
Softball					1		1		1
Tennis						1	1		1
Track & Field & Cross Country		2	1	1		1		1	3
Volleyball	1		1			1		1	2
Totals for Women's Teams	3	2	4	1	3	5	5	3	13

The University of Idaho Athletic Department is committed to gender equity in all facets as directed by the Title IX Statute of 1972. Further, Title IX protocol is followed simply because we believe in its fundamental principle. The Office of Civil Rights issued an Intercollegiate Athletics Policy Interpretation in 1979 which is the major source for specific requirements of athletic programs and in addressing the three program components. As a civil rights law, two basic provisions are to be followed: equal access to programs and equal treatment once in the program. We incorporate these principles and policies into our daily routine to strive to meet the requirements.

Equal access will be addressed by the accommodation of interest and abilities and discussed in Section 1, Participation Opportunities. Section II will outline Financial Aid. The last section, Athletic Benefits and Opportunities will include (but is not limited to) the areas of equipment, travel, scheduling of contests and practices, salaries, facilities, medical and training facilities and services, recovery options, and academic support.

As discussed in last year's narrative, following an external consultant review, several gender equity recommendations were suggested. Due to the impact of the COVID-19 pandemic, these areas and all the program component areas-participation, financial aid, athletic benefits, and opportunities are still being reviewed and implemented by the newly appointed Director of Athletics and the Director of Compliance. A systemized approach of utilizing a three-year snapshot was implemented in Spring of 2020 and will continue to be used going forward.

I. Participation Opportunities.

2017-18 undergraduate enrollment percentages were:	Male-52.3%	Female-47.7%
Athletic participation was:	Male-55.0%	Female-45.0%
2018-19 undergraduate enrollment percentages were:	Male-51.9%	Female-48.1%
Athletic participation was:	Male-53.9%	Female-46.1%
2019-2020 undergraduate enrollment percentages are:	Male-51.1%	Female-48.9%
Athletic participation was:	Male-53.9%	Female-46.1%
2020-2021 undergraduate enrollment percentages are:	Male-48.0%	Female-52.0%
Projected Athletic participation is:	Male-53.0%	Female-47.0%

To begin addressing the proportionality gap, roster management was previously scheduled to be implemented in Fall of 2020. While the implementation process was started, the cancellation of Fall competitions given the COVID pandemic, student-athletes opting out (NCAA allowed), and various other challenges delayed full implementation. The plan is ongoing to assign our men's teams a maximum roster target number as well as assign the women's programs a minimum number to meet or exceed. In roster management implementation planning meetings with the current coaching staffs, these target numbers were deemed attainable. A number of these meetings were held in preparation for the 2021-2022 academic year. Of course, campus enrollment numbers and percentages fluctuate and thus it is challenging to hit upon the exact percentage number year in and year out. Athletics will adjust the

numbers as best as possible, however it is not feasible to hit a “moving” target of enrollment. ATTACHMENT 5
denying promised participation opportunities to student-athletes.

II. Financial Aid

All coaches and sport programs at the University of Idaho are given the opportunity to offer the NCAA maximum scholarship limits of their sport. The actual scholarship dollars vary due to in-state and out-of-state tuition rates. There are no limits placed upon the sport regarding the location of where the student comes from and what they can offer. This allows our coaches to recruit across the country and internationally which is critical to bringing diversity into our programs and to campus. With this philosophy in place and the campus gender percentage fluctuation in enrollment, it is difficult if not almost impossible to be compliant with financial aid awards exactly matching campus enrollment participation percentages. Another challenge is not all coaches award the full number of scholarships, even though they are allowed the opportunity to do so. This occurs for various reasons, most frequently do to balancing out the number of incoming recruiting classes. Moving forward, coaches will be strongly encouraged to use all available scholarship allotments.

A summer school aid policy has been implemented to ensure equitable gender access to designated female and male sports and to correct eligibility issues. Certain sports, Football, Men’s and Women’s Basketball, and to some extent Volleyball and Women’s Soccer, can utilize the summer period to train their teams with coaching staff or strength coaches present. The other sports that are offered at Idaho have restrictions in place that do not allow this practice opportunity with staff members present (unless there is a safety exemption). This opportunity skews the amount of aid offered as football has the largest NCAA scholarship limit of 63 and no other female sport has such high number. Our two largest women’s sports do not have summer access opportunities which in theory could help offset the cost of funding football.

As noted in the 2019-2020 EADA report the Student Aid dollars awarded were:
57% males and 43% females.

III. Athletic Benefits and Opportunities

COVID-19 did impact planning that was previously noted to begin in Summer 2020. While not fully implemented, budget development and controls, reviewing spending, contract reviews, and benchmarking with conference members have begun and will continue until complete to ensure equitable policies and procedures are in place.

The UI Athletic Department continues to hold a weekly scheduling meeting to ensure all sports have equal access to facilities for practice and competition. Sports medicine, academic services, and the refueling station is open to all athletes equally, as are recovery services.

IV. Conclusion

As stated earlier, a three-year rolling report has begun to monitor all areas of Title IX and track not only progress but nuances. This report will also track trends and keep record of substantial differences between genders. A Gender Equity committee will be reactivated to monitor these trends and accomplishments.

University of Idaho
Equity in Athletics Disclosure Act (EADA) Report
Report on Athletic Program Participation Rates and Financial Support Data
July 1, 2019 through June 30, 2020

University Enrollment

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	3,433	51.1%
Female Students	3,285	48.9%
Totals	6,718	100.0%

Athletic Student Aid & Recruiting

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$3,590,022	57%	\$189,422
Women's Teams	2,740,261	43%	114,638
Totals for All Teams	\$6,330,283	100%	\$304,060

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	17	13	30	1			
Football	108		108	2		1	
Golf	9	8	17				
Soccer		32	32				
Swimming & Diving		28	28				
Tennis	10	8	18				
Track & Field (Indoor)	27	31	58	27	31	12	12
Track & Field (Outdoor)	29	32	61	28	32	12	12
Cross Country	12	13	25	12	13	11	12
Volleyball		16	16				
Total Participants	212	181	393	70	76	36	36
Percentage of Total	53.9%	46.1%	100%				
Unduplicated Count	171	137	308				

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	\$ 1,457,371	\$ 1,355,585	\$ 2,812,956	\$ 1,457,371	\$ 1,355,585	\$ 2,812,956	\$ -	\$ -	\$ -
Football	5,662,737		5,662,737	5,662,737		5,662,737	-	-	-
Golf	305,861	374,921	680,782	305,861	374,921	680,782	-	-	-
Soccer		826,062	826,062		826,062	826,062		-	-
Swimming & Diving		615,718	615,718		615,718	615,718		-	-
Tennis	320,372	448,769	769,141	320,372	448,769	769,141	-	-	-
Track & Field & Cross Country	614,678	790,231	1,404,909	614,678	790,231	1,404,909	-	-	-
Volleyball		917,270	917,270		917,270	917,270		-	-
Totals for All Teams	\$ 8,361,019	\$ 5,328,556	\$ 13,689,575	\$ 8,361,019	\$ 5,328,556	\$ 13,689,575	\$ -	\$ -	\$ -
Not Allocated by Gender/Sport			4,794,655			4,794,655			-
Grand Totals for Athletics			\$ 18,484,230			\$ 18,484,230			\$ -
Totals for All Sports Except Football & Basketball	\$ 1,240,911	\$ 3,972,971	\$ 5,213,882	\$ 1,240,911	\$ 3,972,971	\$ 5,213,882	\$ -	\$ -	\$ -

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	\$ 479,119	\$ 444,965	\$ 924,084	17	13	30	\$ 28,183	\$ 34,228	\$ 30,803
Football	1,412,883		1,412,883	108		108	13,082		13,082
Golf	55,428	72,625	128,053	9	8	17	6,159	9,078	7,533
Soccer		173,665	173,665		32	32		5,427	5,427
Swimming & Diving		150,471	150,471		28	28		5,374	5,374
Tennis	80,536	58,903	139,439	10	8	18	8,054	7,363	7,747
Track & Field & Cross Country	64,936	64,739	129,675	68	76	144	955	852	901
Volleyball		199,104	199,104		16	16		12,444	12,444
Totals for All Teams	\$ 2,092,902	\$ 1,164,472	\$ 3,257,374	212	181	393	\$ 9,872	\$ 6,434	\$ 8,288
Totals for All Sports Except Football & Basketball	\$200,900	\$719,507	\$920,407	87	168	255	\$2,309	\$4,283	\$3,609

