Minutes for Faculty Affairs meeting at University of Idaho
Date: 8:30 am Friday October 12, 2018
Present: Brandt (ex officio w/o vote), Brown, Eveleth, Freeman, Ibrahim, Isenbarger, McCollough, Powell, Shrestha, Ytreberg. Absent: Lawrence (ex officio w/o vote)

A motion (Brown/Ibrahim) to approve the minutes of September 28th passed unanimously.

Previously, Dr. Lawrence provided the committee with a summary of how each dean/college made decisions about performance adjustments last year. We continued our discussion of those practices. After completing our review we agreed that the following ideas deserve further consideration:

- Connecting performance-based adjustments to position description percentages
- Starting the process with people who performed the performance evaluation (e.g., unit head)
- Allocating the number of adjustments based upon unit size
- Rank within a unit before submitting list to Dean
- Increasing by a fixed dollar amount, rather than a percentage

While the group seems to agree that performance-adjustment decisions should be based upon position description percentages, there is some interest in thinking about how unique instances could be rewarded — i.e., a ‘rock star’ year in a single responsibility area. One idea mentioned is to train/encourage unit administrator to talk about ‘rock star moments’ with each faculty member during the annual evaluation process.

The meeting was adjourned at 9:31.

Respectfully Submitted,
Dan Eveleth