Faculty Well-Being Advisory Committee

February 2, 2016

Meeting Minutes

Caldwell Hall Conference Room 3:00 p.m.- 4:00 p.m.

Attendees:

Jeff Braden, chair of FWB, Dean of CHASS

Helmut Hergeth, COT & Faculty Senate

Whitney Jones, Biological Sciences

Annie Hardison-Moody, Youth, Family & Community Sci.

Katharine Stewart, VPFA

Tim Wallace, Sociology & Anthropology

Kathy Lambert, HR

Steffen Heber, Computer Science

Nancy Whelchel, OIRP

Absent:

Michael Edwards, Parks, Recreation & Tourism Mg

Valerie Faulkner, TELS

Tsai Lu Liu, Graphic & Industrial Design

Marcia Gumpertz, Office Institutional Equity & Diversity

Jeff started the meeting with introductions and stated we would prioritize concerns and identify the top one or two to work on. The committee voted on the following categories; Career/Professional Development, Support, NTT, Well-being, and Social

* Career/Professional Develop: **7**
* Support: **4**
* NTT: **4**
* Well-being: **3**
* Social: **6**

A re-vote on the two topics that tied for third place (Support and NTT) resulted in 2 votes for support and 5 votes for NTT.

**Top three - Career/prof, Social, NTT**

Career/prof development is a loaded topic that needs unpacking; what are the subcategories/component issues within this?

* Time to promotion for associate to full
* SME/faculty time/ relationship between SME and reviews
* Salary
* Opportunities for faculty involvement in university-wide projects
* Interdisciplinary work challenges; e.g., Who pays for/manages graduate students, administrative aspects

The decision was made to vote again on the five categories above and include Social and NTT to determine final priorities for the committee’s focus for the rest of the year.

* Time to promotion for associate to full: 4 SME/relationship with review: 4
* Salary: 0
* Opportunities in university-wide projects: 1
* Interdisciplinary challenges/issues: 6
* NTT: 4
* Social: 4

Based on this voting, the committee will work on Interdisciplinary challenges/issues, but needed more discussion before voting again on the four categories that tied.

Nancy suggested committee now include interdisciplinary with social issues.

Tim: sometimes interdisciplinary is social, there could be one department with everyone in one discipline.

Steffen: many of these have issues of transparency in common.

Whitney: SME and NTT could go together but might not fit.

Steffen: the connection between interdisciplinary and social is not necessarily the same and he would like to see them as separate issues.

Tim: suggested we talk about each of the four issues that are “tied” for a priority within the committee. Each college is very different in terms of focus/emphasis. Social issues are very important, but interdisciplinarity is a way to get at the social - how do we create social spaces to support interdisciplinarity.

Whitney: the issue of space may go beyond that - social space needs to be a priority in planning new buildings, whether it’s about interdisciplinarity or not. We may have a unique opportunity to make our voice heard, with new buildings getting built (Jeff adds: as new buildings get built, there’s also an opportunity to voice preferences about how old space is remodeled)

Helmut notes that social issues include social sharing beyond interdisciplinary work.

The discussion on the four tied subjects provided this insight.

Promotion from Associate to Full: Departments have different rates of faculty’s moving from associate to full, and there is lower satisfaction among associate faculty based on results from the COACHE survey with a perceived lack of support for faculty at associate rank compared to support for faculty at assistant prof level. Jeff notes that there are very important rules at department level, may want to develop some best practices for defining success in going from associate to full. What career coaching/support could help faculty at this phase of their careers? Katharine has the opportunity to listen to different communities and believes there is significantly more investment in support for assistant professors’ development but that those efforts largely evaporate for Associate Professors which leaves them feeling unsupported. Nancy shared women and faculty of color are much less satisfied with promotion opportunities. Helmut stated the time from Assistant to Associate Professor is short and the time from Associate Professor to full Professor is often much longer; the rules change along with the length and size of promotion which leads to a lot of frustration. Jeff asked what can we do in a meaningful way? What are the most important rules at department level; could we recommend department heads look at clearer rules while we look at procedures? Steffen said there is a feeling of being in a dead end job and we might have the opportunity to change that feeling. Jeff suggested considering requiring every non-tenured faculty to have a mentor. Tim wonders - how much can this committee do with regard to this very big issue that taps into departmental politics/issues?

SME/annual review/etc, how these move towards promotion and tenure: Jeff notes that many SMES are very general, others are very very specific. Does fulfilling SME guarantee promotion/tenure - there’s been differences of opinion on that, Jeff says different messages from central admin. NTT concerns with SME, link to promotion standards. Tim asked if this is a faculty well-being subject matter? Jeff said for faculty on tenure track it could be. Katharine said SME for faculty in teaching track has less relationship for standards for achieving rank, and some SMEs are not well connected to standards for promotion, making promotion feel like an impossibility for these faculty

NTT: need clarity about promotion pathways and need consistency between SME and standards for promotion - if my SME says 100% teaching, how can I meet standards for scholarship?

Social space: comes up often in discussions related to faculty satisfaction.

Among the four issues below, what does the committee want to focus on (vote for 2):

Promotion Assoc/Full: 3

SME/faculty review: 0

NTT: 6

Social: 7

Jeff stated we have two more meetings scheduled; can divide and conquer or meet as a whole to tackle the issues but he suggest breaking out into subcommittees and everyone can pick one of the three topics (interdisciplinary, ntt, social space). Jeff will send invitation to members who could not attend today to join one of the subcommittees.

**The three subcommittees are**:

**Interdisciplinary issues** - Annie, Steffen, Tim

**Social spaces** - Helmut, Kathy, Jeff

**NTT/fixed term faculty issues** - Whitney, Katharine

Nancy will be a floater and help with data

Each group should have someone to take lead to connect the sub-group (Helmut to lead social space, Tim will lead interdisciplinary, Katharine will lead NTT)

Goal: develop a statement of the problem, issues. Use March 28th meeting to propose priorities or recommendations.

Tim asked the Chair of the Committee to indicate some issues to consider.

**Interdisciplinary**: clarity regarding staff and students, Whitney agrees this has been a big issue regarding who is in charge, who pays for grad students, where to go for grants, who files travel

**Social Space:**  lack two things; 1) spaces where socialization is a primary function; the State Club and University Club are too far from main campus; 2) social spaces for events, one suggestion is to ask colleges to sponsor/host events once a month that is open to all faculty.

**NTT**: most departments have limited or no specific standards for promotion within non-tenure tracks the University standards are broad and many colleges don’t have standards either. Most job duties are 100% teaching but the expectation includes scholarship, which can be problematic if faculty want to pursue promotion. There is a lot of inconsistency across departments in terms of participation of NTT faculty in evaluation of other NTT faculty. Jeff-NTT faculty feel demoralized; Helmut-looking at losing NTT because hiring someone to fill a role without going through faculty route; Jeff-NTT feel they have no control/vote; Helmut-significant amount of teaching done by NTT, did not have vote evaluated on regular basis, and sometimes NTT only ones attending graduation; Nancy-NTT not feeling engaged with department/colleges

The next two committee meetings are - March 28 at 10am, April 7 at 3pm, both in the faculty space at Hunt Library