

April 8, 2009

MEMORANDUM

TO: Deans and Directors

FROM: Fred Hutchison, Director
Environmental Health and Safety

RE: 2008 Annual Workers Compensation Report

The annual report and analysis prepared by the Environmental Health and Safety Office for the University of Idaho's 2008 workers compensation claims experience is now available at <http://www.uidaho.edu/safety/Accidents/WC2008.pdf>

The number of reported incidents is the lowest it has been in the past five years and the incurred costs are significantly lower this year. Of the 127 claims, there were 17 that accounted for almost 80% of the total incurred costs. The recordable incident rate for colleges and universities in 2007, according to the Bureau of Labor Statistics, was 2.4 cases per 100 full-time employees; we calculate our rate at approximately 3.2. This is a decrease in our recordable incident rate as compared to last year and our loss time/restricted duty rate also decreased.

The number of serious claims (those incurring costs greater than \$5,000) over the past five years shows that these continue to have a negative impact on our ability to achieve the strategic goals we have set for ourselves. These claims are a result of an employee receiving a serious, sometimes debilitating, injury and the monetary costs are significant. These are all preventable accidents. Reducing the number of serious claims will significantly lower the incurred costs for the university. It will take the commitment of supervisors to set expectations and to hold employees accountable for following safe work practices and for being cognizant of their work area and conditions.

This past year the College of Agricultural and Life Sciences (CALs) made an impressive effort in promoting safety throughout their college. With the support of their senior administration and the efforts of their unit safety committee, CALs reduced their total claims costs by almost 77% as compared to last year (from \$438,271 to \$101,633). CALs should be commended for this effort and their commitment to safety.

We continue to encourage active participation of unit safety committees and the support of senior administrators in helping to achieve our safety goals and in reducing the number of injuries and accidents.

If you have any comments on this report, or if there are other ways the staff of Environmental Health and Safety may assist you in your safety efforts, please do not hesitate to contact me at (208) 885-7208 or fhutch@uidaho.edu.

Thank you.

2008 Annual Worker's Compensation Report

As illustrated in Figure 1, 127 worker's compensation claims were filed during calendar year 2008, a 13.6% decline in number compared to last year's total as well as the lowest number filed per year during the past five years. As of the date of this report, total incurred costs (which includes reserves as well as medical and wage loss expenses that have already been paid out) totaled just under \$443,000, over one-third less than the costs currently associated with claims filed during the previous year. Of the 127 claims filed, 9 were subsequently denied benefits by the Idaho State Insurance Fund. 99 of these claims were classified as recordable injuries, meaning that the injuries reported were verified to be principally due to work-related activities and required medical treatment beyond first-aid and/or involved lost-time or restricted duty.

Figure 1

UI Worker's Compensation Claims & Costs 2004 through 2008

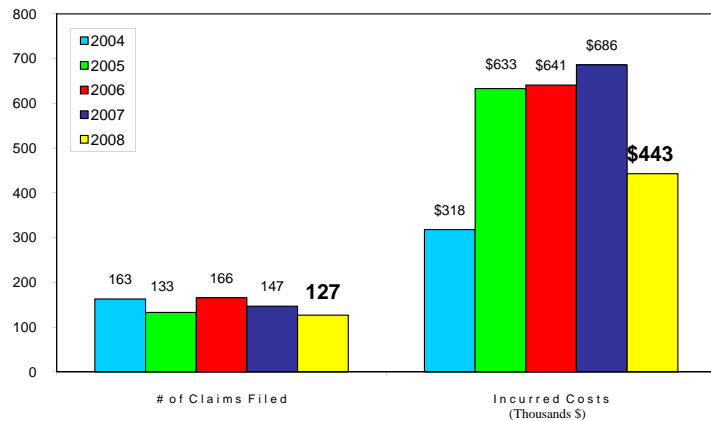
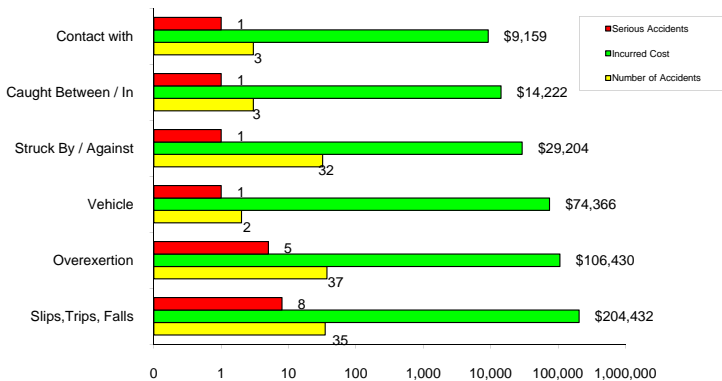


Figure 2 is a breakdown of the accidents that occurred by type, total costs, and serious claims (those involving incurred costs of over \$5,000).

Figure 2

UI Accidents by Incurred Cost 2008



Total # of Claims Filed:	127
# Claims Denied:	9
Total # of Serious Claims:	17
Total Cost of Claims:	\$442,957

Although the total number of serious claims accounted for less than 14% of all claims filed, these claims accounted for over 80% of total claims costs. As illustrated in Figure 3 on the following page, this trend has been characteristic of the university's claims experience in past years as well. Equally characteristic was the impact on claim costs associated with slips, trips and falls or overexertion, which accounted for 46% and 24% of total claim costs respectively.