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	\$86,905	\$72,634	\$63,952	\$31,689
Number of Head Coaches Used to Calculate Average	5	7	16	11
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$96,561	\$78,221	\$70,568	\$39,508
Full-Time Equivalents (FTEs) Used to Calculate Average	4.50	6.50	14.50	8.82

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	
Men's Varsity Teams									
Basketball	1		1						1
Football	1		1						1
Golf	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1						1
Totals for Men's Teams	4	1	5	0	0	0	0	0	5
Women's Varsity Teams									
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
Totals for Women's Teams	4	1	5	0	2	0	2	0	7

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	
Men's Varsity Teams									
Basketball	3		3						3
Football	10	2	10	2					12
Golf		1		1					1
Tennis									0
Track & Field & Cross Country		3	2	1		4	1	3	7
Totals for Men's Teams	13	6	15	4	0	4	1	3	23
Women's Varsity Teams									
Basketball	1		1		2		2		3
Golf									0
Soccer	1		1			2		2	3
Swimming & Diving	1		1			1		1	2
Tennis		1		1		1		1	2
Track & Field & Cross Country		3	2	1		4	1	3	7
Volleyball	1	1	1	1	1		1		3
Totals for Women's Teams	4	5	6	3	3	8	4	7	20

Gender Equity – Narrative

Lewis-Clark State College

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.

A. Proportionate to enrollment

Title IX compliance is assessed relative to interest and abilities, athletic financial aid and other program areas. Relative to interest and abilities and prong #1 of the 3 prong test, substantial proportionality, in FY20, athletic participation was 55% male to 45% female. LCSC's fulltime undergraduate enrollment in FY20 was 38% male and 62% female. This results in a 17% overrepresentation of male student-athletes. Prongs 2 and 3 look at the history and continuing practice of program expansion for the under-represented sex and full and effective accommodation of expressed interest and abilities of the under-represented sex. With these aspects of compliance in mind, LC State's 2-part Title IX Compliance Plan was accepted and approved by the SBOE in the spring of 2019. Part 1 of the Plan involves maximizing women's sport roster capacities with expansion which started in the fall of 2019. Part 2 involves the addition of a women's intercollegiate sport (e.g., soccer).

In order to achieve the roster goals in Part 1, coaching personnel, operating budgets and student-athlete scholarship dollars needed to be increased. In FY 2020, a total of 2.62 FTE were spread across three coaching positions, in essence moving the head women's and men's golf coach to full-time, and the assistant volleyball and assistant women's basketball coach from part-time to full-time, inclusive of fringe and benefits. In addition, a concerted effort to increase scholarship funding (through the Warrior Athletic Association and LC State Foundation) for athlete recruitment is continuing. In response to these efforts LC State's women's sport roster increased from a total of 81 19/20 to 98 20/21. This is especially noteworthy given the general negative impact on higher education enrollments associated with the pandemic. Finally, it is relevant that LC State's 20/21 coaching contracts were uniformly modified with language making roster growth and management a condition of supplemental compensation considerations.

For FY2021, despite austere budget realities, funding streams to support continued Plan progress are being implemented. Specifically, (1) Athletics' fundraising will, in essence, tax themselves 5% on dollars raised. These dollars will be allocated, under the direction of the Director of Athletics, to support operating expenses (OE) associated with expanded sport rosters; (2) a portion of alcohol sales during the NAIA World Series, will be directed toward Plan OE (currently on hold due to COVID restrictions); and (3) revenue captured in response to reduced travel expenses with the move from the Frontier to Cascade conference will be directed toward Plan OE (e.g., increased travel costs to accommodate expanded rosters).

B. Demonstrate continuing program expansion

Part 1 of the plan is the cornerstone of ongoing demonstration of a continuing practice of program expansion. The timeline for this part of the plan has been extended and will be ongoing. Part 2 of the LCSC Title IX Compliance Plan involves the addition of a women's sport. In 2010 LCSC engaged a sport-interest inquiry to determine which women's sport addition would have the greatest likelihood of success. Through that process it was determined that women's soccer should be LCSC's next sport addition

consideration. This determination was based on: (a) National and NAIA women's sport growth trends; (b) local/regional women's sport participation interests as reflected by high school sport participation (special attention was paid to local/regional high schools with the highest relative numbers of LCSC enrollment); (c) potential regional/conference competition opportunities; and (d) facilities needs and accessibility. At this time soccer is still the leading sport addition consideration. In support of this potential LC State has, for the past 2 years, listed Volmer Bowl/Sweeney Track acquisition and renovation among its top 3 Permanent Building Fund (PBF) request items. This facility is essential to advancing soccer as a future sport addition. To date, we have not secured funding support for this acquisition and renovation. LC State intends to continue putting this request forward and, now that the Schweitzer Career Technical Center is up and running, fundraising attention will shift to include this as one of the College's priorities.

- C. Fully accommodate the interest and abilities of the underrepresented gender
Relative to Title IX compliance, given LC State's athletics history and tradition, LC State's compliance efforts are focused on growing women's sport participation, while holding men's sport participation relatively constant. Ultimately, Part 1 of the Plan implementation is projected to result in a net gain of 24 women's sport participants, which translates to 45% women's sport participation (3- to 5-year implementation timeline). Part 2 includes the addition of a women's sport (e.g., Soccer). The initial roster size is estimated at 20 participants, with a potential to grow to 28 participants within 3 years of sport launch. This sport addition would translate to 50% - 52% women's sport participation. Re-evaluation of substantial proportionality, which is a moving target pending enrollment trends, will need to be ongoing and will dictate next steps (e.g., plan part 3?). Note: in an effort to further guide assessment of this aspect of Title IX compliance, as of Fall 2020, LC State added sport participation specific questions to its annual student survey. These questions and the sport participation interest and abilities information the survey reflects will be used to help LC State meet its Title IX obligations.

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 currently tilted toward females. Athletic student aid totals (allocation of actual resources in FY20) were 48.9% to males and 51.1% to females in comparison to the unduplicated participation rate of 56% males to 44% females. This results in a 7.3% proportional advantage for females. The recruitment efforts identified in the previous section will assist in progressing towards compliance by increasing female participation.

III. Equal Treatment of Programs: The benefits, opportunities, and treatments afforded sports participants are equivalent. LC State is compliant with the Equal Treatment of Programs requirement of Title IX. The LC State Athletics Department has adopted an intercollegiate athletics manual, with standardized policies and procedures that helps ensure ongoing compliance in this area.

Lewis-Clark State College
Equity in Athletics Disclosure Act (EADA) Report
Report on Athletic Program Participation Rates and Financial Support Data
July 1, 2019 through June 30, 2020

Revised Per COVID-19

University Enrollment

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	827	38%
Female Students	1,338	62%
Totals	2,165	100%

Athletic Student Aid & Recruiting

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$834,365	48.87%	\$7,096
Women's Teams	\$873,112	51.13%	2,616
Totals for All Teams	\$1,707,477	100%	\$9,712

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	40		40				
Basketball	17	12	29				
Golf	8	12	20				
Tennis	13	12	25				
Track & Field (Indoor)	24	28	52	23	28		
Track & Field (Outdoor)							
Cross Country	13	14	27	10	13		
Volleyball		17	17				
Total Participants	115	95	210	33	41	0	0
Percentage of Total	55%	45%	100%				
Unduplicated Count	105	82	187				

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	\$740,730		\$740,730	\$740,730		\$740,730	\$0		\$0
Basketball	384,451	427,359	811,810	384,451	427,359	811,810	0	0	0
Golf	117,672	151,701	269,373	117,672	151,701	269,373	0	0	0
Tennis	141,930	125,779	267,709	141,930	125,779	267,709	0	0	0
Track & Field (Indoor)	10,833	45,221	56,054	10,833	45,221	56,054	0	0	0
Track & Field (Outdoor)							0	0	0
Cross Country	99,463	145,274	244,737	99,463	145,274	244,737	0	0	0
Volleyball		453,811	453,811		453,811	453,811		0	0
Totals for All Teams	\$1,495,079	\$1,349,145	\$2,844,224	\$1,495,079	\$1,349,145	\$2,844,224	\$0	\$0	\$0
Not Allocated by Gender/Sport			849,482			784,977			64,505
Grand Totals for Athletics	\$1,495,079	\$1,349,145	\$3,693,706	\$1,495,079	\$1,349,145	\$3,629,201	\$0	\$0	\$64,505
Totals for All Sports Except Baseball & Basketball	\$369,898	\$921,786	\$1,291,684	\$369,898	\$921,786	\$1,291,684	\$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	\$63,830		\$63,830	40		40	\$1,596		\$1,596
Basketball	63,551	73,991	137,542	17	12	29	3,738	\$6,166	4,743
Golf	16,581	17,646	34,227	8	12	20	2,073	1,470	1,711
Tennis	15,337	17,054	32,391	13	12	25	1,180	1,421	1,296
Track & Field (Indoor)	5,665	5,385	11,050	24	28	52	236	192	213
Track & Field (Outdoor)									
Cross Country	20,987	20,776	41,763	13	14	27	1,614	1,484	1,547
Volleyball		60,425	60,425		17	17		3,554	3,554
Totals for All Teams	\$185,951	\$195,277	\$381,228	115	95	210	\$1,617	\$2,056	\$1,815
Totals for All Sports Except Baseball & Basketball	\$58,570	\$121,286	\$179,856	58	83	141	\$1,010	\$1,461	\$1,276

