

Faculty Well Being Advisory Committee Meeting

Wednesday, March 27, 2019

9:30-10:30 a.m.

Withers Hall Room 331

Call To Order - Dean Jeffrey Braden, Chair

Britt Hurst; Garrett Washington; Helmut Hergus, Katharine Stewart, Nancy Whelchul, Valerie Faulkner, Liu Liu, Whitney Jones, Annie Hardison-Moody

1. NC State Childcare Facility - Ms. Britt Hurst HR Consultant, and Gareth Washington, Director HR Benefits

- 30 June closes; must be out by 24 July.
- Working with Bright Horizons, and reached out to Goddard School (Tier 5 facility) to secure 17 slots. NC State will pay difference between their cost and actual cost of attendance.
- Families already enrolled may choose by end of the month with priority; after that, it opens to all NC State.
- Long term goal is to secure roughly 100 slots with Bright Horizons. Anticipate will have that contract completed/signed in a few weeks.
- Good news: Current center can only hold 46 children, and some must be community members = 34 NC State children from 28 families. New arrangement will increase slots.
- Seeking other partners that are more affordable; also looking at after-hours drop-in childcare (NC State ID gives them \$8/hour until 11PM). Allows faculty to attend evening events. Also provides more physical locations.
- Communication held only to currently enrolled families until next week (want families to enroll first and sign contract).
- Postdocs are included in faculty and staff benefits; students are included in the drop-in childcare, but not the childcare benefits at Bright Horizons and Goddard.
- Also exploring dependent care for aging parents as a benefit for our staff and faculty.
- Timing of announcement difficult; if made too early, teachers and parents would leave, but made too late surprised families. Currently working hard with families to ensure they have priorities and options.
- Also, staff who were employed at our facility are getting jobs (some promotions) at other facilities.

2. Professional Track Faculty (NTT) Updates - Dr. Jeffrey Braden and Dr. Katharine Stewart

- 14 March Faculty Chair Carolyn Bird forwarded recommendations from Faculty Senate Committee regarding NTT faculty practices and policies.

- Provost will accept many of the recommendations; some will be enacted immediately, others may take time.
 - Key recommendations in terminology; rights benefits; compensation; collegiality; contract lengths/renewal; hiring practices; inclusion in academic life.
 - Terminology: Avoid “non” reference; practices across the country vary substantially. They recommend we replace NTT with “Professional Track.” Provost accepted; Katharine will start redlining when Reg is accepted. Likely Reg won’t be officially revised until fall 2019. Also we will put rank modifier first (i.e., not Teaching Assistant Professor; rather, Assistant Teaching Professor).
 - Recommend that Professional Track faculty of higher rank holding the same title (e.g., Teaching, Research, Extension) vote on promotions of other Professional Track faculty holding lesser ranks (i.e., they will be members of that faculty member’s DVF). Will maintain promotions only available to full time (≥ 0.75 FTE) Professional Track faculty. Requires standards be promulgated by all departments that have Professional Track faculty eligible for promotion.
 - Minimum compensation: Scan of full time faculty in professorial ranks paid < post-doc minimum showed a few instances of that happening. 12-month: \$58,700 min.; \$48,000 for 9-month. Provost is committed to doing it, but may take a while. Want to avoid perverse incentive to make full time faculty part time by per course compensation. \$6K minimum for 3-credit course.
 - No recommendations regarding inclusion of Professional Track faculty in general department faculty meeting in the report.
 - Katharine will distribute Faculty Senate recommendations; Provost may write response, but will certainly meet with constituent groups to share what we’re doing and when.
3. Employee Engagement Survey- Ms. Nancy Whelchel
- Reports are out; Chancellor has written letter to the campus, website up, Nancy gave 17 presentations to different groups.
 - Will coordinate with Margery Overton to include in the new strategic plan.
 - Four themes: professional development; diversity & inclusion; pride/awards; policies.
 - Inter-campus conversation about what is needed suggests shared themes, such as crosstab tables of unit by demographics (e.g., staff v. faculty; male v. female). How will we encourage participation in upcoming surveys?
 - NC State is doing more with the data than any other campus.
 - Will be administered in spring 2020 and 2022.
4. Educating versus Advocating-Mr. Shawn Troxler, Assistant General Counsel and Brent McConkey, Assistant General Counsel
- Are there issues or concerns that faculty have?
 - Free Speech is an issue that comes up.
 - Some faculty express political opinions in the classroom; How far/much can they drive a discussion in the classroom?
 - Blurred issues: Example--March for Science is now viewed as potentially controversial.
 - Example: Social Work wants to know if they can require students to participate in a rally. UNC BOG policy on free speech prohibits us requiring students to take a particular view

or stance. Can't make students participate for or against; could require observation if there are pedagogical principles... but also must consider risk to students and institution for observing.

- If voluntary, could have students sign waivers.
- What's the role of the counsel's office? Shawn says his role is to advise faculty around particular incidents. The facts of each case influence the issues, principles, and risks that apply. They will not make the decision for you, but hopefully provide information that leads to better decisions.
- Brent deals with political activities outside the campus. Everybody has first-amendment rights, but cannot use university/state resources to participate in political activities. Works on agreements to host political candidates. Faculty need to know any work with legislators should be coordinated with Kevin Howell.
- General Assembly sometimes proposes legislation that might benefit us (e.g., supporting bonds or laws), we have to be careful to limit our activities to educating the public about impact, but not advocating for the passage (or failure) of a particular bill.

Additional Notes

Adjourn