Figure 3
Total Claims Cost vs. Serious Claims Cost
Last 5 Years

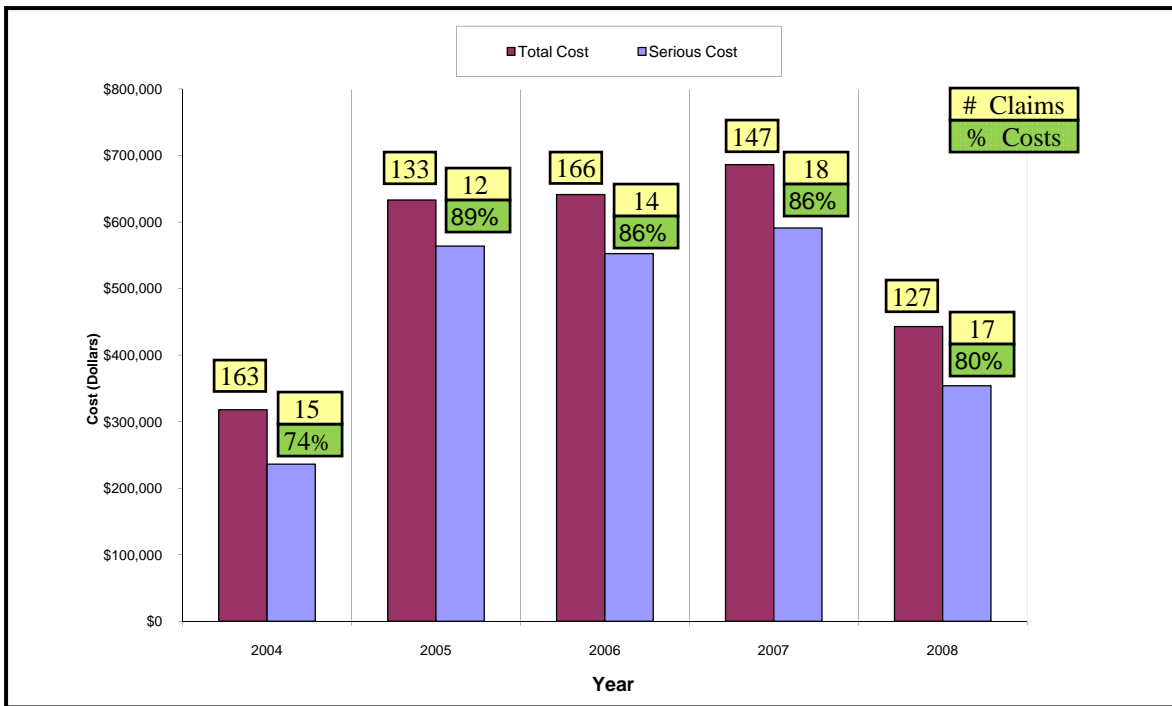


Figure 4
UI Injury Summary By Part Of Body
2008

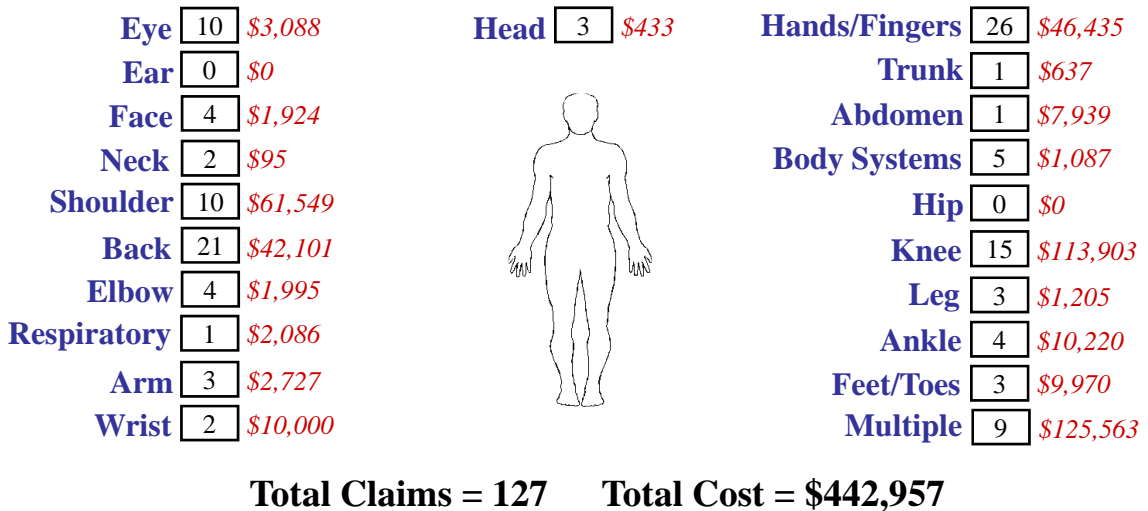


Figure 4 presents a breakdown of incurred costs by part of body injured. Injuries to the musculoskeletal system, hands/fingers, and multiple injuries associated with a serious motor vehicle accident and several slip, trip and fall injuries accounted for over 90% of total claim costs.

