



1. Introductions-Dean Braden welcomed everyone and committee members and guests introduced themselves.

2. Engagement Survey Presentation- Nancy Whelchel and Marie Williams (Marie was unable to attend)

- The presentation will be distributed with the meeting minutes in a separate document. The focus is on NC State's results; and a few summarized highlights are below.
- The UNC System Office (SO) mandated this survey, and the goal is a five-year plan to demonstrate improvement over time. UNC System Office will also use the data to connect to various criteria for employee turnover and explain why we're losing good people. The survey will be offered every other year for five years, for all permanent employees (over eight thousand for NC State).
- The survey results were generally positive for NC State. The UNC System Office is examining the data closely and sharing with the Board of Trustees (BOT), and NC State is looking good! NC State responded with more favorable ratings overall than other UNC Institutions; however, most unfavorably rated item by NC State employees overall: "I am paid fairly for my work"
- NC State Faculty vs all other employees more likely to understand necessary requirements to advance my career, however, faculty tend to give lower ratings overall than other NC State employees classifications-SAAO,EHRA-Non Faculty, SHRA, etc.
- The Engagement Survey results are very similar to COACHE survey.
- The Chancellor's Cabinet agreed upon an Action Plan Strategy that will focus on four areas; Diversity and Inclusion, Professional Development, Policies, Resources, & Efficiency, and Institutional Pride and Employee Recognition
- The results that are broken out by college/division were provided to all Vice Chancellors, Vice Provosts, and Deans.
- Dean Braden would like to consider avenues in place to give feedback on results/responses that are "strongly disagree." Dean Braden also proposed extending an invitation to the Provost to join our last meeting in the spring to share thoughts on how best to improve faculty engagement and feedback on the survey results.

3. Updates

- A. Britt gave an update on childcare- the lease on the facility expires on July 24 2019. Britt asked if anyone on the committee was interested in assisting with the impending childcare issues and Whitney volunteered.

- B. CHASS is working on creating college promotion standards for non-tenured track faculty
- C. Guest Carolyn Bird, Chair of the Faculty Senate, shared the faculty senate academic policy committee is working on non-tenured track promotion/career paths, compensation, and increasing faculty diversity. Carolyn is also on the engagement survey committee with Nancy Whelchel and Marie Williams.
- D. Dean Braden would like to recommend creating a permanent spot on the committee for a faculty senate representative.
- E. Dean Braden will work with Katharine and Monica to poll committee members for critical issues, to focus on small things with tangible outcomes. Consider issues that would show we were successful at the end of the year. One potential issue could be the impact of the AP credit hour change; how did this policy change affect faculty who were not asked for input as it relates to shared governance.

There was no further business, and the meeting was adjourned.

- The next meeting will be Wednesday, November 7, 3:00 p.m.