

AGREEMENT for FACULTY POSITION
Between
IDAHO DEPARTMENT OF PARKS AND RECREATION
And
REGENTS OF THE UNIVERSITY OF IDAHO

This agreement is effective the date of last signature and is between the Regents of the University of Idaho, a public university of the state of Idaho (“**University**”) and the Idaho Department of Parks and Recreation, an executive department of the state of Idaho (“**IDPR**”).

The parties wish to promote research and education within IDPR’s fields of authority, including planning and development of the outdoor recreational resources of the state of Idaho, which are consistent with University’s mission to provide instruction, research, and public service to the benefit of the State of Idaho. There are no equivalent positions in higher education to address educational, professional and technical training needed for state agencies and the State of Idaho’s expansive needs for outdoor recreation management and ecology. The parties enter into this agreement to create a faculty position specific to Parks, Tourism and Recreation Management (“**Position**”) that will provide teaching, research and outreach in the fields of recreation ecology, environmental interpretation, and tourism in the aspects of parks and recreation management and utilize the contiguous properties of Ponderosa State Park and the McCall Field Campus for joint endeavors. This agreement states the terms for funding, support, management, oversight and goals for the Position.

University and IDPR therefore agree, as follows:

I. Description of Position:

- a. Assistant or Associate rank tenure track faculty position. The Position will be housed in University’s College of Natural Resources (“College”); Distribution of duties – Teaching/Advising 30%, Research 50%, Outreach/Service 20%. The Position will also utilize the McCall Field Campus located at Ponderosa State Park and, as needed, office space at IDPR, 5657 Warm Springs Avenue, Boise, Idaho, 83716.
- b. The Position will:
 - i. Develop an externally funded research program focusing on the economic, ecological, and sociological aspects of parks and recreation management;
 - ii. Collaborate with departmental, college, and university researchers, IDPR rangers and managers, and other external partners on interdisciplinary research focused hands-on parks and recreation management and related natural resources challenges; and
 - iii. Develop new research directions in the recreation ecology, environmental and cultural interpretation, and tourism with a focus on the intersection of social, economic and ecological components of outdoor recreation, parks and tourism management.
- c. The Position shall teach 2 courses each year. Courses may include recreation and parks management, environmental interpretation or other social- ecological systems-related courses relevant to the interdisciplinary undergraduate degrees of the College and campus-wide Environmental Science program. Graduate courses taught may include social, economic or recreation theory as applied to parks and recreation

management, graduate research methods, or other courses based on academic qualifications that may utilize the McCall Field Campus and Ponderosa State Park.

- d. The Position shall also advise graduate and undergraduate students in the College.
- e. To be considered a candidate for the Position, an individual must meet the following minimum qualifications:
 - i. Hold a Ph.D. in a social science discipline or related interdisciplinary natural resource degree with formal training in applied social science methods;
 - ii. Demonstrated success publishing social science research related to parks and recreation management in refereed journals;
 - iii. Demonstrated capacity to teach graduate and undergraduate courses using effective teaching approaches;
 - iv. Demonstrated potential to develop a research program that is both relevant statewide and recognized nationally, including the capacity to obtain external grants; and,
 - v. Demonstrated oral and written communication skills relevant to scientific and natural resource management audiences.

II. Funding of Position:

- a. The Position shall be funded in the amount necessary to fully compensate the salary of the incumbent professor, \$80,000 for 2022/23 academic year. Funding is subject to change based on meritorious salary adjustments. University will provide 50% of the annual academic year salary including published University consolidated fringe rate.
- b. IDPR will provide 50% of annual academic year salary including published University consolidated fringe rate.
- c. University will provide faculty startup package as negotiated with the Position.
- d. University shall submit invoices to IDPR not more often than monthly. A final invoice shall be submitted to IDPR no later than 60 days after the end of the state fiscal year. Unspent funds may not be carried forward to the next fiscal year.
- e. University email invoices to IDPR at the following address: Steve Martin, Fiscal Officer, Steve.Martin@idpr.idaho.gov.
- f. IDPR shall send payment to: 875 Perimeter Drive, MS 3020, Moscow, ID 83844-3020.
- g. Travel costs may be reimbursed according to University policy.
- h. Financial Questions shall be sent to the following individuals:

For University:
Financial Unit
875 Perimeter Drive, MS 3020
Moscow, ID 83844-3020
osp-billing@uidaho.edu
208-885-6651

For IDPR:
Steve Martin, Fiscal Officer
5657 Warm Springs Ave.
Boise, Idaho 83716
steve.martin@IDPR.idaho.gov
208-514-2460

