Present: Adekanmbi, Anderson (Mike), Anderson (Miranda), Barbour, Boschetti, Brandt (Chair), Brewick, Brown, Cannon (Boise), Caplan, Chung, Crowley (w/o vote), Donohoe, Foster, Hiromoto (Idaho Falls), Hrdlicka (Vice Chair), Markuson, Morrison, Panttaja, Pregitzer, Stegner, Vella, Wieneck (w/o vote), Wolf.
Absent: Fisher, Folwell, Godfrey (Coeur d'Alene), Nicotra, Payant, Sixtos, Guests: 4

The Chair called meeting #7 to order at 3:30. A motion (Adekanmbi/Anderson) to approve the minutes for the September 27, 2016 meeting passed unanimously.

Chair's Report: Chair Brandt announced that the deadline for the next round of IRIC applications is October 19th. Regalia for the December graduation will be available in the Pitman Center until October 19th and online until the 28th. There will be a Health Fair in the Student Recreation Center on October 12th. Free flu shots will be available. The open enrollment period for Health Insurance Plans begins on October 17th and runs through November 7th. At our next Senate meeting there will be a report on changes in the health care plans.

Provost’s Report: Provost Wieneck reminded Senators that President Staben’s State of the University Address will be tomorrow (Wednesday). He expects the President to make some remarks on the Survey from the Chronicle of Higher Education. The Provost will have further reflections on this survey at next week’s Senate meeting. The new College of Education building had its “ribbon-cutting” last week. The Provost urged Senators to visit the new building to take a look at the new classrooms and the Doceo Center.

The Provost thought that homecoming went well and in conversations with alumni, some of them noted feeling an increased energy on campus. He felt a majority of alumni were happy with the football conference realignment and the new strategic plan. Provost Wieneck noted that he will be sending out a memo relaxing the timelines on development of the cascading plans. The deans have indicated a desire to see the plans from other colleges to enhance their ability to engage in partnerships. The plans are not written in stone, and can be adapted next year if there is a need to modify.

Faculty Compensation Task Force: Vice Chair Patrick Hrdlicka announced the members of the new task force to explore the development of a market based compensation system. The members of the task force will be:

Patrick Hrdlicka Co-Chair (Science)
Wes Matthews Co-Chair (Executive Director of Human Resources)
Eric Aston (Engineering)
Brian Dennis (Natural Resources)
Kristin Henrick (Faculty-at-Large)
Anne Marshall (Art & Architecture)
Scott Metlen (Business & Economics)
Michael Murphy (CLASS)
John Rumel (Law)
Sharon Stoll (Education)
Katt Wolf (Agriculture)
Don Crowley (Faculty Secretary)
Brian Foisy (Vice President of Finance)
Professor Hrdlicka noted that this was obviously a complex matter. He optimistically hoped that the task force will be able to develop a model this fall and into next spring. Chair Brandt thanked everyone who sent in nominations for this task force.

**Committee on Committees:** The appointments included in the packet are mainly students who have been recommended to be on committees. The Senate approved the list coming as a seconded motion from Committee on Committees unanimously.

**FS-17-005 - UCC-17-003a – Name Change for Information Systems to Management Information Systems:** Chair Brandt introduced Professor Eveleth-Baker to discuss this proposal. Professor Eveleth-Baker stated that the college was moving to using prefixes for their area courses. She explained that the prefix IS would not work for Information Systems since it is already taken by International Studies. The proposal to change the name to Management Information Systems would allow the prefix to be MIS. This proposal was approved unanimously.

**FS-17-007 - FSH 3320 Annual Evaluation Pilot Form and FS-17-008 - FSH 3320 Annual Evaluation (pilot form) policy fix:** Chair Brandt explained that as we discussed last week, the Provost Council had asked if the new narrative evaluation proposal could be required for this year instead of allowing faculty to choose whether to use this form, or the old form.