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	\$32,340	\$28,930	\$10,900	\$9,446
Number of Head Coaches Used to Calculate Average	6	6	13	10
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$61,796	\$55,280	\$42,173	\$39,195
Full-Time Equivalents (FTEs) Used to Calculate Average	3.14	3.14	3.36	2.41

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	
Men's Varsity Teams									
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)									0
Cross Country		1	1						1
Totals for Men's Teams	2	3	5	0	0	1	1	0	6
Women's Varsity Teams									
Basketball	1		1						1
Golf						1	1		1
Tennis		1	1						1
Track & Field (Indoor)		1	1						1
Track & Field (Outdoor)									0
Cross Country		1	1						1
Volleyball	1		1						1
Totals for Women's Teams	2	3	5	0	0	1	1	0	6

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	
Men's Varsity Teams									
Baseball	2	1	2	1					3
Basketball		2		2					2
Golf		1		1		1		1	2
Tennis									0
Track & Field (Indoor)		5	1	4					5
Track & Field (Outdoor)									0
Cross Country		1	1						1
Totals for Men's Teams	2	10	4	8	0	1	0	1	13
Women's Varsity Teams									
Basketball						1	1		1
Golf		1		1		1		1	2
Tennis									0
Track & Field (Indoor)		5	1	4					5
Track & Field (Outdoor)									0
Cross Country		1	1						1
Volleyball		1	1						1
Totals for Women's Teams	0	8	3	5	0	2	1	1	10

BUSINESS AFFAIRS AND HUMAN RESOURCES
APRIL 21, 2021

SUBJECT

FY 2023 Budget Development Process (Line Items)

APPLICABLE STATUTE, RULE, OR POLICY

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

BACKGROUND/ DISCUSSION

Idaho State Board of Education (Board)-approved budget requests for FY 2023 must be submitted to the executive and legislative branches [Division of Financial Management (DFM) and Legislative Services Office (LSO)] on September 1, 2021. To meet the annual September submission deadline, the Board has established a process for developing institutional budget 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 at the August meeting.

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 enrollment workload adjustment (EWA), 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. 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 following Board approval.

FY2023 Line Item request guidelines. The following guidelines are proposed for the four-year college/university line item requests for FY2023. These guidelines are elective in nature for the community colleges in deference to the Community College's boards of trustees. The Board will consider how, in its submission to DFM, each institution will prepare budget requests for FY2023, whether it be

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through line items request or additional requests based on the unpriced changes to operations initiated by the response to COVID-19 (Novel Coronavirus). Budget requests should focus on specific strategies or expanding proven and successful programs.

The purpose of this agenda item is to allow Board discussion for a strategic prioritization of budget requests in a year when the economic impact of the response to a pandemic creates need beyond the traditional line item and MCO requests. Further guidance may also be forthcoming at the completion of the Higher Education Funding Model Work Group.

IMPACT

The proposed guidelines for FY 2023 may include line item requests based on the template used for the past several years. The model allows for institutions to submit no more than two line items, with a combined value cap of 5% of the requesting institution's FY 2022 General Fund Appropriation. Currently, there are no restrictions on the number or size of formula-driven occupancy cost requests for newly-eligible space; however, in recognition of concerns around the escalating costs of new buildings, this is a component of the work being done on a new funding model.

When the guidelines for budget submissions are formalized, all requests should be clearly defined and follow the instructions and formats provided in the Budget Development Manual. If any proposed 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. Pursuant to the Board's annual planning calendar, draft budget requests from institutions/agencies are submitted along with the other agenda item materials for the June 2021 Board meeting. Final review and approval of line items is expected to take place at the August 2021 Board meeting.

ATTACHMENTS

Attachment 1 – Prior year guidelines template

STAFF COMMENTS AND RECOMMENDATIONS

While the work of the Funding Model Work Group continues, the new model will need further legislative input and is not certain to be implemented prior to the establishment of the FY2023 budgets. Until the State's budget strategy for higher education funding in FY2023 is clear, it is important that the institutions use due diligence in developing line item requests to meet their strategic needs and align with the strategic priorities of the Board.

BOARD ACTION

I move to direct the college and universities to limit Fiscal Year 2023 budget line items requests to up to two (2) line items in priority order, the total value of which shall not exceed five percent (5%) of an institution's FY2020 total General Fund

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appropriation. Requests for occupancy costs for eligible space and faculty promotions will not count towards the two line item limit or the 5% cap.

Moved by_____ Seconded by_____ Carried Yes_____ No_____

AGENCY: Office of the State Board of Education

Agency No.: 501

FY 2022 Request

FUNCTION: OSBE Administration

Function No.: 02

Page ____ of ____ Pages

ACTIVITY: Board approved category

Activity No.:

Original Submission X or

Revision No. ____

A: Decision Unit No: 12.01		Title: EXAMPLE			Priority Ranking 1 of 1
DESCRIPTION	General	Dedicated	Federal	Other	Total
FULL TIME POSITIONS (FTP)	1.00				1.0
PERSONNEL COSTS:					
1. Salaries	50,000				50,000
2. Benefits	25,000				25,000
3. Group Position Funding					
TOTAL PERSONNEL COSTS:	75,000				75,000
OPERATING EXPENDITURES by summary object:					
1. Travel	5,000				5,000
TOTAL OPERATING EXPENDITURES:	5,000				5,000
CAPITAL OUTLAY by summary object:					
1. PC and workstation	3,000				3,000
TOTAL CAPITAL OUTLAY:	3,000				3,000
T/B PAYMENTS:					
LUMP SUM:					
GRAND TOTAL	83,000				83,000

Description:*[Insert narrative here.]***Questions:**

1. What is being requested and why? Specifically, what problem is this request trying to solve and how does this request address that problem?

- a. If a supplemental request, explain how this request arises to the level of being an emergency for the agency.
2. Indicate the specific source of authority, whether in statute or rule, that supports this request.
3. What is the agency staffing level, OE, or CO for this activity currently and how much funding, by source, is in the Base?
4. What resources are necessary to implement this request?
 - a. List by position: position titles, pay grades, full or part-time status, benefit eligibility, anticipated dates of hire and terms of service.
 - b. Note any existing agency human resources that will be redirected to this new effort, how existing operations will be impacted, and anticipated oversight the position would have over other employees. Please indicate any requested personnel on the organizational chart submitted with this budget request.
 - c. List any additional operating funds and capital items needed and note onetime versus ongoing costs.
 - d. What is the basis for the requested resources? How were PC, OE, or CO needs projected? Was an RFI done to project estimated costs (if so, please attach a copy of the basis for your cost estimates)?
5. Provide additional detail about the request, including one-time versus ongoing. Include a description of major revenue assumptions, for example, whether there is a new customer base, fee structure changes, anticipated grant awards, or anticipated partnerships with other state agencies or other entities.
6. Who is being served by this request and what are the expected impacts of the funding requested? If this request is not funded who and what are impacted?

Attach supporting documentation sufficient enough to enable the Board, Division of Financial Management, and the Legislative Budget Office to make an informed decision.

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IDAHO STATE UNIVERSITY

SUBJECT

Planning and Design of College of Pharmacy Leonard Hall renovations

REFERENCE

June 2020

Idaho State Board of Education (Board) approved Six Year Capital Improvement Plan amendment to include Leonard Hall renovations.

