

**Advisory Committee  
NORTH CAROLINA STATE UNIVERSITY**

Faculty Well Being Advisory Committee  
3:00 p.m. – 4:00 p.m. March 7, 2018  
M8 Caldwell Hall

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Committee members present (check applicable):

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

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

Joe Williams	

## Agenda

### Update on NTT career paths – Katharine Stewart

Provost Arden is pushing to include standards for performance on any rank, also wants to take hard look at composition of DVF make more inclusive for NTT faculty (defining DVF for tenure track and non-tenure track faculty) The Provost wants to talk to Deans and Governance of Personnel policy prior to implementing any changes.

**Salary Equity Study** – (Marie Williams is absent) Katharine Stewart, Courtney Thornton and Laurie Price & Ryan Bernarduci working on this issue, should there be a floor?

### Statement of Faculty Responsibilities roll out - Katharine Stewart

Statement of Mutual Expectations (SME) is changing to Statement of Faculty Responsibilities (SFR). Katharine will send a link to the committee to the full report from the Task Force and the fact sheet identifying changes. The biggest change is SFRs will be online similar to the RPT online system, a few departments will pilot the program through summer 2018. Faculty being reviewed for RPT & PTR will not be required to have SFRs until the 2019-2020 academic year. Katharine and Jane Lubischer will film a video on the changes for SFRs. There is also a possibility that the SFR online system may line up with Analytics.

### Updates on childcare (Joe Williams)

**Data shows approximately 540 children below age 5 are on our employee health plans. To consider child care options, we are considering the following:**

1. **We will try to identify space on campus for a child care center that is larger than what we have.**
2. **We will talk to 4 and 5 star daycare providers in the area regarding purchasing seats for employees (reserve 5-10 seats, etc) or other options such as discounts.**
3. **Our contract for the current child care center ends this year. The university has made a request with the city of Raleigh to extend the contract while we consider other options.**

### Faculty compensation (for discussion with provost)

1. **Provost Arden-only good data on tenure/tenure track, ntt data not reported, we know looking at peer institutions we are low (to our official peers-R1 land grant institutions w/o med sch). 2<sup>nd</sup> highest Budget teaching salary in NC. Low meaning 29/29 or 28/29,**

**109/115, in 80''s at asst prof level-done so much hiring later & have to hire at or above market 460 faculty hired in last 6 1/2 years, turned over 1/3 faculty. What are/will we do? Why is this so?**

1. **Economy of NC-no pay raises**
2. **Pay raises given by state are often small**
3. **Pressure from legislatures & BOG to hold down raises**
2. **Combination of these 3 things are making us behind**
  1. **Provost & Chancellor trying to head off by**
    1. **Preemptive retentions (do not publish)**
    2. **Univ Faculty Scholars Program**
  2. **Going forward-discussion at Dean's retreat w/Chancellor, not likely to receive regular raises from legislature**
    1. **Belief we're overpaid & underworked**
    2. **Value not on higher education**
  3. **Looking at gaining funds from other sources, where will other resources come from? cutting budgets to colleges**
  4. **From campus culture perspective moral killer when small departments shrink**
  5. **Budget discussions with SO-raising tuition and attaching enrollment to budget**
  6. **Ntt salaries-don't have good peer data, few full-time ntt faculty making less than post docs, split funds w/Deans to get people to minimum 60% below median of salary range**

Nancy-Update on Employee Engagement Survey-54% including paper surveys, we met SO's goal of 50%

COACH survey is currently live and we need good response rate

Meeting adjourned at 3:55 p.m.