Minutes for Faculty Affairs meeting at University of Idaho
Date: 8:30 am Friday August 31, 2018
Present: Brandt (ex officio w/o vote), Brown, Eveleth, Freeman, Isenbarger, Lawrence (ex officio w/o vote), McCollough, Powell, Shrestha, Ytreberg Absent: Ibrahim

The Chair indicated that he plans to circulate minutes in electronic form only. A motion (Eveleth/Manoj) to approve the minutes of August 23 passed unanimously.

1. Dan Eveleth volunteered to serve as secretary for the committee starting at the next meeting. Liz Brandt agreed to take the minutes for 8/31. Stacy Isenbarger volunteered to substitute at future meetings she is able to attend.

2. The committee reviewed the possible action items identified by the committee at its last meeting and discussed priorities. Four priorities for the fall semester were identified:
   • Administrator evaluation: reconsidering the use of a system of periodic/special reviews for administrators in addition to the system of annual review approved last year, and developing a system that assures the confidentiality of faculty and staff feedback on administrator performance.
   • Administrators as Teachers: continuing discussion of proposal from spring semester establishing a policy that every administrator teach a class.
   • Merit-Market based compensation - how to tie merit into the new system differed across colleges.
   • Fixing a time for FAC Meetings in the FSH beginning in 2019-20.

3. The committee discussed fixing a time in policy for future FAC meetings beginning in 2019-2020. This will ensure more full participation in the meetings since individuals volunteering to serve on the committee will know of their availability to attend at the time they volunteer. The issue is that faculty in small programs do not generally have the flexibility to accommodate such a commitment over their time of service on a committee. They may be able to clear a certain time for a committee meeting for a semester or academic year, but not over a three year term of service. A member stated that the provision could be drafted so that a future committee could vote to make an exception, if necessary. A motion (McCullough/Brown) that the committee adopt a fixed time slot approved unanimously. The committee discussed various time constraints. A motion (Shrestha/Powell) that the fixed time for the committee meeting be set at 8:30 Friday was approved with one opposed.

4. The committee next discussed the order in which it should consider the remaining three priority items. It identified resource needs for each of the topics.
   • Prof. Patrick Hrdlicka is serving as a Special Assistant in the provost office on market compensation issues and should be consulted by the committee regarding the merit pay topic. A committee member asked whether it might be prudent to wait to address this issue until the university has identified a new president. However, the provost is seeking faculty input on this point and concern was expressed that we should not pass up the opportunity to influence university policy on this topic.
   • Regarding periodic review of administrators, Liz Brandt will send Marty an early draft of the administrators review policy containing a provision for periodic reviews.
The question of confidentiality in administrator reviews may require a software solution. Torrey will discuss the availability of resources to support this process. In addition Professor Tracy Craig who has expertise on human subjects’ research may possibly provide some expertise to the committee on this issue. The suggestion was made that a colleague at another institution might be a resource also.

5. A member of the committee asked whether the results of the Great College Survey were available and why they had not been distributed. Torrey responded that he would follow up on this question with the provost and report back to the committee.

The meeting was adjourned at 9:33.

Respectfully Submitted,

Liz Brandt