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**Standing Committee**

**NORTH CAROLINA STATE UNIVERSITY**

**Faculty Well Being Advisory Committee Meeting**

Start Time 1:00 p.m. – End Time 2:00 p.m. **November 15, 2017**

**Caldwell Hall room M8**

Committee members present (check applicable):

|  |  |  |  |
| --- | --- | --- | --- |
| Jeffrey Braden | X | Annie Hardison-Moody |  |
| Katharine Stewart | X | Marie Williams | X |
| Tsai Lu Liu | X | Helmut Hergeth |  |
| Nancy Whelchel | X | Tim Wallace | X |
| Steffen Heber | X | Mike Edwards | X |
| Whitney Jones |  |  |  |
| Valerie Faulkner | X |  |  |

1. The meeting was called to order at 1:03 p.m. It was determined that a quorum was present and the meeting could conduct business.

The following individuals were also present [listing names is optional]:

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| --- | --- |
| Mr. Douglas Morton, Associate Vice Chancellor for Facilities Services |  |
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1. **Introductions of Committee Members and Guest**
2. **Guest Speaker-Mr. Douglas Morton, Associate Vice Chancellor for Facilities**
   1. Guest Speaker-Mr. Douglas Morton, Associate Vice Chancellor for Facilities  
      Mr. Morton shared the 2017 Campus Capacity and Assessment Study with the  
      committee. The study evaluated the strengths, weaknesses and opportunities  
      facing our university as we look to the future. He noted several issues  
      affecting how we utilize the land and facilities on our sprawling campus  
      and suggested 5 guiding principles to foster a rich dialogue amongst  
      members of the university community when seeking to modify the physical  
      nature of NC State. The principles are “Strengthen Identity and Brand  
      (knowing when you are on NC State’s campus);” Enhance Stewardship of  
      University Resources (get the highest and best use of all of NC State’s  
      land and facilities);” “Reprioritize Circulation (pedestrians, bikes,  
      buses, then cars) ;” Connect the Campus (find ways to connect physically  
      and programmatically);” and Promote Vibrancy (in areas that benefit from  
      human interaction) .” He provided a handout that gives an overview of the  
      study with a campus map and examples of how to evaluate land use and  
      building proposals and encouraged us to get involved when the conversation  
      begins regarding development of our campus.
3. **Salary study for Fixed-Term/NTT Faculty**
   1. Dean Braden expressed concern that NTT faculty may be underpaid relative to peers at other institutions. It was also discussed whether one would use a(n) (inter) national salary pool (as we do for tenured/tenure-track colleagues) or a regional pool (which might be more relevant for fixed-term faculty). Katharine shared per the Provost there was a minimum salary for full-time fixed term faculty at one time, do we still have a floor, and is it by the course, what do we currently pay? Are their inequities in how fixed term full-time faculty and part-time faculty are paid? Another area to investigate is how faculty are paid to teach summer courses. Vice Provost for Faculty Affairs Katharine Stewart and Vice Chancellor for Human Resources Marie Williams will work together to research this matter.
4. **COACHE committee survey-Nancy Whelchel**
   1. The due date is for submitting questions to Harvard is December 14, 2017.
   2. Some past data showed female associate professors are not happy, Dr. A. Jaegers’ research indicated unfair workload towards this group. Is this an area the committee should investigate? Are there ways to explore faculty's sense of connection beyond their department/college?
   3. Please give suggestions to Nancy via email by December 7 to allow time for clarification and revisions if necessary.
5. **Sub-Committee Updates**
   1. There was not enough time for sub-committee updates.
6. **New Business/ Recommended Action Steps**

* Invite the head of parking (Catherine Reeve) to speak at the next meeting.
* Childcare update-Marie Williams, the building lease is up at the end of June, and we are trying to get extension. The goal was to continue the partnership with Bright Horizons if we had space; however, the university cannot afford to build a new building. We currently serve 46 children with a long wait list, and we are explaining several other options, including one option which is to use the childcare budget to guarantee a spot at other facilities around the city with connections to Bright Horizon with a reduction in tuition. At the request of the committee, HR Benefits will gather more data on how local universities manage childcare. Marie also requested the committee’s help to think of other feasible options.
* schedule spring meetings-2/invite Provost to 1st half of second mtg-MB