Figure 5

Number of Claims 2008

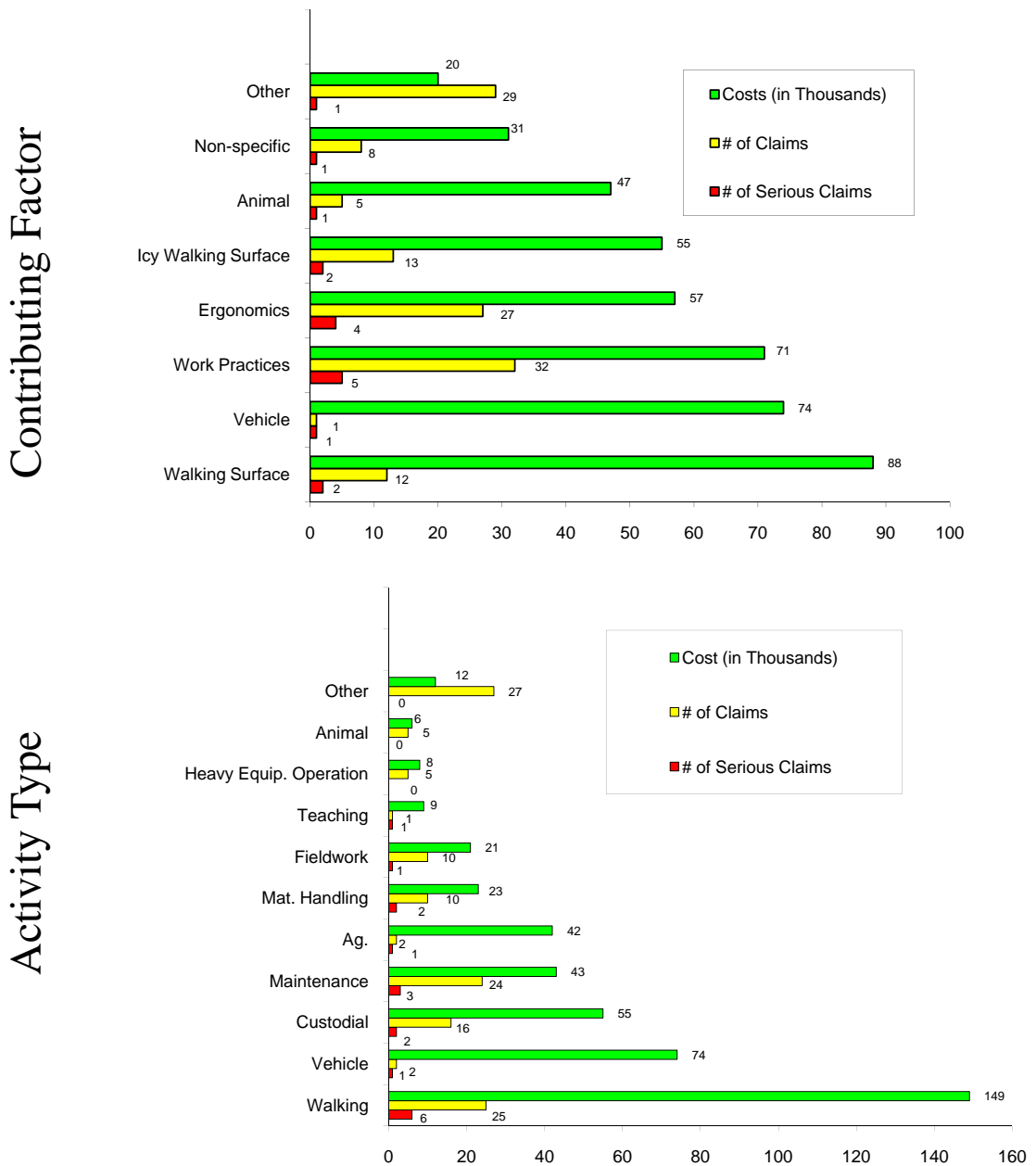


Figure 5 portrays the number of claims and claim costs associated with the major contributing factor attributed to each accident (upper graph) and the types of activities that were being performed when each injury occurred (lower graph).

Unsafe work practices contributed to the highest number of serious claims, followed closely by the ergonomics category, which includes injuries determined to have occurred due to poor postures, excessive repetition or force, and/or cumulative trauma. In terms of claims costs, walking proved to be the most hazardous activity employees engaged in last year, accounting for approximately one-third of total claim costs.

The circumstances associated with each of the 17 accidents that resulted in incurred costs of more than \$5,000 individually and almost \$354,000 collectively are described below:

The most serious accident, in terms of claim costs this year, was a motor vehicle accident that occurred when a researcher was reportedly blinded by the sun while driving and ended up driving over an embankment and suffering serious head and skeletal injuries (\$73,729).

6 slip, trip and fall injuries occurred while workers were walking on non-elevated surfaces and included a worker who struck the toe of their shoe while walking down an interior ramp and fell, seriously injuring a knee (\$38,755), a worker who slipped in a puddle of water left by an auto-scrubber while making a turn with the machine, resulting in another serious knee injury (\$32,296), a worker who twisted a knee while walking through deep snow around a storage building (\$30,544), a worker who apparently mis-stepped and tripped while entering a building, fell into a door and suffered multiple injuries (\$27,493), a worker who slipped on an icy sidewalk and fell (\$16,771), and finally, a worker who slipped while descending an exterior stairway and fell, fracturing both wrists (\$10,000).

2 falls from elevated surfaces that resulted in serious injuries included a worker who lost their footing while standing on a pipe to perform maintenance work and fell, injuring their back (\$11,346), and a worker who fell off a bouldering wall while demonstrating a climbing move and landed wrong, seriously injuring an ankle (\$9,320).

