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A RESOLUTION ON GOVERNANCE IN HIGHER EDUCATION

WHEREAS, the general supervision of the state educational institutions of the state of Idaho is vested in the State Board of Education pursuant to Article IX, §2 of the Idaho Constitution and Idaho Code § 33-101; and

WHEREAS, the State Board of Education serves as the Board of Regents of the University of Idaho (Article IX, §10 of the Idaho Constitution; Idaho Code § 33-2802), and the Board of Trustees of Idaho State University (Idaho Code § 33-3003), Boise State University (Idaho Code § 33-4002), and Lewis-Clark State College (Idaho Code § 33-3102); and

WHEREAS, the Board affirms through established policy that presidents of the institutions have “full power and responsibility within the framework of the Board’s Governing Policies and Procedures for the organization, management, direction, and supervision of the institutions” (Board Policy I.E.); and

WHEREAS, the Presidents are “held accountable by the Board for the successful functioning of the institution in all of its units, divisions, and services” (Board Policy I.E.); and

WHEREAS, the Board “expects the Presidents to obtain the necessary input from faculty, classified and exempt employees, and students,” often through participatory or shared governance, but “holds the Presidents ultimately responsible for the well-being of the institutions” (Board Policy I.E.); and

WHEREAS, the Board understands the principle of “shared governance” to mean a practice of participatory governance that ensures the voices of faculty, employees, and students are considered in administrative and governance decisions made by the Presidents but not to mean a practice whereby faculty, employees, and students share equal power with the Presidents; and

WHEREAS, the Board affirms that “final decisions at the institutional level rest with the Presidents” (Board Policy I.E.); and

WHEREAS, the Board confers to the Presidents of the institutions the authority to terminate the employment of any tenured faculty member for “adequate cause,” which is defined by the Board

to mean “performance...judged to have been unsatisfactory or less than adequate during the period under review” (Board Policies I.E. and II.L); and

WHEREAS, the Board affirms its policy related to post-tenure review requiring all faculty who receive tenure to receive both annual performance reviews as required of all employees of the state, as well as distinct “periodic performance review[s]...conducted in terms of the tenured faculty member’s continuing performance in the following general categories: teaching effectiveness, research or creative activities, professional related services, other assigned responsibilities, and overall contributions to the department” (Board Policy II.G); and

NOW, THEREFORE, BE IT RESOLVED that the Board shall establish clear criteria for evaluating the performance of the Presidents in their duties to ensure successful functioning of the institution in all its units, divisions and services.

BE IT FURTHER RESOLVED that each institution shall submit an annual report related to post-tenure review outcomes, including the number of reviews conducted, the number of performance improvement plans resulting from the post-tenure review process, and the justification for not dismissing faculty who fail to meet the requirements of a post-tenure performance improvement plan.

BE IT FURTHER RESOLVED that each institution establish and maintain a faculty code of conduct that defines the faculty rights, responsibilities, and conduct to foster and sustain an environment conducive to sharing, supporting, and critically examining knowledge and values, and to create an ethical educational climate that strives for effective teaching and learning without prejudice or favor toward any student.

BE IT FURTHER RESOLVED that the resolutions contained herein shall be implemented by June 30, 2025.

ADOPTED and APPROVED by the Idaho State Board of Education, December 18, 2024.



Linda Clark, President