Minutes for Faculty Affairs meeting at University of Idaho

Date: 8:30 am Friday September 7, 2018

Present: Brown, Eveleth, Ibrahim, Isenbarger, Lawrence (ex officio w/o vote), McCollough, Powell, Shrestha, Thompson (ex officio w/o vote), Ytreberg. Absent: Freeman

A motion (Ibrahim/Shrestha) to approve the minutes of August 31 passed unanimously.

Chair Ytreberg reminded the committee that one of our tasks for the semester is to consider/recommend changes to policy that could help guide yearly decisions about allocating performance-based adjustments to faculty compensation. He noted that the goal of our work is to help create a decision-making process that increases transparency.

Prof. Patrick Hrdlicka, who is serving as a Special Assistant in the provost office on market compensation issues attended the meeting and provided context for our future discussions, including:

- An explanation of the taskforce’s recommendations - i.e., a commitment to use a longevity factor, with the goal of bringing every faculty member to market average by 2025; and to include a performance-based factor to reward exceptional performance.
- An explanation about why it is useful to think about two types of salary adjustment, and not to use the term “merit” when referencing performance-based adjustments:
  - Employees receive no adjustment if their performance review for the year is “Does not meet expectations”.
  - Employees receive a market-based or longevity-based adjustment (i.e., CEC) if their performance review for the year is “Meets expectation” (Note: The State Board uses the term “merit” when referring to this adjustment).
  - A performance-based adjustment (i.e., non-CEC) is intended to account for ‘above expectations’ performance for the year, however that is determined. This is the focus of our task for the semester. Given the performance appraisal process only produces ratings of “does not meet” and “meets”; the question for FAC is: Can we use policy to help inform who makes decisions about the allocation of this adjustment and how this allocation would take place?
    - It was noted that pay adjustments must be tied to the current annual evaluation, only; past performance cannot be compensated.
- The reality is that the Deans are likely to be given the authority to make decisions about allocating non-CEC adjustments; and thus, our task is to think about how to influence the criteria and process of these decisions.
- Patrick also noted that it may be useful to know that during allocations this year that, while allocations were 50% CEC and 50% non-CEC, Deans were only required to use half of the non-CEC for performance adjustments; thus, allowing them to use the other half for their own discretion.
- Yearly adjustments (i.e., longevity-based, performance-based, or discretion-based) are not guaranteed; they will only occur when the money is made available by the state.

Torrey Lawrence sent the following link to FAC members:

https://www.uidaho.edu/provost/faculty/salary-information

The meeting was adjourned at 9:31.

Respectfully Submitted,
Dan Eveleth