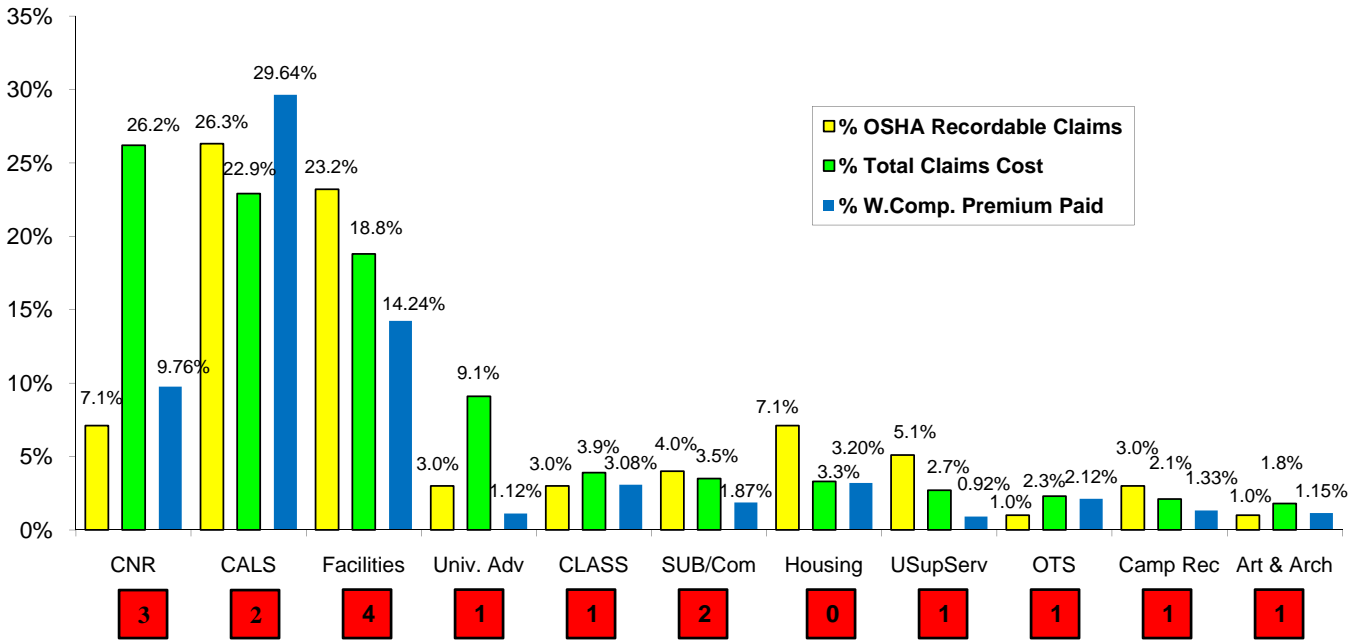
5 serious accidents involved overexertion and included an authorized volunteer who attempted to grab and restrain a large lamb and suffered a serious shoulder injury (\$42,006), a worker who developed serious back and other musculoskeletal injuries due to performing tasks associated with research fieldwork activities (\$10,000), a worker whose hand became very sore after lifting and moving several hundred chairs to set up for an event (\$8,339), a worker who tore abdominal muscles while moving cases of bottled water (\$7,939), and a worker who suffered a back and hand injury while attempting to catch a trash barrel that fell off its wheels (\$6,256).

The remaining 3 serious accidents included a worker whose finger tip was crushed off when it was caught between two parts of a machine he was helping another worker repair (\$12,627), a foot injury that occurred when a worker was struck by a cart that was being pushed by another worker (\$9,541), and finally, a worker who suffered injury to both knees after kneeling for an extended period of time while performing maintenance work (\$7,000).

Similarly detailed descriptions of all the accidents represented in this report may be found on Environmental Health and Safety's website at <http://www.uiweb.uidaho.edu/safety/> .

A list of the organizational units that were used to track the UI's workers compensation claim experience during calendar year 2008 may be found in Appendix 1. The 11 organizational units that experienced over \$5,000 in total incurred costs are presented below in Figure 6.

Figure 6
Unit Breakdown
 (Units with > \$5,000 in total claim costs)
 Total number of serious claims are highlighted in red

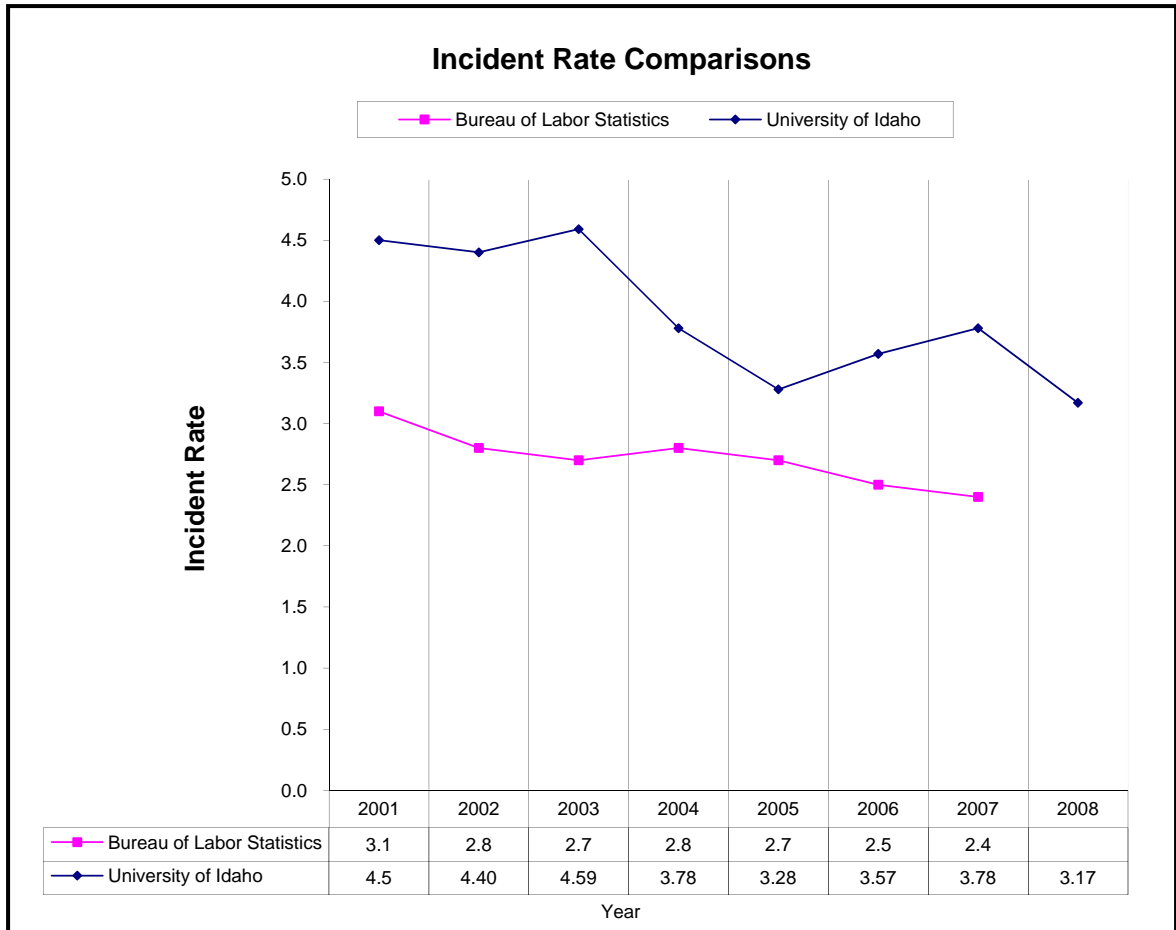


A more detailed claims analysis for these and all the other organizational units included in Appendix 1 may be found in Table 1.

