Faculty Well Being Advisory Committee

December 17, 2015

4:00 p.m. - 5:00 p.m.

Holladay Hall Conference Room

Meeting Minutes

Attendees:

Jeff Braden, Chair, Dean, CHASS

Annie Hardison-Moody, CALS

Katharine Stewart, Provost Office

Nancy Whelchel, Institutional Research & Planning

Michael Edwards, Parks, Recreation & Tourism Mg

Marcia Gumpertz, Office Institutional Equity & Diversity

Whitney Jones, Biological Sciences

Tim Wallace, Sociology & Anthropology

Absent:

Valerie Faulkner, TELS

Steffen Heber, Computer Science/Bioinformatics

Helmut Hergeth, COT

Kathy Lambert, HR

Tsai Lu Liu, Graphic & Industrial Design

Jeff started the meeting with introductions and a discussion on what the committee worked on last year. Mike was a member last year and shared there was not much activity. Jeff asked members to share their issues and concerns regarding faculty well-being.

* Mike
  + suggested we start with data gathered from COACHE survey to identify evidence based concerns.
* Marcia
  + mentoring (lack of) for non-tenure track faculty
  + time to promotion from Associate to Full Professor varies between disciplines
  + salary compression/inversion within many colleges/departments, senior faculty may not receive raises consistently and new faculty may come in with higher salaries
  + climate for inclusion/diversity
* Whitney
  + teaching faculty structure for promotion/raises for NTT faculty
  + salary concerns
* Annie
  + work/life balance
  + getting (time) to write/productivity
* Katharine
  + theme with clarity of career track/resources and time allotment for NTT faculty
  + confusion/lack of clarity in the use of SME’s with regards to faculty time and reviews; past years COACHE data will confirm themes
* Jeff
  + as Dean, has the opportunity to be involved in University wide projects that move the needle and create progress; whereas some faculty may not hear much about campus-wide success and growth which can lead to contentment in their department but pessimism about the University
* Nancy
  + an issue emerging from COACHE is the amount of time spent on administrative work previously done by support staff
* Whitney
  + changes and reorganizing makes it challenging to know what support is available
* Mike
  + more decentralization of services here than at previous Institution, sometimes challenging to know where to go for information, more shifting between multiple research offices
* Jeff
  + would like to put these concerns in a list and share with the committee to prioritize; then determine what data might inform top priorities.
  + can use Qualtrics survey to rank and prioritize
  + would like to put in plan in motion that will survive rotating membership
* Nancy
  + another issue from COACHE survey is challenges to doing interdisciplinary work, this is important to ur strategic plan so perhaps may be a top priority; things are getting better but there is still room for improvement
* Whitney
  + Interdisciplinary issue exist with graduate students as well, not always clear who pays for/manages students
* Annie
  + sees interdisciplinary challenges on the business side, some offices are not cooperating which makes it difficult to write grants together, etc
* Mike
  + many processes do not work seamlessly
* Nancy
  + pre and post award support is an issue from COACHE survey
* Marcia
  + can we come up with discrete ideas/projects to focus on that will help improve interdisciplinary collaboration? Having data might help us identify needs or places to focus on
* Jeff
  + goal is to map out an action plan for the top 2 or 3 priorities
* Mike
  + if the cost of health insurance is an issue, we may want to put that on someone’s radar.
* Jeff
  + we should think about what issues are systemic that leadership needs to be aware of and needs to be thinking of and addressing versus those we can act on
  + interdisciplinary challenge is no place for faculty to aggregate across disciplines
* Tim
  + very difficult to get together to talk and learn more about what others are doing, even in own department. We need a Faculty Commons or something similar
* Marcia
  + Hunt Library has faculty lounge that is very nice but probably not well known/used
* Tim
  + we need a space like that on this side of campus as well
* Mike
  + organized social activities like a “Jazz Club” can be great to bring people together, maybe we can use Tally for events once a semester
* Whitney
  + we should put common space on the radar for new buildings
* Tim
  + perhaps work with Design School to help identify places that can be developed on campus
* Jeff
  + lots of personal interest in trying to promote well being for all colleagues
  + lots of issues and we can’t tackle all of them
    - Two step process:
      * send list to committee members to prioritize
      * Jeff will meet with Katharine to determine what data may exist to address top priorities
* Mike
  + perhaps we should convene a focus group around issues
* Nancy
  + add to list to set-up Google documents to allow direct input, and suggest deadline for members who could not attend today to contribute to list
* Monica and Crissy will work together to schedule spring meetings.

Meet adjourned at 4:45 p.m.