Senator Pregitzer had offered a motion to accomplish this. The motion states: “All faculty will be evaluated using the new annual evaluation form on a trial basis this evaluation cycle.”

Chair Brandt noted that last year’s proposal allowed faculty to choose which form to use. This motion would require all faculty to use the new form. Chair Brandt made it clear that this motion would not alter the requirement to do a survey determining how well the new form worked after this year’s pilot run. She also explained that Senate Leadership is offering a temporary fix to the Faculty-Staff Handbook (FSH) to allow the new narrative form to work inside the existing FSH. If the narrative form is adopted on a permanent basis, there would have to be further revisions to the FSH. At this time, Senate Leadership sought to make as small a change as possible. Faculty Affairs will need to take a broader look at the FSH, if the narrative form is adopted on a permanent basis. The Faculty Secretary noted that the “temporary fix” was intended to make checking the “not meeting expectations box” on the narrative form the functional equivalent of giving a “2” on the old form.

A Senator asked about the “compensation form” that was circulating last spring. Chair Brandt stated that the Senate did not take action on that form last spring and referred it back to Faculty Affairs. The Provost commented that since we have just created a faculty compensation task force there should probably be some communication with FAC on any compensation form. What the task force does, will certainly affect how yearly compensation will be determined. Another Senator wondered if the new narrative form allowed for a department to state that someone was a “super-star”. The Chair stated that the purpose of the narrative form was to move away from numbers, while allowing the department chair to provide an explanation of how well a person was performing. This narrative would certainly provide the opportunity to state that a person is a “super-star.”
The Chair suggested that the Senate move to a vote on the motion offered last week by Senator Pregitzer. The motion (Pregitzer/Boscetti) was approved without opposition.

With the motion requiring all faculty to be evaluated using the narrative form this year, the Senate then considered the FSH “fix” offered by Senate Leadership. This proposal suggested how procedures in FSH 3320 should be applied during the period that the pilot form is used. A motion (Panttaja/Mike Anderson) to approve the proposed policy fix passed without opposition.

**FS-17-009 - FSH 3050 Position Description:** Professor Crowley explained that Senate Leadership was proposing a “minor edit” to FSH 3050 A. The edit was to insert the sentence “Faculty should be careful when preparing their position description to ensure they describe their goals and expectations in all responsibility areas”. We wanted to add this sentence given the discussion in Senate last week as to whether a faculty member needed to provide goals in all categories. A motion (Wolf/Miranda Anderson) to accept this edit passed without opposition.

**FS-17-010 - FSH 3050 Position Description Form:** Faculty Secretary Crowley noted that he proposed adding a footnote calling attention to the description of faculty responsibilities in FSH 1565 to the position description form. A motion (Wolf/Morrison) to accept this edit passed without opposition.

With the agenda covered in near record time, the Chair hinted that we might adjourn. However, several Senators wanted to make further comments on position descriptions and the narrative evaluation form. One Senator asked about the problem of a faculty member who insisted on being overly cryptic in describing their goals and expectations. He wondered if the Provost had any advice that might be given to evaluators on how to deal with such situations. The Provost stated that he would discuss this with Vice Provost Stevenson. We should focus on the higher purposes of this process, but he recognized that there would inevitably be such problems. We have them now. We do have an Ombuds Office and some other processes that might help deal with problems when conflicts arise. Chair Brandt jokingly referred to a former colleague who talked about the John Wayne sin and the Hunter Thompson sin as differing ways of responding poorly on exams. More seriously she acknowledged that there was likely to be stress as people adjusted to the new forms, especially our young faculty going through the current P&T process. For these faculty she encouraged senior faculty to mentor and assist when possible. This is one reason why we planned to examine the effects of the narrative forms.

**Adjournment:** After further discussion of issues related to the evaluation process began to circle back, the Chair accepted a motion (Brewick/Wolf) to adjourn at 4:16.

Respectfully submitted,

Don Crowley, Faculty Secretary &
Secretary to the Faculty Senate