APPLICABLE STATUTE, RULE, OR POLICY

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

BACKGROUND/DISCUSSION

Idaho State University (ISU) seeks Board planning and design approval for future renovations to the home for the College of Pharmacy, Leonard Hall. Recently, ISU received a gift from the ALSAM Foundation for \$7M in funding for this project. This approval will also enable ISU to actively fundraise for the remainder of the project as governed by Board policy V.K. The overall project cost is expected to be \$16.7M. The renovation is expected to be 100% fundraised. ISU will not proceed past planning and design until the fundraising is complete.

The renovation plan for Leonard Hall transforms an extremely outdated office, classroom, and laboratory space into state-of-the-art functionality. Current laboratories require redesign to update and modernize. Further, currently there is not ADA accessibility into the lab spaces.

Laboratories are critical venues for student teaching and research in both graduate and PharmD programs. As part of the PharmD program, research facilities need to support the College of Pharmacy accreditation from the Accreditation Council for Pharmacy Education (ACPE). Poor laboratory conditions can compromise ACPE accreditation. The success of student tours during recruitment events and on-campus interviews of applicants for the PharmD program is negatively impacted by antiquated laboratories. Renovation of laboratories positively addresses key safety, recruitment, admissions, and accreditation issues facing the College of Pharmacy. Further, mechanical system improvements associated with the renovation will enhance efficiency and reduce operating costs.

ISU's renovation of Leonard Hall falls into two fundamental areas: laboratory renovation (2nd floor) and laboratory expansion (basement). The combination of these two areas provides a significant increase in square footage designated for research, while at the same time, reorganizing research around open laboratories and a pharmaceutical sciences core laboratory. The core laboratory will provide efficiencies that will reduce research costs and instrument duplication and provide a pharmaceutical industry-style training laboratory for students. The open

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laboratory blocks and public spaces will provide increased collaborative interactions.

IMPACT

Approval for Planning and Design will allow ISU to move forward with fundraising for the project. ISU intends for this project to be completed entirely through philanthropic support. The total cost of the planning and design phase is expected to cost no more than \$2M.

STAFF COMMENTS AND RECOMMENDATIONS

Idaho State University has indicated that the source of funding for the planning and design phase is via fundraising. This capital project is part of ISU's core mission and was included in its six-year capital plan. With a plan to support the cost of construction entirely through fundraising, ISU will not be required to use reserves or secure bonds in order to complete the renovations. Staff recommends approval.

BOARD ACTION

I move to approve the request by Idaho State University to implement the Planning and Design phases of the College of Pharmacy Leonard Hall renovations as outlined in Attachment 1 at a cost not to exceed \$2,000,000.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

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UNIVERSITY OF IDAHO

SUBJECT

Request for Bid, Award, and Construction authorization, proposed Idaho CAFE Research Dairy Facility, University of Idaho (UI), Rupert, Idaho.

REFERENCE:

August 2017	Idaho State Board of Education (Board) approved the UI FY2019 Six Year Plan which contained an item for the greater Idaho Center for Agriculture, Food and the Environment (CAFE) Initiative at a total, initiative cost of \$45,000,000. Prior to FY2019, the CAFE Initiative was carried in previous iterations of the Six Year Plan under the acronym WIDE, at a cost to be determined.
February 2019	Idaho State Board of Education (Board) approved purchase of real property in Minidoka County for the purpose of supporting the establishment and construction of a Research Dairy Facility as a component of the greater Idaho Center for Agriculture, Food and the Environment (CAFE) Initiative.
May 2019	Executive Director of the Idaho State Board of Education (Board) approved purchase of real property in Jerome County for the purpose of supporting the establishment and construction of an Education and Outreach Center as a component of the greater Idaho Center for Agriculture, Food and the Environment (CAFE) Initiative.
December 2019	Idaho State Board of Education (Board) approved planning and design authorization for the Research Dairy Facility as a component of the greater Idaho Center for Agriculture, Food and the Environment (CAFE) Initiative.

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedure, Sections V.K.1, V.K.3.a, and V.K.4

BACKGROUND/DISCUSSION

This authorization request seeks to allow UI to proceed with the Bid, Award, and construction of the proposed Research Dairy Facility in Rupert, Idaho. The new facility supports the University of Idaho efforts to support the ongoing research, education and outreach missions of College of Agricultural and Life Sciences (CALS), the University of Idaho, and the State of Idaho dairy industry. The proposed facility is located on land purchased by the University of Idaho for this specific purpose in Rupert, Idaho.

The proposed Research Dairy Facility is one component of the greater Idaho Center for Agriculture, Food, and the Environment (CAFE) Initiative. The full, anticipated capital project cost of this proposed Research Dairy Facility is currently estimated \$25,000,000.

Partial funding for this effort was achieved through a direct appropriation towards the greater CAFE Initiative by the State of Idaho in the amount of \$10,000,000 in FY2018. The remaining funding is to consist of gifts and donations to the project, and funds from the University of Idaho.

Planning Background and Project Description

The University of Idaho proposes to construct a Research Dairy Facility to collaborate with and support the dairy industry within the State of Idaho.

The Research Dairy Facility, located in Minidoka County, will feature a state-of-the-art, up to 2,000 milking cow dairy facility, sophisticated wastewater and nutrient management systems, robotic milking systems, a central feed center, and various barn and out-building configurations as needed and required. In addition, the facility includes 492 acres of farmable land on which forage crops can be grown for feed and research crops could be grown and studied.

The design goal for the facility is maximize the ability to perform and monitor high-quality research in the following areas:

1. Nutrient and wastewater management
2. Technology development
3. Forage cropping and agronomy
4. Odor and emissions protection
5. Production management
6. Green energy production and energy-use conservation
7. Food Science: Health-enhanced dairy products and value-added byproducts
8. Biosecurity and bioterrorism prevention
9. Economics, sustainability, and labor management and
10. Animal health, productivity, and genetic improvement.

To this end, the proposed Research Dairy Facility will feature free stall and cross-ventilated barns and waste systems equipped with significant monitoring technologies. The facility will include various out-buildings and storage sheds as needed and required.

The vision is that the CAFE Research Dairy Facility will be a premier center for research, education, and outreach in livestock and agri-environmental science, and recognized internationally for its innovative research capabilities and scholarly efforts. CAFE will be a leader in fundamental and applied research of broad

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interest to the dairy, beef, and environmental communities, and will support the specialized needs of the associated industries.

The CAFE Research Dairy Facility mission is to enhance the quality of life for the citizens of Idaho, the Pacific Northwest and the nation by furthering the educational and scientific mission of the University of Idaho and its public/private partners, by: (i) providing a state-of-the-art animal and agri-environmental facility capable of large-scale research delivering sound scientific results and educational opportunities to protect the air, land and water; (ii) improve the welfare and productivity of livestock; encourage the efficient use of energy and capital; and (iii) enhance workforce educational and economic development within the State of Idaho.

Planning and Design Authorization was granted in December 2019. The University of Idaho, in collaboration with the State Division of Public Works (DPW) have engaged Keller Associates Engineering, Meridian, to lead the design team, and the design process is currently underway. McAlvain Construction, Boise, is the selected CM/GC providing design phase, preconstruction services. The desire is to initiate construction in June of this year.

Authorization Request

This request is for the requisite Capital Project Construction Phase Authorization necessary to bid and construct the proposed Idaho CAFE Research Dairy Facility.

The total project effort, including the Construction Phase, is currently estimated at \$25,000,000, to include design and construction costs and appropriate and precautionary contingency allowances.

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

- **Goal One, Innovate:**
This project supports the growth of scholarly research activity at the University of Idaho. It provides support for creative research into solutions to the issues and concerns of the largest agricultural industry within the State of Idaho. Investigations into the environment such as soil health, nutrient management, and water use will support the citizenry.
- **Goal 2, Engage:**
This project enhances and supports collaboration with the dairy industry within the State of Idaho. The project is vetted and supported by leaders and stakeholders of the Idaho dairy industry. It is the stated belief of the industry that the research supported by this project will result in a significant competitive advantage for Idaho's dairy industry in the marketplace.

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IMPACT

The overall project effort is currently estimated to be \$25,000,000.

Overall Project

Funding

State \$ 10,000,000

Federal (Grant):

Gifts and other

Contributions 15,000,000

Total \$ 25,000,000

Estimate Budget

A/E & Consultant Fees \$ 1,635,944

Construction 20,318,000

Construction Cont. 2,031,800

Owner Cost & FFE 413,550

Project Cont. 600,706

Total \$ 25,000,000

ATTACHMENTS

Attachment 1 – Capital Project Tracking Sheet

STAFF COMMENTS AND RECOMMENDATIONS

The University of Idaho continues to develop its CAFE project and the Research Dairy Facility, which will be a significant contribution to the U of I's work in this important agricultural initiative. The University indicates that in addition to the \$10,000,000 already provided, \$15,000,000 will be developed through fundraising and University resources. Staff recommends approval.