Figure 7

Incident Rate Comparisons

University of Idaho vs. Bureau of Labor Statistics



The Occupational Safety and Health Administration (OSHA) and the Bureau of Labor Statistics (BLS) use standardized formulas to calculate incident rates that allow more meaningful comparisons between businesses and institutions, regardless of differences in the number of employees or total hours worked.

The UI’s overall incident rate for calendar year 2008 was 3.17, a decrease of just over a half-point compared to the prior year’s rate. This means that for every 100 full-time equivalent employees who worked for the university during the year, 3.17 had a work-related accident serious enough to require medical treatment beyond first-aid and/or involve lost-time or restricted duty.

This decline in the UI’s incident rate moved the university closer to reaching parity with the corresponding national average rate for colleges and universities calculated by the BLS, which in 2007 (the latest year for which statistics are available), was 2.4, still about ¾ of a point lower than the university’s 2008 incident rate.

Figure 8

Lost-Time / Restricted Duty Incident Rate Comparisons University of Idaho vs. Bureau of Labor Statistics



Figure 8 illustrates lost-time / restricted-duty incident rates, which are an indicator of the severity of the accidents that occurred. After jumping back up above the BLS national average for colleges and universities in 2006, the severity of injuries reported during the past two years, as measured in these terms, has continued a downward trend to a current rate of 1.25, i.e., 1.25 of every 100 full-time equivalent employees suffered recordable injuries that were severe enough to involve days of lost-time and/or restricted duty beyond the date of injury. As noted in Table 1, based upon data compiled and provided by the Payroll Services Benefits Team, these claims resulted in 871 days of lost-time and 303 days of restricted-duty.

Figure 9

Premiums/ Loss Ratios/ Dividends Awarded

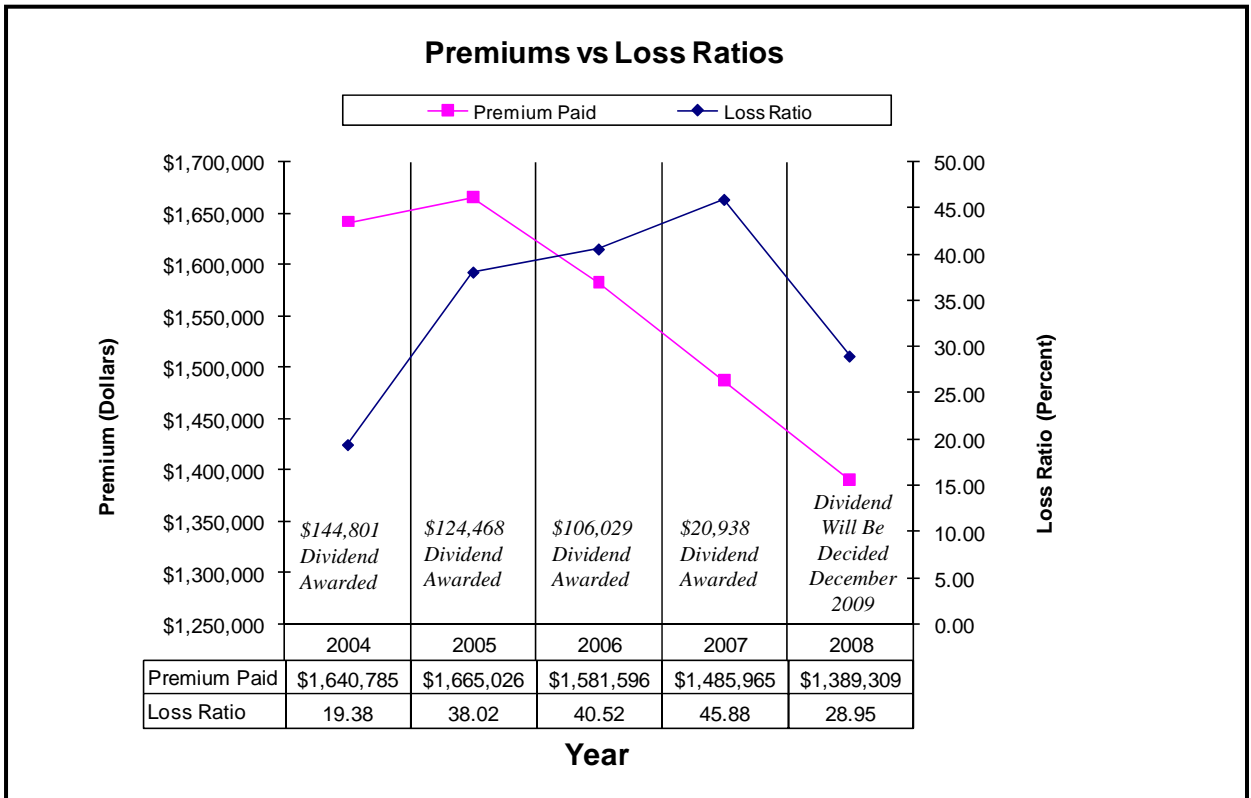


Figure 9 illustrates a continuing decline in the level of premiums the UI has had to pay for workers compensation insurance coverage for the third year in a row. Although the premiums the university must pay are influenced by its own overall performance, it is important to note that the level of each year’s premium is a factor not only of the university’s own claim experience, but that of the other state agencies it is grouped with as well.

