

## Faculty Well Being Advisory Committee

[April 17, 2019]

[2:30 – 3:30 p.m.]

[Caldwell Hall room M8]

Committee members present (check applicable):

Britt Hurst		Katharine Stewart	X
Steffen Heber	X	Jeffrey Braden	X
Tsai Lu Lui	X	Tim Wallace	X
Nancy Whelchel	X	Valerie Faulkner	
Annie Hardison-Moody	X	Special Guest-Dr. Carolyn Bird-Chair Faculty Senate	X
Whitney Jones	X		
Helmut Hergeth			

### 1. Introductions

### 2. Faculty Senate Resolutions Regarding Professional Track/NTT Faculty- Dr. Carolyn Bird, Chair Faculty Senate

- Recommend use of “Professional Track” in lieu of NTT to refer to faculty on fixed-term contracts. Dr. Stewart is working on university rules and regs to propose changes.
- Title order is also a concern; recommendation is that modifier precedes rank
- When possible, hire faculty at  $\geq 0.75$  FTE with one-year lead time for contract renewals.
- Annual compensation/market analysis study for Professional Track.
- Minimum salary \$58K for 12-month; \$48K for 9-month 1.0 FTE.
- Include all faculty (professional track) when making departmental, college, or university decisions regarding faculty, and include all faculty as eligible for awards.
- There are a number of other issues, which include:
  - Lecturer/Senior Lecturer vs. professorial rank faculty
  - Per course minimum thresholds
  - DE vs. summer school vs. AY funding
  - Issues of salary compression
  - Payment of faculty by course vs. by enrollment

- Bottom line: It will probably take a while to sort out all of the matters, but we will encourage colleges to take steps forward and begin addressing problems in an incremental fashion.

### **3. Discussion on Mental Health Issues- Dr. Carolyn Bird, Chair Faculty Senate**

- Discussion initiated by reports from student mental health center that demand for services is going up
- Concern that faculty may experience similar issues/needs
- Faculty and Staff Assistance Program includes many resources
- Conversation began, but no recommendations yet.
- Consider including discussions of promoting well-being, connectedness, resilience, and work-life satisfaction rather than a focus on pathologies like stress, addiction, depression, anxiety.
- Note NCFDD ([facultydiversity.org](http://facultydiversity.org)) institutional membership provides webinars and other resources to assist in faculty development and well-being.
- Katharine will send link to our NCFDD portal to share with committee

### **4. Updates**

- Dept heads and deans are interested in moving ahead on professional track faculty recommendations.
- Jeff thanked everyone for their work on the committee and shared he will probably not chair the committee next year (depending on the provost's final decision).