Minutes for Faculty Affairs meeting at University of Idaho
Date: 8:30 am Friday September 21, 2018
Present: Brandt (ex officio w/o vote), Brown, Eveleth, Ibrahim, Isenbarger, Lawrence (ex officio w/o vote), McCollough, Powell, Shrestha, Ytreberg. Absent: Freeman. Guest: Patrick Hrdlicka.

A motion (Isenbarger/Ibrahim) to approve the minutes of September 14 passed unanimously.

Chair Ytreberg told the committee that next week (i.e., September 28th meeting) we will discuss a proposal coming from the College of Law regarding a revision to the College’s dean-search process.

Discussion continued on possible changes to FSH policy (i.e., 3420 A. Salary Adjustment Guidelines) that would increase transparency on how money for performance-pay adjustments is distributed.

As a reminder of the discussion of September 14th, Dr. Hrdlicka explained that in years when the state allocates money for faculty salary increases, adjustments based upon performance are only one of many other possible adjustments (e.g., retention, promotion, longevity, dean’s discretion).

Dr. Lawrence provided the committee with a summary of what deans/colleges reported about how they made decisions about performance adjustments last year. The summary served as the basis for discussion during the remainder of the meeting. Some of the takeaways from reviewing the summary include:

- 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)
  - Ranking within a unit before submitting list to Dean
  - Allocating number of adjustments based upon size of units
  - Increasing by a fixed dollar amount
  - If decisions are to be made by a predetermined set of criteria, then criteria should be known in advance

- We agreed that the following practices from last year were problematic:
  - Ranking at the college-level – doesn’t account for rating differences/preferences by unit heads or unit sizes
  - Making adjustments based solely on scholarship
  - Making decisions without input from unit heads

The meeting was adjourned at 9:33.

Respectfully Submitted,
Dan Eveleth