BOARD ACTION

I move to approve the request by the University of Idaho for approval to bid and construct the proposed Idaho CAFE Research Dairy Facility as describe in the materials presented to the Board; and to authorize the University's Vice President for Finance and Administration to execute all documents as are necessary to carry out the actions authorized hereby.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

Office of the Idaho State Board of Education
Capital Project Tracking Sheet
 April 2021

History Narrative

- 1 **Institution/Agency:** University of Idaho **Project:** Capital Project Authorization Request, Planning, Programming and Design Phases, Proposed Idaho CAFE Research Dairy Facility, University of Idaho, Moscow, Idaho.
- 2 **Project Description:** A Capital Project to provide for the planning, programming and design of project to design and construct a proposed Research Dairy Facility as part of the Idaho CAFE Initiative in Minidoka County, near Rupert, Idaho.
- 3 **Project Use:** As currently envisioned, it is the intent of the University of Idaho to construct Research Dairy Facility, located in Minidoka County, which will feature a state-of-the-art, up to 2,000 milking cow dairy facility, sophisticated wastewater and nutrient management systems, robotic milking systems, a central feed center, and various barn configurations. In addition, the facility includes 492 acres of farmable land on which forage crops could be grown for feed and research crops could be grown and studied.
- 4 **Project Size:** TBD

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, Programming and Design Phase Authorization request. December 2019	\$ 10,000,000	\$ -	\$ 15,000,000	\$ 25,000,000	\$ 3,500,000	\$ 17,160,500	\$ 4,339,500	\$ 25,000,000
History of Revisions:								
Revised Cost of Project. Bid, Award, and Construction Phase Authorization request. April 2021	\$ -	\$ -	\$ -	\$ -	\$ (1,864,056)	\$ 5,189,300	\$ (3,325,244)	\$ -
Total Project Costs	\$ 10,000,000	\$ -	\$ 15,000,000	\$ 25,000,000	\$ 1,635,944	\$ 22,349,800	\$ 1,014,256	\$ 25,000,000

15 * Includes Design Phase Architectural and Engineering costs, costs related to design phase costs which are the Owner's responsibility such as Site Surveys, Geotechnical Reports, Environmental Assessments, etc. plus reasonable and rational contingencies related to the design phase activities.

16 ** Owner's Costs, FFE, & Project Contingency

History of Funding:	PBF	ISBA	Other Sources of Funds				Total Other	Total Funding
			Institutional Funds (Gifts/Grants)	Student Revenue	Other			
Initial Project funding via a FY2018 State of Idaho Allocation.	\$ 10,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000,000
Initial Cost of Project. Planning, Programming and Design Phase Authorization request. Dec 2019	\$ -	\$ -	\$ 10,000,000	\$ -	\$ 5,000,000	\$ 15,000,000	\$ 15,000,000	\$ 15,000,000
Revised Cost of Project. Bid, Award, and Construction Phase Authorization request. April 2021	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 10,000,000	\$ -	\$ 10,000,000	\$ -	\$ 5,000,000	\$ 15,000,000	\$ 25,000,000	\$ 25,000,000

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**UNIVERSITY OF IDAHO / BOISE STATE UNIVERSITY / IDAHO STATE UNIVERSITY
/ LEWIS-CLARK STATE COLLEGE**

SUBJECT

Joint Purchasing Agreement between the University of Idaho, Boise State University, Idaho State University, and Lewis-Clark State College

REFERENCE

December 20, 2018 The Huron Consulting Group, Inc., presented its final report on Administrative Review and Consolidation Assessment to the Idaho State Board of Education

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section V.I.
Section 67-2332, Idaho Code
Chapter 92, Title 67, Idaho Code

BACKGROUND/DISCUSSION

In December 2018, the Huron Consulting Group delivered a report, commissioned by the Board and with funding from the legislature, identifying opportunities for increased efficiency and effectiveness among the four four-year institutions of higher education. The resultant “Huron Report” identified shared purchasing efforts and contracts as one opportunity for the institutions to achieve financial savings. More recently, the Presidents Leadership Council made it a priority to identify how the institutions could implement that section of the Huron Report. This joint purchasing agreement is a result of these efforts, and is designed to allow the institutions to cooperate in purchasing efforts, such as negotiations or joint contracts, where the cooperation could result in financial savings to the institutions. The agreement is designed to be as flexible as possible, while taking advantage of the existing expertise within each institution. This agreement has been reviewed by legal counsel for each institution.

Idaho Code § 67-2332 recognizes the ability of state agencies to enter into contracts with other state agencies to “perform any governmental service, activity, or undertaking which each public agency entering into the contract is authorized by law to perform, including, but not limited to joint contracting for services, supplies, and capital equipment...” However, that statute provides that the “contract shall be authorized by the governing body of each party to the contract.” Thus, the institutions recommend that the agreement be approved separately by the Board of Regents of the University of Idaho, the Board of Trustees for Boise State University, the Board of Trustees for Idaho State University, and the Board of Trustees for Lewis-Clark State College. As such, four separate motions are set forth below.

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IMPACT

The institutions believe that this agreement will result in financial savings through their joint purchasing efforts, although it is difficult to quantify the possible savings at this time.

ATTACHMENTS

Attachment 1 – Joint Purchasing Agreement

BOARD STAFF COMMENTS AND RECOMMENDATIONS

As a result of the Huron Consulting Group's report, the four four-year college and university presidents began working together to create efficiencies through collaboration. While the Board has continued to promote advancements in this direction, the Presidents Leadership Council has taken on the challenge of finding ways they can collaborate effectively. One of the key areas recommended by Huron was the creation of efficiency in institutional purchasing, and the Board encouraged and supported the efforts of the presidents to advance this effort together.

As part of the shared purchasing initiative, the institutions determined the need for a Joint Purchasing Agreement that would establish clear guidance for the institutions. To acknowledge the system-wide approach of the institutions, the Board has before it a single item with four distinct motions representing the four institutions.

A project manager on contract with the Board Office, working with the Board's System Optimization Subcommittee, has been monitoring the significant progress made by the four institutions and the tremendous leaderships that the presidents have provided. This agreement creates the framework for the kind of system optimization envisioned by Huron, addressed by the college and university presidents, and implemented by the purchasing teams of each institution. Staff recommends approval.

BOARD ACTION

As a member of the Board of Regents of the University of Idaho, I move that the Board of Regents of the University of Idaho authorize and approve the execution of the Joint Purchasing Agreement.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

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As a member of the Board of Trustees of Boise State University, I move that the Board of Trustees of Boise State University authorize and approve the execution of the Joint Purchasing Agreement.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

As a member of the Board of Trustees of Idaho State University, I move that the Board of Trustees of Idaho State University authorize and approve the execution of the Joint Purchasing Agreement.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

As a member of the Board of Trustees of Lewis-Clark State College, I move that the Board of Trustees of Lewis-Clark State College authorize and approve the execution of the Joint Purchasing Agreement.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

JOINT PURCHASING AGREEMENT

This agreement is dated as of the last dated signature below and is by and between the University of Idaho (U of I), Boise State University (Boise State), Idaho State University (ISU), and Lewis-Clark State College (LC State), collectively referred to as “parties.”

WHEREAS, all of the parties are public institutions of higher education located in the State of Idaho; and

WHEREAS, the Idaho State Board of Education commissioned a Huron Consulting Group Report, delivered in December 2018, to identify opportunities for increased efficiency and effectiveness among the parties; and

WHEREAS, the Huron Report identified shared purchasing efforts and contracts as one opportunity for the parties to achieve financial savings; and

WHEREAS, the parties desire to enter into this Joint Purchasing Agreement in an effort to increase efficiencies and reduce operating costs in order to help the parties achieve the possible financial savings identified by the Huron Report; and

WHEREAS, Idaho Code § 67-2332 recognizes the authority of public agencies to contract with other public agencies “to perform any governmental service, activity, or undertaking which each public agency entering into the contract is authorized by law to perform, including, but not limited to joint contracting for services, supplies and capital equipment,” and

WHEREAS, Idaho State Board of Education Policy V.I.1.c, which is applicable to all parties, provides that “[a]ll property that is not real property must be purchased consistent with Sections 67-9201 through 67-9234, Idaho Code, except that the University of Idaho may acquire such property directly and not through the Department of Administration;” and

WHEREAS, the U of I’s purchasing policies are consistent with Idaho Code §§ 67-9201-9234.

