Faculty Well Being Advisory Committee   
April 7, 2016  
3:00 p.m. - 4:00 p.m.  
5100A Hunt Library Conference Room Centennial Campus  
Meeting Minutes

Attendees:

Jeff Braden, Chair, Dean, CHASS

Nancy Whelchel, Institutional Research & Planning

Marcia Gumpertz, Office Institutional Equity & Diversity

Whitney Jones, Biological Sciences

Tim Wallace, Sociology & Anthropology

Steffen Heber, Computer Science/Bioinformatics  
 Helmut Hergeth, COT  
 Kathy Lambert, HR  
 Tsai Lu Liu, Graphic & Industrial Design

Absent:

Valerie Faulkner, TELS

Annie Hardison-Moody, CALS

Michael Edwards, Parks, Recreation & Tourism Mgt

Katharine Stewart, Provost Office

Jeff started the meeting by welcoming special guest, Provost Warwick Arden. Jeff stated the committee would share information on three topics, interdisciplinary work, career paths for fixed term faculty, and social well being.

**Interdisciplinary Subcommittee**

The interdisciplinary subcommittee members are Steffan, Annie, and Tim-chair.

* Tim reported the concerns with cluster hires is sometimes there is no clear budget which can create ambiguity among DVF with the role of cluster hire faculty and their contribution to their department.
* Another concern is the impression some departments may be punished for having cluster hires being passed over.

Possible solutions to cluster hire issues:

* Annual meetings with faculty from cluster hires
* Continued discussions on ways to address barriers and resources needed

Space issues include virtual and physical:

* Virtual opportunities for media, Facebook, webinars, podcast, videocast to learn about faculty projects and promote interdisciplinary work
* There is a need for physical designated on and off campus to collaborate

**Social spaces subcommittee**

Members include Kathy, Jeff, and Helmut-chair. Helmut stated there is overlap with the interdisciplinary group on space issues.

* There is a need for increased social opportunities beyond interdisciplinary, within and between departments. This could lead to better well-being and increase job satisfaction.
* We need to know what social spaces are currently available on main and Centennial campus.
* Space in our minds and on calendars
* Social spaces with no other purpose; some spaces are not utilized very well
* Ideas to make common work spaces more attractive
* Address wi-fi concern, get buy-in from deans and department heads to support

Physical Space

* Onboarding activities such as concierge service when people come on board, move around or change roles; have designated person to assist with helping faculty find their way around campus, child care, housing etc.

**Non-tenure track/fixed term faculty issues**

Members include Tsai, Marcia, Valerie,Whitney, and Katharine-chair. Jeff gave report in Katharine’s absence.

* Work on standardized SME’s
* Length of contract inconsistencies
* Integration into departments, include in decisions; what is role of NTT?
* Standards for who can and cannot vote

Jeff shared proposed next steps and recommendations;

* Consider relationship between clusters and departments
  + Meet with Provost designee to coordinate meeting with department heads to discuss new normal.
* Gather more information to enhance opportunities to meet across disciplines and colleges
  + Ask Nancy to get data; widely shared feeling faculty believe it’s easier to work with faculty at other Institutions than to collaborate with faculty on campus.
  + What other data do we need; another survey?
* Spaces
  + Virtual-ask Al Rebar and Marc Hoit to join meeting next fall to discuss options
  + Physical-schedule meeting with architect and space committee
* NTT/Fixed term faculty
  + Work with department heads and faculty senate to identify good examples of ntt faculty satisfaction to share with deans
  + Use of multi-year contracts is tricker; find out why some departments don’t use long term contracts
* Social well being
  + Invite Lisa Johnson, University Architect, to fall meeting to determine what resources are available and how to use them for disciplinary interaction

Provost Arden thanked the committee for some very interesting and relevant information, and shared the following comments;

* Intention of cluster hires is good, some departments deal with issues better than others.
  + Funding model-clusters do not have recurring funding per se. Colleges/departments get a cut of F/A and the Provost is comfortable with funds flowing directly to departments. This doesn't mean we cannot look at recurring funding. The Provost office takes care of about 50% start-up funds, then colleges/departments pickup the balance. The problem is the last four full academic years, 75 tenure/tenure track hires, 41 clusters, and many interdisciplinary hires are to replace people who left. The challenge for the Provost is the money used comes from the Provost reserves-student tuition, and there’s no loop being closed to continue funding; probably cannot do this process forever. There is so much up front cost, expect majority of support to come from F/A and department.
  + We definitely do not want departments to feel penalized for taking cluster hires; should not be conflict between hiring interdisciplinary versus regular faculty; want cluster hires to be gravy-over and above
  + Provost Arden encourages revenue awareness model; be aware of how revenue being generated and allocated.
  + There are lots of issues to work through; reasons why things have gone a certain way
* Space
  + Issues very real, not sure how to resolve and interested in hearing what University Architect has to say. Opening more space in D. H. Hill library but concerned about utilization of space.
  + Provost Arden believes socializing is important; his training in Australia included 10 minutes each day to break and interact with colleagues. This campus is very spread out and there’s no time to drive to Centennial, park, and get back to main campus. The Provost Office has created a new strategic communication plan, and one recommendation is a monthly Provost/faculty seminar as an opportunity for faculty to come together around a theme to do a presentation followed by a reception. This could be a venue for faculty to hear about what other faculty are working on and opportunity for social interaction. This kind of interdisciplinary community building is good and meets some goals.
  + Tim suggested faculty poster sessions to encourage engagement.
  + Provost Arden said most faculty love coming to work so we need to find ways to allow faculty to hang out with one another.
* NTT/fixed term faculty
  + Have not fully come to terms on policy, grown to 600 faculty, some departments have well-developed guidelines for contracts, promotions, etc. Other colleges hire NTT faculty on annual or semester basis based on budget. We can make significant gains but maybe not solve all issues.
* Summary
  + Jeff will invite everyone to a Google document that he shared with the Provost, and synthesis subcommittee reports.
  + Jeff and Monica will work together to set up meetings for the fall before the end of this semester; perhaps 2 or 3 between September and November and invite guest (Lisa Johnson, Marc Hoit, Al Rebar).
  + Marcia asked if it was possible to offer additional input on subcommittee issues.
  + Jeff stated there will be an opportunity for more feedback next semester
  + Marcia asked if the committee will discuss the same topics.
  + Jeff said some people are rolling off end of this semester and new people will come onto committee. Jeff will ask to continue as Chair.
  + Nancy shared, Mike Edwards, Valerie Faulkner, Steffan Heber, and Tim Wallace will rotate off end of this semester.
  + Jeff thinks committee will discuss these issues in the fall and perhaps into spring; need to determine what should go on agenda. Once the final report is complete and submitted to Provost Arden, committee can use it for next year