The second line on this graph illustrates the university’s loss ratio for each corresponding year, a figure derived by dividing the total cost of claims for the year by the associated premium paid. This figure *is* directly correlated to the university’s accident experience and is a primary factor used by the Idaho State Insurance Fund when determining dividend eligibility. Despite a lower premium base and the increasing costs of medical care, as of the date of this report, the university’s loss ratio for calendar year 2008 decreased to 28.95%. The effect this will have on the university’s dividend eligibility for this year will not be known until it is calculated and declared by the Idaho State Insurance Fund at the end of December, 2009.

TABLE 1

Worker's Compensation Analysis UI Annual Report: January 1, 2008 to December 31, 2008														
Org. Code	Organizational Unit	Workers Compensation Claims Filed	OSHA Recordable Claims	Time Loss Claims	Time Loss and-or Restricted Duty Claims	Days of Time Loss	Days of Restricted Duty	Claims > \$5000	Total Incurred Cost of Claims	% of Total Incurred Cost of Claims	% of Total Premium Paid (\$1,354,850)	Total Hours Worked	*OSHA Incident Rate	**OSHA Lost Time and-or Restricted Duty Incident Rate
1	Facilities Services	0	0	0	0	0	0	0	\$0	0.00%	0.12%	15412.40	0.00	0.00
2	Facilities Maint. & Ops.: Building Trades	9	7	1	1	180	0	2	\$20,104	4.54%	3.92%	64760.27	21.62	3.09
3	Facilities Maint. & Ops.: Building Services	5	4	2	3	58	42	1	\$39,168	8.84%	4.04%	116890.22	6.84	5.13
4	Facilities Maint. & Ops.: Landscape and Exterior Svcs	16	10	5	6	9	7	1	\$22,183	5.01%	3.16%	77637.29	25.76	15.46
5	Facilities - Reserved	0	0	0	0	0	0	0	\$0	0.00%	0.00%	0.00	0.00	0.00
6	Facilities - Reserved	0	0	0	0	0	0	0	\$0	0.00%	0.00%	0.00	0.00	0.00
7	Facilities: Architectural & Engineering Services	3	2	0	1	0	10	0	\$1,790	0.40%	3.00%	66280.74	6.03	3.02
8	Facilities Maint. & Ops.: Other	0	0	0	0	0	0	0	\$0	0.00%	0.00%	0.00	0.00	0.00
	Facilities Management TOTAL	33	23	8	11	247	59	4	\$83,245	18.79%	14.24%	340980.92	13.49	6.45
9	Finance & Administration	2	1	0	0	0	0	0	\$391	0.09%	2.58%	213649.45	0.94	0.00
10	Conferencing and Information Services	1	1	0	0	0	0	0	\$1,074	0.24%	0.71%	42095.42	4.75	0.00
11	University Support Services (Auxiliary Services)	5	5	3	5	70	72	1	\$12,047	2.72%	0.92%	70087.80	14.27	14.27
12	Golf Course (Auxiliary Services)	0	0	0	0	0	0	0	\$0	0.00%	0.37%	15189.70	0.00	0.00
13	University Housing (Auxiliary Services)	10	7	1	2	4	10	0	\$14,469	3.27%	3.20%	136656.73	10.24	2.93
14	Dining Services (Auxiliary Services)	0	0	0	0	0	0	0	\$0	0.00%	0.00%	0.00	0.00	0.00
15	Auxiliary Services (Other)	2	0	0	0	0	0	0	\$505	0.11%	0.47%	81543.66	0.00	0.00
16	Idaho Commons & Union	5	4	1	1	6	0	2	\$15,525	3.50%	1.87%	83094.28	9.63	2.41
17	A.S.U.I. Departments	0	0	0	0	0	0	0	\$0	0.00%	0.40%	30291.62	0.00	0.00
18	Athletic Department	2	2	0	0	0	0	0	\$2,505	0.57%	1.19%	117572.83	3.40	0.00
19	President's Office, Academic Affairs, & Enrollment Services	4	3	2	2	6	0	0	\$1,838	0.41%	2.05%	231822.06	2.59	1.73
20	Student Affairs	1	0	0	0	0	0	0	\$55	0.01%	0.82%	129230.72	0.00	0.00
21	Campus Recreation	3	3	1	2	12	14	1	\$9,320	2.10%	1.33%	60352.48	9.94	6.63
22	Outreach & Technology Services	1	1	1	2	32	148	1	\$10,000	2.26%	2.12%	188595.64	1.06	2.12
23	Library	1	1	0	0	0	0	0	\$0	0.00%	0.55%	97006.82	2.06	0.00
24	College of Agricultural & Life Sciences	6	3	1	1	8	0	0	\$3,041	0.69%	12.62%	668140.14	0.90	0.30
24.1	Palouse R&E Center	2	2	0	0	0	0	0	\$1,962	0.44%	2.34%	47283.38	8.46	0.00
24.2	N. Cummings Hot Spring Ranch R&E Center	2	2	0	0	0	0	0	\$1,782	0.40%	0.69%	10204.89	39.20	0.00
25	Aberdeen R&E Center	2	2	0	0	0	0	0	\$1,487	0.34%	3.01%	90817.75	4.40	0.00
26	Kimberly R&E Center	1	1	0	0	0	0	0	\$442	0.10%	1.41%	45557.63	4.39	0.00
27	Sandpoint R&E Center	0	0	0	0	0	0	0	\$0	0.00%	0.18%	7560.80	0.00	0.00
28	Caldwell R&E Center	0	0	1	1	3	0	0	\$0	0.00%	0.16%	8177.30	0.00	24.46
29	Parma R&E Center	1	1	0	0	0	0	0	\$455	0.10%	1.69%	53768.58	3.72	0.00
30	Tetonia R&E Center	1	1	1	1	13	0	0	\$1,600	0.36%	0.37%	6251.00	31.99	31.99
31	U.S. Sheep Experiment Center (Dubois)	2	2	0	0	0	0	0	\$589	0.13%	0.58%	6861.25	58.30	0.00
32	Caine Veterinary Research Center	1	1	0	0	0	0	0	\$4,309	0.97%	1.37%	35201.57	5.68	0.00
33	Cooperative Extension	13	11	2	2	181	0	2	\$85,966	19.41%	5.22%	303169.03	7.26	1.32
	College of Agricultural & Life Sciences TOTAL	31	26	5	5	205	0	2	\$101,633	22.94%	29.64%	1282993.32	4.05	0.78
34	Jazz Festival	1	1	0	0	0	0	0	\$540	0.12%	0.09%	12840.05	15.58	0.00
35	College of Business and Economics	0	0	0	0	0	0	0	\$0	0.00%	1.43%	136724.49	0.00	0.00
36	College of Engineering	1	1	0	0	0	0	0	\$95	0.02%	3.73%	330462.46	0.61	0.00
37	College of Education	0	0	0	0	0	0	0	\$0	0.00%	2.43%	360994.29	0.00	0.00
38	College of Natural Resources	8	7	3	3	220	0	3	\$116,026	26.19%	9.76%	483635.85	2.89	1.24
39	College of Law	0	0	0	0	0	0	0	\$0	0.00%	1.09%	102406.42	0.00	0.00
40	College of Science	4	3	3	3	60	0	0	\$2,397	0.54%	7.61%	557060.69	1.08	1.08
41	College of Art & Architecture	1	1	0	0	0	0	1	\$7,939	1.79%	1.15%	137753.30	1.45	0.00
42	College of Letters & Social Sciences	3	3	1	1	5	0	1	\$17,100	3.86%	3.08%	456664.48	1.31	0.44
43	Research and Graduate Studies	3	2	0	0	0	0	0	\$1,378	0.31%	4.88%	320324.12	1.25	0.00
44	Other Academic Organizations	2	1	0	0	0	0	0	\$4,517	1.02%	1.44%	123967.74	1.61	0.00
45	University Advancement	3	3	2	2	4	0	1	\$40,358	9.11%	1.12%	96067.63	6.25	4.16
46	Miscellaneous Organizations	0	0	0	0	0	0	0	\$0	0.00%	0.01%	0.00	0.00	0.00
	U OF I TOTALS	127	99	31	39	871	303	17	\$442,957	100%	100%	6,240,064.97	3.17	1.25