III. Hiring Process, Annual Evaluation and Position Performance:

- a. The Position shall be an employee of the University and shall not be considered an employee of IDPR for any purposes. The individual hired to the Position shall be bound by the terms and conditions of employment with University so that there is continuity of benefits and other terms of employment. University shall provide the Position with salary and benefits in accordance with its policies and procedures and shall be responsible for management and control of the Position.
- b. The individual for the Position shall be hired according to University Human Resources requirements and processes. The search committee for the Position shall include 2 representatives from IDPR as assigned by the Director of the IDPR. IDPR may provide input on interview questions.
- c. The Position shall undergo an annual evaluation according to University's Human Resources requirements and processes. The evaluation committee will include Dean, College of Natural Resources; Department Head, Natural Resources and Society; 1 IDPR representative as assigned by Director, IDPR.
- d. Performance of the Position will be assessed on quality of the following: teaching and advising; research productivity to include external funding acquisition, publications and statewide relevance; outreach efforts and impact.
- e. IDPR and University will facilitate at least 1 meeting each year in addition to the Annual Evaluation with the Position to explore research topics; responsiveness to statewide emerging topics or issues; outreach and collaboration opportunities for the Position.
- f. Position may regularly attend or participate in IDPR Board meetings and other meetings as requested by IDPR

IV. Position Objectives:

- a. Develop research and curriculum for IDPR's use in recreation ecology, environmental and cultural interpretation, and tourism to understand and enhance stakeholder behavior and desires in relation to outdoor recreation and parks operations.
- b. Research methods to provide tools for parks and recreation agencies to more effectively predict stakeholder behavior and advise agencies on management options.
- c. The Position will serve as primary organizer for meetings aimed at collaborative efforts between IDPR, University and other stakeholders as it relates to duties of the Position.
- d. Promote and increase visibility of partnership between IDPR and University especially utilizing the unique properties at Ponderosa State Park and the McCall Field Campus.

V. The University Agrees to:

- a. Provide adequate office space; access to buildings, labs and facilities as necessary consistent with University policy.

- b. Provide mentoring and training with senior faculty.
- c. Provide adequate services to support execution of duties of the Position including mechanisms to process sponsored agreements and expenditure processing.

VI. IDPR Agrees to:

- a. Make available personnel, facilities, and access to land and information under its control as mutually agreed upon for execution of duties of the Position, especially highlighting Ponderosa State Park which is directly adjacent to the McCall Field Campus.
- b. Cooperate in research, education, and outreach on mutually agreed upon projects.

VII. Mutually Agreed:

- a. The Position will be located at University Main Campus, Moscow, ID.
- b. The Position will travel to state parks and related areas throughout the state with emphasis on utilization of Ponderosa State Park and the McCall Field Campus.
- c. Review and modify as necessary annual Position objectives, goals and tasks.
- d. Open exchange of information so both parties are informed of plans, programs, progress, needs and results of the Position.
- e. Data generated directly from this agreement shall remain joint property of the University and IDPR and may not be used for further analyses or dissemination without the consent of both parties, excepting for use in educational purposes in furtherance of the University's obligations as a public, land grant University.
- f. Acknowledge the University and IDPR need to publish and disseminate information which may arise from research performed by the Position in forums such as symposia, international, national or regional professional meetings, or published in vehicles such as books, journals, websites, theses or dissertations. The University and IDPR shall be given the opportunity to coauthor all publications arising from work sponsored or coordinated by this agreement. If the University or IDPR declines authorship, they shall retain the opportunity to review and comment on publications prior to submission. Time for such reviews will be limited to 30 days. Publications by the University employee as sponsored research, as defined by University policy, shall adhere to the requirements of the sponsored research agreement or requirements from the sponsor. Credit for publications shall be given according to recognized academic practices and as required by the grant or contract funding the publication. No other property is expected to be acquired, held or disposed of resulting from the Position.

VIII. Additional Terms and Conditions:

- a. This agreement shall be effective January 1, 2023 and shall terminate June 30, 2033. The term of the agreement is for 10 years, beginning with the first state wide fiscal year to

occur after date of authorized signatures. This agreement may be extended for any length of time as mutually agreed by both parties at conclusion of initial 10-year term.

- b. Either party may terminate this agreement without cause by providing written notice to the other party 90 days in advance. Any such termination shall take effect at the end of the currently funded fiscal/academic year.
- c. This agreement may be extended or modified only by written amendment executed by both parties' authorized official. No purchase order or invoice resulting from either parties' or the Position's actions under this agreement, and no related procurement process undertaken by IDPR shall modify this agreement.
- d. IDPR and University are government entities and this agreement shall in no way or manner be construed so as to bind or obligate IDPR or University beyond the term of any particular appropriation of funds by the federal government or Idaho's Legislature as may exist from time to time. IDPR and University reserve the right to terminate this agreement in whole or in part if, in IDPR's or University's sole judgment, the federal government or the state of Idaho fails, neglects, or refuses to appropriate sufficient funds as may be required for IDPR or University to continue such payments, or requires any return or "give-back" of funds required for IDPR or University to continue payments, or if the Idaho executive branch mandates any cuts or holdbacks in spending. All affected future rights and liabilities of the parties hereto shall thereupon cease within 10 calendar days after notice to or from University of the absence of the requisite appropriation.

Each party is signing this agreement on the date stated opposite that party's signature.

REGENTS OF THE UNIVERSITY OF IDAHO

By: _____
Sarah Martonick DATE
University of Idaho Moscow, ID

IDAHO DEPARTMENT OF PARKS AND RECREATION

By: _____
Susan Buxton, Director DATE
Idaho Department of Parks and Recreation, Boise, ID