NOW THEREFORE, the parties hereby enter into this agreement to consolidate, where appropriate, the purchasing authorities of each party under the following terms and conditions:

1. **Lead Institution:** U of I shall serve as the lead institution for this agreement.
2. **Joint Contracts:** The parties will cooperate to identify contracts for the purchase of goods and services in which the parties believe that a joint contract may result in financial savings through economies of scale, increased bargaining power, lower administrative costs, or other savings. In those situations, the purchasing directors of the parties who wish to participate in the acquisition will request and authorize the U of I to make the purchase and enter into a contract with one or more vendors for the benefit of one or more of the parties, following the U of I’s purchasing policies and processes. No party is required to participate in any specific joint contract, except as provided in 2. c. below.

- a. Recognizing that each party has areas of expertise and relationships with vendors unique to each individual party, the U of I may call upon the other parties to use their experiences, expertise, and relationships in situations which may result in financial savings for the parties. This may include, but is not limited to, authorizing another party to this agreement to engage in direct negotiations with a vendor for the benefit of one or more of the parties.
 - b. Pursuant to Idaho Code § 67-9225(2), ISU, Boise State, and LC State must use the State of Idaho's open contracts, unless they are able to obtain goods or services from a vendor that is not a party to the open contract at a price that is less than or equal to the price under the open contract.
 - c. Where another party has authorized U of I to make a specific purchase or enter into a contract on behalf of that party pursuant to section 2, that party must fulfill its commitment to participate in that contract to the extent the U of I relied upon that party's request and authorization to make a specific purchase or enter into a specific contract.
- 3. Contractual Payments and Arrangements:** Recognizing that the parties purchase millions of dollars of goods and services each year from thousands of vendors, and a one size fits all approach may inhibit the ability of the parties to realize the goals of this agreement, the parties intend to allow the greatest flexibility under this agreement for contractual arrangements that will result in financial savings. Thus, contracts with vendors may require each party to enter into a separate agreement with a vendor pursuant to a master contract; may require the U of I to purchase the goods from a vendor, and another party to purchase the goods from the U of I; may require each party to create a separate account with vendors; or other contractual and financial arrangements which comply with all applicable state and federal laws, regulations, and Idaho State Board of Education policy. The parties agree to work cooperatively and in good faith with each other to help achieve the goal of financial savings for all parties.
- 4. Board Approval:** When a contract requires approval by the Idaho State Board of Education, sitting as the Regents of the University of Idaho or the Board of Trustees for any of the other parties, pursuant to Board Policy V.I, the parties who will benefit from the proposed contract will jointly prepare an agenda item for submission to the Board.
- 5. Dispute Resolution:** If there is a dispute regarding any provision of this agreement or a party's duties or obligation under this agreement, the purchasing directors for each of the four parties will make a good faith attempt to discuss and resolve the dispute. If the dispute is not resolved at that level, the dispute shall be taken to the Vice-President to which the purchasing division of each party reports for resolution of the dispute.
- 6. Term:** This agreement shall remain in effect until terminated by any party. Any party may terminate its participation in this agreement effective June 30 of any year by providing written notice to the other parties no later than March 30 of the year of termination of the agreement. Any contracts or agreements entered into with third party vendors pursuant to this agreement shall remain in effect through the term of that

contract, and the party(ies) benefiting from that contract shall continue to fulfill its obligations under that contract until the termination of that contract.

- 7. Review:** The parties shall meet at least once per year to review the efficacy of the agreement, and shall discuss the following: 1) whether this agreement has been effective in meeting the goals of realizing financial savings and increased efficiency among the parties; and 2) whether any improvements can be made to the operations under this agreement to better achieve the stated goals.

- 8. Notices:** Any notices under this agreement shall be provided to the following:

For the U of I:

Vice-President for Finance and Administration
875 Perimeter Dr., MS 3168
Moscow, ID 83844-3168

For Boise State:

Vice-President and Chief Financial Officer
1910 University Drive
Boise, ID 83725-1200

For ISU:

Vice President for Finance & Business Affairs
Idaho State University
921 South 8th Ave., Stop 8219
Pocatello, ID 83209

For LC State:

Vice-President for Finance and Administration
500 8th Avenue
Lewiston, ID 83501

ACKNOWLEDGMENT

The parties to this agreement, by the signatures below of their authorized representatives, acknowledge having read and understood the agreement and agree to be bound by its terms and conditions. Each party is signing this agreement on the date stated opposite that party's signature.

REGENTS OF THE UNIVERSITY OF IDAHO:

Date: _____ By: _____
C. Scott Green, President

BOARD OF TRUSTEES OF BOISE STATE UNIVERSITY:

Date: _____ By: _____
Marlene Tromp, President

BOARD OF TRUSTEES OF IDAHO STATE UNIVERSITY:

Date: _____ By: _____
Kevin Satterlee, President

BOARD OF TRUSTEES OF LEWIS-CLARK STATE COLLEGE:

Date: _____ By: _____
Cynthia Pemberton, President

At a meeting on ____, the Regents of the University of Idaho and the Board of Education in its capacity as the Board of Trustees of Lewis-Clark State College, Idaho State University and Boise State University, approved the institutions' execution of this agreement.

BUSINESS AFFAIRS AND HUMAN RESOURCES
APRIL 21, 2021

LEWIS-CLARK STATE COLLEGE

SUBJECT

Ellucian Colleague License Renewal

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section V.I.3.

BACKGROUND/DISCUSSION

Lewis-Clark State College (LCSC) has utilized Ellucian's Colleague Enterprise Resource Planning (ERP) system since 1992. The contract has been renewed annually. Due to the rising cost of technology and financial constraints, LCSC seeks to enter into a five-year contract at a savings to the institution. The contract is estimated at \$1.6M over a five-year period and the savings over annual renewals exceeds \$150,000. A five-year contract aligns LCSC with other higher education institutions' renewal timelines and affords a savings opportunity as we explore a common ERP for higher education. At this time, four out of eight institutions (LCSC, CWI, CEI and NIC) are currently contracting with Ellucian for the Colleague ERP; two (ISU and UI) are contracted with Ellucian for the Banner ERP.

IMPACT

A five-year contractual period allows LCSC to have a five percent versus seven percent ERP software technology increase per year.

ATTACHMENTS

Attachment 1 – Proposed Ellucian Colleague ERP Contract

STAFF COMMENTS AND RECOMMENDATIONS

The Idaho State Board of Education's direction to move forward with the planning phase for a common Enterprise Resource Planning (ERP) system and the timeframe for actualizing that decision have resulted in challenges in determining whether multi-year contracts such as the one proposed here by LCSC are in the strategic best interest of the system. Huron's initial timeline, delayed somewhat by COVID, anticipated a three-year process for the assessment and planning phase, with the length of implementation to be determined thereafter. Although full funding for an ERP planning phase was presented as a budget request and recommended by the Governor as part of the Building Idaho's Future initiative, the appropriation (H338 (2021)) proposed would only fund 25% of the planning phase, thus extending the timeline to create an ERP convergence. This five-year contract allows LCSC to extend its ERP contract with Ellucian until the timeline for that ERP convergence is developed at a reasonable price. Staff recommends approval.

BUSINESS AFFAIRS AND HUMAN RESOURCES
APRIL 21, 2021

BOARD ACTION

I move to approve the request by Lewis-Clark State College to enter into a contract with Ellucian for \$1,601,992 over a term of five-years as set forth in Attachment 1.

Moved by _____ Seconded by _____ Carried Yes _____ No _____



LICENSE EXCHANGE AND ENHANCEMENT ORDER FORM

This Order Form is between **ELLUCIAN COMPANY L.P.** ("Ellucian") and **LEWIS-CLARK STATE COLLEGE** (the "Client"). This Order Form amends the General Terms and Conditions Agreement dated December 21, 1992 between the parties (the "Agreement"). Capitalized terms in this Order Form shall have the same meaning given to such terms within the Agreement unless redefined herein.

