Minutes for Faculty Affairs meeting at University of Idaho
Date: 8:30 am Friday August 24, 2018
Present: Katie Brown, Dan Eveleth, Ahmed Ibrahim, Stacey Isenbarger, Mike McCollough, Matt Powell, Manoj Shrestha, Marty Ytreberg (Chair); ex officio (w/o vote): Liz Brandt, Torrey Lawrence, Ann Thompson
Absent: Sydney Freeman.

Due to some missteps of the scheduler, all members were able to converge in the proper location (IRIC 321) at 8:40 a.m. Chair Ytreberg asked members to introduce themselves. He then explained the presence of Vice Provost for Faculty, Torrey Lawrence. Last year Jeanne Stevenson, who held this position, attended FAC meetings. Her present proved to be quite beneficial. She was able to provide insight into the Provost’s Office and assist in policy development. Her attendance also assisted her office with the training of unit administrators on the new PD and AE processes FAC proposed. As such, last year FAC unanimously voted that the Vice Provost for Faculty would become a non-voting member. This proposed policy change to the structure of FAC will be going forward to Committee on Committees, Senate, etc. (the usual policy process.) Chair Ytreberg noted he did not expect any problems and believed it would become official this year.

The chair then reported that “FSH 3320 C. Administrator Evaluation” policy, which now mirrors that of regular faculty evaluations but with an added administrative focus, unanimously passed at Faculty Senate on Tuesday, August 24th. He noted that surprisingly no questions or concerns were raised to their proposed changes. To that end, he encouraged FAC members to remain diligent when reviewing policy. He added that one small portion of this policy remains to be addressed by FAC this year. That is how to ensure that feedback from faculty and staff remains confidential and truly anonymous.

Member Eveleth reported on the NTT task force which he serves as chair. He noted that NTT issues surfaced from various places across campus and is a very large and complicated issue. The task force was formed late last semester, mostly of faculty who hold these positions. The first thing he noticed was the label of NTT – “non-tenure-track” vs. TT “tenure-track”. The use of “non” brings with it a negative view – these positions are a non-something so we have chosen to be referred to as NTT for lack of a better name at this time. The task force focused on problems across campus, not solutions. A variety of issues and misconceptions were uncovered. The task force felt it best to first get a handle on the bulk of the issues and then identify places in policy that may need to be revised. He stressed that the task force is charged with identifying the issues and offering suggestions, any policy recommendations will come forward to FAC to deal with as it deems best. If any of you, or your colleagues, have any thoughts on this issue, please forward to Dan as they will begin meeting the following week.

Chair Ytreberg then provided a list of items he drafted for FAC to address, also asking FAC members to think about issues they would like to add to the list. The next committee task will be to rank the list below and focus on top three items.

- Fixed time slot for this committee in the Faculty-Staff Handbook (FSH) 1640.42. Chairing this committee two years in a row as well as serving as a member, he noted that a lot of time is spent determining a meeting time. He also noted that it is impossible to find a time that fits everyone’s schedule and this is such an important committee that it is crucial we have full participation. This policy change would ensure that faculty who put their name in to serve on this committee will be aware of a set time and make adjustments.
- FSH 3320 C - Administrator Evaluation.
  1. Ensure feedback confidentiality
2. Revisit the periodic review of administrators (Liz Brandt will re-share the original draft for use as a starting point)
   - Results from survey of new faculty. Identify issues;
   - Racial and ethnic diversity at UI – how can we enhance?
   - Policy for mentoring early-career faculty;
   - Should administrators teach;
   - FSH 1420 - selection of a dean is inconsistent with Law accreditation standards. A proposed revision will be forthcoming from Law.
   - Market based compensation - how to tie merit into the new system differed across colleges. Transparency is needed and the Provost suggested FAC as being the place to address. This topic sent FAC down a rabbit hole and many side tunnels, e.g.: what considerations are going into merit decisions, is there commitment at the university level for ongoing and regular merit raises, does merit fit into a market based system, how does performance fit, merit or bonus, the SBOE considers CEC as a merit increase, market compensation tends to move salary of low performers up to high performers (perverse effect), ineffective administrators, etc. No policy can be written to address all problems that arise. Rather, poor administrators/supervisors need to be held accountable. It was pointed out that the evaluation process recently revised is good and we should not re-evaluate same. Reaching the end of the rabbit hole two goals emerged:
     1. Need for a transparent process on merit, and
     2. Hold administrators accountable.
   - FSH 3560 H-3. Presumption in favor language -- lack of justification for why a faculty member is not promoted even though votes in committees were in favor of promotion.

Finally, the chair pointed out that the committee needs to elect a secretary at the next FAC meeting. The secretary will be responsible for taking notes during meetings and creating minutes based on those notes. He pointed out that it would make sense for the secretary to be someone that anticipates attending every FAC meeting this semester.

Respectfully submitted,
Ann Thompson