* OSHA Incident Rate= (Number of OSHA Recordable Claims X 200,000) / Total Number of Hours Worked

** Lost-Time and-or Restricted Duty Incident Rate= (Number of Lost-Time and-or Restricted Duty Claims X 200,000) / Total Number of Hours Worked

WC Organizational Codes

1 Facilities Services

- Budget Accounting & Analysis
- Computer Coordination
- Customer Service
- Database Analysis
- FMO Administration
- Personnel/Contracts

2 Facilities Maint. & Ops.: Building Trades

- Electric Shop
- Facilities Management-Shops/Misc.
- HVAC/Refrigeration Shop
- Interiors Shop
- Machine Shop
- Plumbing Shop

3 Facilities Maint. & Ops.: Building Services

- Custodial Services
- Minor Building Maintenance

4 Facilities Maint. & Ops.: Landscape & Exterior Services

- Arboretum
- Campus Storage
- Garage Motor Pool
- Landscape and Exterior Services
- Lost & Found
- Mailroom & Receiving Services
- Minor Moving
- Recycling/Solid Waste
- Shop Stores
- Surplus Properties

7 Facilities: Architectural & Engineering Services (AES)

- Architectural & Engineering Service
- CADD Center
- Construction Management
- Facility Design Services
- Space Management
- Steam Plant
- Utilities Engineering

8 Facilities: Other

- Facilities Planning & Budget
- Facility Management

9 Finance and Administration

- Accounts Payable
- Accounts Receivable
- Asset Accounting
- Auditing Services
- Budget Compliance
- Budget Office
- Business & Accounting Services
- Capital Planning and Budget
- Div of Finance & Admin Systems
- Environmental Health & Safety
- Finance & Administration
- Gift Receiving Office
- Grants & Contracts
- Human Resource Services
- Investment Office
- Payroll Office
- Process Management
- Purchasing
- Records Management
- Risk Management
- Student Accounts/Cashiers
- Travel Management Services
- Trust & Investment Office
- Vandal Card Services

10 Conferencing & Information Services (Auxiliary Services)

- Information and Ticketing
- Parking
- UI Conference Services

11 University Support Services (Auxiliary Services)

- Events Services
- Kibbie Dome

12 Golf Course (Auxiliary Services)

- UI Golf

13 University Residences (Auxiliary Services)

- RH Residence Life
- University Housing

14 Dining Services (Auxiliary Services)

- (Other than Marriot)

WC Organizational Codes

15 Auxiliary Services (Other)

Auxiliary Services Admin
Business Technology Incubator
Computer Store
Design Group
University Bookstore

16 Idaho Commons & Union

Commons Building
Student Union

17 A.S.U.I. Departments

ASUI Communications
ASUI General
ASUI Productions
ASUI Programs
ASUI Student Media Services
KUOI
Outdoor Program