Under the Agreement, Ellucian granted Client a perpetual right of use for certain systems of software. Subject to the terms and conditions of the Agreement as modified by this Order Form, Client and Ellucian hereby terminate Client's license for the "**Terminated Perpetual Software**" identified in Exhibit 1 hereto in consideration for a license to use certain software, as identified in the **Subscription Software Table** below, on a term-of-years basis ("**Subscription Software**") and/or certain other software, as identified in the **Cloud Software Table** below, on a term-of-years, Ellucian cloud-provided basis ("**Cloud Software**"). Client is retaining its perpetual license to use certain other Continuing Perpetual Software (as that term is defined below), all subject to the terms and conditions of the Agreement as modified by this Order Form. Accordingly, Ellucian and Client, intending to be legally bound, agree as follows:

Software Term. For purposes of both the Subscription Software and the Cloud Software licensed under this Order Form, the "Software Term" consists of the period of time from the last day of the month of execution of this Order Form (the "Beginning Date") until June 30, 2026 (the "Expiration Date"). At the end of the Software Term (unless otherwise specified in the Documentation or this Order Form), Client's license to access and use the Subscription Software and the Cloud Software will automatically renew for consecutive Contract Years on a year-to-year basis extending the Expiration Date and the Software Term by a year each time, unless either party notifies the other in writing of its intent not to effect such renewal at least ninety (90) days prior to the then-current Expiration Date; automatic renewal beyond the Software Term will be subject to an increase of up to seven percent (7%) annually, for each such renewal Contract Year, in addition to applicable third party fee increase (if any), unless and until the parties execute a written amendment or subsequent order form for a committed renewal term.

Termination of License for Terminated Perpetual Software. Client's license to use the Terminated Perpetual Software is terminated thirty (30) days following the Beginning Date.

Grant of Licenses Pursuant to This Order Form. Licenses granted pursuant to this Order Form are for Client's internal use only and are subject to all use restrictions and limitations set forth in the Agreement and this Order Form, including referenced attachments. Ellucian grants Client a non-exclusive, non-transferable license to use the Subscription Software and Cloud Software, for Client's internal use, only during the Software Term specified herein, for the fees specified herein. Third party owners of Software licensed or provided for use by Ellucian are third party beneficiaries of this Order Form with regard to each such owner's respective products. Client acknowledges that Subscription Software that replaces the Terminated Perpetual Software has been delivered. Ellucian will provide the necessary process and procedure for Client's access to the Cloud Software within thirty (30) days of the Beginning Date.

Continuing Perpetual Software. Notwithstanding the termination of Client's license to use the Terminated Perpetual Software as provided for in this Order Form, Client has an ongoing license for use of certain other systems of software as more particularly identified in Exhibit 2 hereto (the "**Continuing Perpetual Software**"), as previously licensed between the parties. In order to align Software Support Services for the Continuing Perpetual Software to the Software Term applicable to Subscription Software and Cloud Software licensed under this Order Form, the parties hereby amend, renew, and extend Software Support Services for the Continuing Perpetual Software (only) for a term commencing on the Beginning Date through the Expiration Date ("Extended Maintenance Term").

SUBSCRIPTION SOFTWARE TABLE ^{1,2,3}	
Description	Fee
Colleague Enterprise (includes Communications Management, Demographics, Electronic File Programming (ELF), Cash Receipts, Facilities Profile, Scheduling & Staff Information, Accounts Receivable, General Ledger, Workflow Management System) Activities and Events Unrestricted Colleague Users for SQL Database ⁴	Included
Colleague Student and Financial Aid (includes Admissions, Degree Audit, Curriculum Management, Faculty Information, Academic Records, Registration, Student Refunds, EDI SPEEDE Transaction Sets, Admissions Application Interface (Electronic Application Utility), Workflow Definition Tool for Student, Colleague Retention Alert, Colleague Instant Enrollment) Campus Organization Residence Life	Included
Colleague Student Planning	Included
Colleague Self-Service Financial Aid	Included
Colleague Finance (includes Accounts Payable, Purchasing, Workflow Definition Tool for Finance) Budget Management Fixed Assets Projects Accounting	Included
Colleague Human Resources (includes Workflow Definition Tool for HR) Payroll Position Management	Included
Colleague ODS DataOrchestrator	Included
System Management Colleague Data Defense, Colleague Studio Application Development Environment, Source Code, Web Generator	Included

CLOUD SOFTWARE TABLE ^{1,5}	
Description	Fee
Ellucian Intelligent Learning Platform for Canvas ^{2,6}	Included
Ellucian Experience Premium	Included
Ellucian On Demand Training (licensing for up to 35 Named Users) ⁷	Included

PAYMENT SUMMARY FOR SUBSCRIPTION SOFTWARE AND CLOUD SOFTWARE	
TOTAL (for Contract Year ending June 30, 2021) (to be prorated, if applicable)	\$278,814
TOTAL (for Contract Year beginning July 1, 2021)	\$278,814
TOTAL (for Contract Year beginning July 1, 2022)	\$287,179
TOTAL (for Contract Year beginning July 1, 2023)	\$295,794
TOTAL (for Contract Year beginning July 1, 2024)	\$304,668
TOTAL (for Contract Year beginning July 1, 2025)	\$313,808

Professional Services. Ellucian agrees to provide Client with the Professional Services identified in the Professional Services Table below (the “Services”), for the additional fees set forth in that Table, on the terms and conditions set forth in the Agreement as modified by this Order Form. Where a number of hours is specified within this Order Form for Ellucian’s delivery of Professional Services on a time and materials basis, the associated fees shown herein represent a good faith estimate based on the information available to Ellucian as of the Execution Date; the total fees payable for Professional Services may vary based on the actual number of hours of services required to complete the services and the rate that is applicable during the period of Ellucian’s delivery of the services. In performing its

obligations with respect to services identified herein, Ellucian may use a combination of remote services, centralized services, and onsite services, using personnel worldwide.

PROFESSIONAL SERVICES TABLE			
Description ⁸	Hours	Rate ⁹	Fee ^{10,11}
Colleague Student Campus Organizations	8	\$250	\$2,000
Colleague Core Activities and Events	27	\$250	\$6,750
Colleague Finance Budget Management	16	\$250	\$4,000
Colleague Finance Projects Accounting	16	\$250	\$4,000
Project Management	7	\$250	\$1,750
Ellucian Experience Essentials	Fixed Fee ¹²	Fixed Fee ¹²	\$15,000
TOTAL PROFESSIONAL SERVICES FEES:			\$33,500

Notes to Tables:

¹ For a description of the product details and the terms of service, see www.ellucian.com/contracts-and-documentation.

² Pricing in this Order Form allows for up to a tier threshold of 3,499 (the "Contracted FTE"). The annual fees shown in the Cloud Software Table do not include implementation/setup services.

³ Subscription Software includes Software Support Services at the Advantage Plus Maintenance Level without additional charge.

⁴ **Unrestricted Use:** Client's "Unrestricted Colleague Users for SQL Database" license will grant the Client an unrestricted license for Colleague Users for SQL Database ("Users"). The "Scope of Use" includes use of the Software for Client's own internal purposes on Client's premises. The Scope of Use excludes use of the Software for either (i) support of an online university or (ii) acquired or divested entities not operating under Client's logo.

⁵ Cloud Software includes Software Support Services for such Cloud Software at the Subscription Advantage Maintenance Level without additional charge.

⁶ Client previously obtained a license to Ellucian Intelligent Learning Platform for Canvas pursuant to an Order Form dated December 23, 2020 (the "Prior ILP Order Form"); the parties hereby cancel the Prior ILP Order Form effective on the Beginning Date specified herein so that the same Ellucian Intelligent Learning Platform for Canvas may be licensed under this Order Form on the terms herein stated. Client will remain liable for payment of fees as and when due under the Prior ILP Order Form through the Beginning Date specified herein, and in the event that Client prepaid fees under the Prior ILP Order Form for any period beyond the Beginning Date, such prepaid fees will be credited against the fees due under this Order Form. Effective on the Beginning Date, neither party will owe the other any prospective obligation under the Prior ILP Order Form.

⁷ Client is granted a right to access and use the Ellucian-proprietary self-paced, web-based training programs ("Web-Based Training Programs") that Ellucian makes available during the applicable Software Term. Within thirty (30) days of the Beginning Date and upon receipt of user account information from Client, Ellucian will make available to Client the most current version of the Web-Based Training Programs for the Baseline version of Ellucian Software. Further, provided that Client pays Ellucian the applicable subscription fees specified in this Order Form, Ellucian will, during the applicable Software Term, make available to Client each new version of the Web-Based Training Programs will be made available via the website as soon as reasonably practicable after the same become generally available to Ellucian licensees in each instance. Client will only have the right to use the Web-Based Training Programs in connection with its license to use the corresponding Software, and Client's right to use the Web-Based Training Programs will be subject to and limited by the licensing terms of the Agreement. All Web-Based Training Programs are owned by and constitute copyrighted and confidential information of Ellucian. Client is expressly prohibited from placing on or otherwise making any Web-Based Training Programs, in whole or in part, available from any website, including any website maintained, operated, or authorized by Client.

