

FAC minutes Nov 10, 2021

Present: Chantal Vella (Chair), Tara MacDonald, Ryanne Pilgeram, Eric Stuen, Carolina Manrique Hoyos, Paul Gessler, Diane Kelly-Riley (Vice Provost for Faculty; non-voting), Francesca Sammarruca (Faculty Secretary; non-voting)

Parental leave subcommittee visitors: Becca Scofield, Jessica Martinez, Laurel Meyer, Emily Tuschhoff, Kathryn Schiffelbein, Erin Chapman

We ask about a timeline in mind for senate presentation? They hope to speak as soon as possible.

All the other state universities offer paid parental leave.

Committee members voice support for the policy as a recruitment and retention tool for faculty.

We ask about difficulties, expected pushback?

Rebecca: They are thinking through fiscal side of things and cost to university. Colleges rely on the salary savings when people take leave for replacements, but it may not be as expensive as we think.

Question about the 12 weeks when our term is 16 weeks long? They explain that they are trying to maintain equity between staff and faculty; other institutions have only 8 weeks, FYI.

Might it be worth trying to push the 16 weeks?

How do other universities pay for this? Rebecca offers the example of a provost's level fund for this.

The committee is working on specific numbers. People taking parental leave tend to not be at the highest earning bracket. They have found it hard to get info from finances and HR about logistics.

If we already have some paid leave; what are current costs for that? Might be useful to look into? Rebecca explains that we don't have paid leave, it is wage replacement and it's very complicated. See: <https://www.uidaho.edu/diversity/edu/womens-center/athena/initiatives/paid-parental-leave>

Francesca: agreed that faculty recruitment and retention is a key issue here.

They ask for an endorsement from FAC.

Tara motions for FAC to endorse paid parental leave concept to move forward

Eric: seconds

All in favor of motion to support parental leave: 6

Abstain: 0

Opposed: 0

Parental Leave Subcommittee leaves at 11:25

FAC returns to approval of minutes from last meeting. Already edited by Diane W.

Minutes stand as corrected.

Back to FSH 3500

D-2 timeline discussion. Leave as "5 business days" prior.

E-1-b Language changed to: a minimum of 5 days to a maximum of 10 days.  
Chantal also makes this change to the other impacted areas: E-2-a-1 and F-2.

Unit Level Review, E-1-a-4: we changed membership RE full professor. Diane K-R OK with this.

Diane K-R also OK with changes to E-1-a-6.

We return to discussion of role of staff and student feedback in the P&T process.

Diane K-R explains that previously students were part of P&T committees, so this was seen as a replacement.

If we cannot actually vote on collegiality, then what purpose do these feedback forms serve?

We discuss these further: seems good in theory but how useful in practice? It risks feeling like lip service.

Diane suggests that we might ask staff and students how they would feel about it. Might be useful to get their perspective on this.

Faculty agree to talk to our staff and students about it.

12:00 meeting adjourned.