Faculty Compensation Taskforce Report: Chair Hrdlicka, who also co-chairs the taskforce, gave the report. He summarized the activities and recommendations of the taskforce, and the administrative implementation of the new market-based compensation process for the recent mid-year salary adjustments. He pointed out that the adjustments had resulted in a distribution of ~$700k, bringing UI faculty closer to market levels (from 89.6% to 90.8% of market).

Hrdlicka stated that the taskforce has received input that the starting target salary for full professor of 83% of market is too low and that 17 years in rank is too long to reach 100% of market. He explained that the longevity schedule was informed by data. The longevity range for full professors at the University of Idaho is from 0 to more than 35 years. On average, full professors have been in this rank for ~16 years. The approach implemented means that the target salary of full professors who meet expectations, will be 100% of market halfway through their time in rank, based purely on longevity factors. Hrdlicka indicated that he had advocated for the range for full professors to start slightly higher and reach 100% of market rate slightly faster, but this recommendation was not implemented.

Hrdlicka next stated that the taskforce had received several comments regarding the market rate definition for non-tenure track faculty such as instructors, senior instructors, clinical faculty and research faculty. A significant impediment to market rate determination for these faculty is that there is an insufficient number (or even lack of) data points for these ranks in the CUPA-HR and Oklahoma State databases, from which national market data are obtained.

As a stop-gap measure, to enable these faculty members to be considered for mid-year salary increases, the decision was made to define market rates for these ranks as follows: instructors - 65% of the market rate for an associate professor in the corresponding discipline (CIP); senior instructors - 70% of the market rate for an associate professor in the corresponding discipline (CIP); and clinical and research professors - 85% of the market rate for the corresponding tenure-track faculty member in the discipline (CIP). These selections are data-informed and based on current UI practices. Hrdlicka acknowledged that there is concern that these one-size fit all market rate definitions are not sufficiently nuanced and, in some cases, de-motivating. However, he pointed out that the choice confronting the university at the time was to make a data-informed decision, or to exclude non-tenure track faculty from the mid-year salary adjustment process. He also explained that another aspect of the difficulty confronting the taskforce was that the university’s standards for clinical and research faculty are ambiguous and faculty in these ranks have a wide range of responsibilities. The suggestion has been made to give discretion to chairs and deans to define where on the spectrum of responsibilities individual non-tenure track faculty fall. The compensation taskforce has added non-tenure track faculty and is in the process of addressing these issues of non-tenure track faculty. Finally, Vice Chair Anderson pointed out that Faculty Senate, Faculty Affairs Committee, and the Provost Office are convening a taskforce to review university policies and definitions for non-tenure track faculty.
Term/Tenure-Track Task Force (formerly Non-Tenure Track Faculty Task Force)

University of Idaho
Faculty Senate Meeting Minutes
2017-2018 Meeting #21, Tuesday, March 6, 2018

Present: Anderson (Mike), Anderson (Miranda), Arowojolu, Brandt (w/o vote), Brown, Cannon (Boise), Caplan, De Angelis, Foster, Ellison, Grieb, Howard, Hrdlicka, Jeffrey, Johnson, Kern (Coeur d’Alene), Leonor, Morrison, Nicotra, Panttaja, Schwarzlaender, Seamon, Tibbals, Watson, Wiencek (w/o vote), Zhao. Absent: Baird, Mahoney, Morgan, Vella. Guests: 8

Non-Tenure Track Faculty Task Force. Chair Hrdlicka reported that senate leadership, together with the Faculty Affairs Committee, and the Provost’s Office, is creating a joint task force to look at a number of issues affecting non-tenure track faculty. The taskforce will be chaired by Prof. Dan Eveleth of the College of Business and Economics. The description of the taskforce’s responsibilities is as follows:

The desired outcomes of the task force’s work are to help the university community:
• Develop a shared understanding of (and commitment to) the roles and expectations of non-tenure track faculty.
• Increase fairness and consistency with respect to practices associated with recruiting, selecting, developing, rewarding, including, and managing non-tenure track faculty.

To achieve these goals the task force is charged with:
• Identifying the current, potentially disparate, beliefs about the roles and expectations of non-tenure-track faculty across the university.
• Developing a comprehensive understanding of the issues and concerns associated with the current state of affairs.
• Identifying sentiment about a future, aspirational state of affairs, and coalescing around a single view of the future that honors the identified sentiment.
• Making policy and practice-related recommendations to Faculty Affairs, Faculty Senate Leadership and the Provost that are designed to achieve the desired outcomes.

The chair explained that the taskforce was formed because of the need to have broader representation across colleges and to include non-tenure track faculty that was not possible on the Faculty Affairs Committee. In addition, he noted the broad scope of the assignment and thanked Dan Eveleth for taking on this challenging, but important topic. He solicited recommendations for taskforce members from senators.