⁸ For a description of the services identified in this Order Form, see the Statement of Work which may be downloaded at the following URL:

<https://na11.springcm.com/atlas/Link/Document/15591/c2f1f98c-b885-eb11-9c3c-d89d6716196d/4df2f98c-b885-eb11-9c3c-d89d6716196d>.

- ⁹ Hourly rates specified in this table will be held in place for this project for a period beginning on the Execution Date and ending eighteen (18) months later.
- ¹⁰ Client is advised that Ellucian personnel rendering services bill for travel time, preparation time, and follow-up time, as applicable.
- ¹¹ Where a number of hours is specified in the table with an associated hourly rate, the “Fee” is a good faith estimate based on the information available to Ellucian at the time of execution of this Order Form. The total amount that Client will pay for these services will vary based on the actual number of hours of services required to complete the services and the rate that is applicable when the services are rendered.
- ¹² Fixed Fee services fees will remain valid for a period of one (1) year following the Execution Date; Client must schedule delivery of Fixed Fee services within the one (1) year period or additional charges may apply.

Invoicing. Fees for Software Support Services, Subscription Software, and Cloud Software are payable on the basis of a “Contract Year” (consisting of twelve (12) consecutive months beginning July 1) during the Software Term unless otherwise provided herein or in the Exhibits hereto. As applicable based upon the specific products identified in this Order Form, Ellucian will invoice Client:

- on an annual basis, in advance of each applicable Contract Year for Subscription Software and Cloud Software (fees for the initial Contract Year will be invoiced on the Execution Date and may be prorated, if applicable, for a partial initial Contract Year depending upon the Execution Date)
- on an annual basis, in advance of each applicable Contract Year for Software Support Services fees applicable to the Continuing Perpetual Software (fees for the initial Contract Year will be invoiced on the Execution Date and may be prorated, if applicable, for a partial initial Contract Year depending upon the Execution Date);
- on the Execution Date for all Professional Services to be performed on a fixed fee basis;
- monthly on an as-incurred basis in arrears for all Professional Services to be performed on a time and materials basis as well as for reimbursable travel and living expenses and other applicable charges in accordance with the terms of the Agreement if Ellucian’s performance of any Professional Services involves onsite delivery (unless the service rate(s) identified in the Professional Services Table indicate that travel and living expenses are included).

Payment Terms. Unless a different payment obligation is specified in the Agreement, Client’s payments under this Order Form are due within thirty (30) days of the date(s) of invoice(s).

By the execution below, each party represents and warrants that it is bound by the signature of its respective signatory for this non-cancelable Order Form. Except as expressly amended by this Order Form, the terms of the Agreement remain unchanged and in full force and effect; any fees due under this Order Form are in addition to and not in lieu of fees already due or scheduled to come due under the Agreement. Client has not relied on the availability of either any future version of any software or any future software product or service.

Ellucian By: _____ <i>Authorized Signature</i> Name: _____ <i>Printed</i> Title: _____ Date: _____	Client By: _____ <i>Authorized Signature</i> Name: _____ <i>Printed</i> Title: _____ Date: _____
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The later date of signature above is the “Execution Date” of this Order Form.

The pricing contained in this Order Form is valid only if the Execution Date occurs on or before June 30, 2021.

Client Billing Contact Information:

Name: _____
Address: _____
City, State, Zip: _____
Email Address: _____
PO# (if applicable) _____

Client Cloud Software Provisioning Contact Information:

Name: _____
Title: _____
Email: _____

EXHIBIT 1

TERMINATED PERPETUAL SOFTWARE TABLE: ¹

Description
Colleague Core
Colleague Finance System
Colleague Student System
Colleague Student Planning
Colleague Self-Service Financial Aid
Colleague Studio
Colleague ODS DataOrchestrator Standalone
Colleague Users
Rocket Application Server
Colleague Electronic Application Utility

Notes to Terminated Perpetual Software Table:

- ¹ Prior to the Execution Date of this Order Form to which this Exhibit 1 is attached, Client paid Ellucian certain fees as Software Support Services for the Terminated Perpetual Software, either under the Agreement or under a separate maintenance agreement ("Maintenance Agreement"). Client's obligation to pay Ellucian Software Support Services fees for the Terminated Perpetual Software identified in the Terminated Perpetual Software Table below is terminated as of the Beginning Date. Client will receive a credit for any prepaid Software Support Services for the Terminated Perpetual Software for the period commencing on the Beginning Date or will be billed for the Software Support Services for the Terminated Perpetual Software through the Beginning Date, as applicable.

CONTINUING PERPETUAL SOFTWARE TABLE: ^{1,2,3}

Description	Maintenance Level	Base Year Fee (for Contract Year ending June 30, 2021)
Official Payments eCommerce	Advantage Plus	Included
Rocket RDBMS AE Users	Advantage Plus	Included
Ellucian Maintenance Advantage Plus	Advantage Plus	Included
TOTAL BASE YEAR SOFTWARE SUPPORT SERVICES FEE:		\$6,016

Notes to Continuing Perpetual Software Table:

- ¹ Ongoing Software Support Services. Client will continue to pay Ellucian Software Support Services fees for the Continuing Perpetual Software as provided in the parties' existing underlying Maintenance Agreement through the Beginning Date. During the Extended Maintenance Term, Ellucian will continue to provide Software Support Services (including Maintenance) on the Continuing Perpetual Software in accordance with the terms and conditions of the Maintenance Agreement and Client will pay the fees specified in the Continuing Perpetual Software Table annually, in advance, on the basis of a Contract Year; (ii) for each Contract Year throughout the Extended Maintenance Term, Software Support Services fees may increase by not more than five percent (5%) over the amount payable for Software Support Services for the immediately preceding Contract Year and will be specified by Ellucian in an annual invoice issued at least thirty (30) days before the start of the applicable Contract Year for which such Software Support Services fees are being remitted, with payment due within thirty (30) days of the date of each such invoice; and (iii) absent any further amendment or extension with respect to continuing Software Support Services beyond the Extended Maintenance Term, Software Support Services fees for each subsequent Contract Year after the Extended Maintenance Term will be specified by Ellucian in an annual invoice and will increase over the immediately preceding Contract Year's fee by not more than seven percent (7%).
- ² For a description of the product details and the terms of service, see www.ellucian.com/contracts-and-documentation.
- ³ In addition to the Maintenance identified in the table above, Client currently has additional Software under Software Support Services through June 30, 2021, including Colleague 25Live Interface; Ellucian eCRM Premium and Standard Named Users; Ellucian CRM Recruit (on premise), including users; CRM Recruit Additional Server; and Recruit Student Worker/Call Center Block. The fees for Software Support Services for the products identified in this Note 3 are not included in the table above and would be in addition to the Base Year fee identified above. Client may terminate Software Support Services for Colleague 25Live Interface effective June 30, 2021 if Client provides notice of its intent to do so by March 31, 2021, in which event neither party would owe the other any prospective obligation with respect to Colleague 25Live Interface. Software Support Services for Ellucian eCRM Premium and Standard Named Users; Ellucian CRM Recruit (on premise), including users; CRM Recruit Additional Server; and Recruit Student Worker/Call Center Block will continue on a year-to-year basis outside the terms of this Order Form and thus these products are excluded from the definition of Continuing Perpetual Software. Software Support Services fees for the Contract Year ending June 30, 2022 for Ellucian eCRM Premium and Standard Named Users, Ellucian CRM Recruit (on premise), including users, CRM Recruit Additional Server, and Recruit Student Worker/Call Center Block are as shown in the table below, and such fees will renew and escalate annually in accordance with the terms of the Maintenance Agreement unless and until Client notifies Ellucian of its intent to discontinue same (which may be effective only as set forth in the Maintenance Agreement).

Description	Maintenance Level	Base Year Fee (for Contract Year ending 6/30/22)
Ellucian CRM Premium Named Users	Advantage Plus	Included
Ellucian CRM Standard Named Users	Advantage Plus	Included
CRM Recruit (on premise) (including users)	Advantage Plus	Included
CRM Recruit Additional Server	Advantage Plus	Included
Recruit Student Worker/Call Center Block	Advantage Plus	Included
TOTAL BASE YEAR SOFTWARE SUPPORT SERVICES FEE:		\$54,988