18 Athletic Department

Intercollegiate Athletics Admin

19 President's Office, Academic Affairs, & Enrollment Services

Academic Advising Center
Academic Affairs
Admissions/Financial Aid
CAMP
Career & Professional Planning
Core-General Education
Diversity & Community
Faculty Secretary
General Counsel
Governmental Relations
Graduate Admissions
Honors Program
Human Rights Compliance
Independent Study
Institutional Research & Assessment
Internal Audit
International Programs
Native American Students Center
New Student Services
Office of Diversity
Ombuds

President's Office
Registrars Office
Summer Sessions Administration
Tutoring & Acad Assistance Programs

20 Student Affairs

ACLP
Campus Life & Student Conduct
Children's Center
Cooperative Education
Counseling Center
Dean of Students
Greek Life
Multicultural Affairs
Student Advisory Services
Student Affairs
Student Disability Services
Student Financial Aid
Student Health Services
Violence Prevention Program
Women's Center

21 Campus Recreation

Campus Recreation
Intramural Sports
Sports Clubs
Swimming Pool Oper
Wellness Program

22 Outreach & Technology Services

Center for Teaching Innovation
Computer Services
Conferences & Enrichment Programs
Copy Centers
Helpdesk
Independent Study
Information Technology Services
Instructional Television
ITS-Acad & Research Technologies
ITS-Administrative Technologies
Media Center
Outreach & Technology
Photographic & Electronic Imaging
Telephone Services
Video Center/UITV-8

WC Organizational Codes

23 Library

General Library

24 College of Agricultural & Life Sciences

Ag Communications Office

Agr Economics & Rural Sociology

Agricultural & Extension Education

Animal & Veterinary Science

AVS Equine Reproduction Lab

AVS Meat Lab

Biological & Agr Engineering

Family & Consumer Sciences

Food Science & Toxicology

Holm Research Center

Idaho Ag Experiment Station

MMBB

Plant, Soil & Entomological Sciences

Post Harvest Institute

UIAL

24.1 Palouse R & E Center

6th Street Greenhouse

Beef Center

Dairy Center

Feedmill

Parker Kambitsch Farm

Sheep Center

West Farm Shop

24.2 N. Cummings Hot Spring Ranch R & E Center

N. Cummings Hot Spring Ranch

25 Aberdeen R&E Center

Aberdeen R & E Center

26 Kimberly R&E Center

Kimberly R & E Center

27 Sandpoint R&E Center

Sandpoint R & E Center

28 Caldwell R&E Center

Caldwell R & E Center

29 Parma R&E Center

Parma R & E Center

30 Tetonia R&E Center

Tetonia R & E Center

31 U.S. Sheep Experiment Center (Dubois)

Sheep Experiment Station

32 Caine Veterinary Teaching Center

Caine Center Clinics

33 Cooperative Extension

4-H Programs

CE Administration

County Agencies

District II--Boise

District III--Twin Falls

District I--Moscow

District IV--Idaho Falls

Expanded Food and Nutrition Programs

Extension Forestry

UI Office

34 Jazz Festival

Jazz Festival

35 College of Business & Economics

Accounting

Business

College of Business & Economics

Ctr Bus. Dev. & Entrepreneurship

36 College of Engineering

Center for Applied Thermodynamics Studies (CATS)

Chemical Engineering

Civil Engineering

College of Engineering

Computer Science

Electrical & Computer Engineering

Engineering in Boise

Engineering Outreach

Environmental Science

Idaho Space Grant

Materials Science & Engineering

Materials/IMAP

Mechanical Engineering

37 College of Education

Adult, Counselor & Technology Educ.

WC Organizational Codes

CASP
College of Education
Div Health/PE/Recreation/Dance
Division of Teacher Education
Idaho Center on Disabilities & Human Devel (CDHD)
Industrial Tech ED
Upward Bound

38 College of Natural Resources

College of Natural Resources
Cooperative Park Studies Unit
Experimental Forests
Fish & Wildlife Resources
Forest Information Services
Forest Products
Forest Research Nursery
Forest Resources
Forest Sciences Lab
Forestry Publications
Forestry Services
Idaho Co-op Fish & Wildlife Research Unit (IDCFWRU)
Policy Analysis Group
Rangeland Ecology and Management
Resource Recreation & Tourism
Taylor Ranch
Wilderness Research Center

39 Law

Law
Law Library
Legal Aid Clinic

40 College of Science

Biological Sciences
Chem Stores
Chemistry
College of Science Admin
Division of Statistics
Geography
Geological Sciences
Mathematics
Physics

41 College of Art & Architecture

Architecture & Interior Design
Art & Design

College of Art & Architecture
Landscape Architecture
Virtual Technology & Design

42 College of Letters & Social Sciences

Anthropology Lab
Bureau of Public Affairs Research
College of Letters & Sciences
English
Foreign Language & Literature
General Studies
Hampton School of Music
Hartung Theatre
History
Martin Institute for Peace Studies
Philosophy
Political Science
Psychology
School of Communication
Sociology & Anthropology
Theatre Arts

43 Research and Graduate Studies

Aquaculture
CAMBR
Center for Hazardous Waste Remediation Research
College of Graduate Studies
Crystallographer
EBI
Electron Microscopy Center
Environmental Research Institute
Glass Blower
Hagerman Fish Culture Exp Sta
Idaho Geological Survey
Idaho Research Foundation
Lab Animal Research
MRCI
NIATT
U of I Research Park
University Research
Water/Energy Resources Res Inst (IWRRI)

44 Other Academic Organizations

Boise Center - Treasure Valley
Coeur d'Alene Center
Idaho Falls Center

WC Organizational Codes

WWAMI

45 University Advancement

Advancement Services

Alumni Relations

Corporate & Foundation Relations

Creative Services & Print Management

Institutional Planning & Budget

Marketing & Strategic Communications

University Development/Foundation

46 Miscellaneous Organizations

Military Sciences

Officer Education - Army

Officer Education-Navy

ROTC Program