

NORTH CAROLINA STATE UNIVERSITY

Faculty Well Being Advisory Committee

[November 14, 2019]

[2:00 – 3:00 p.m.]

[Wilson Textiles Complex room 4420]

Committee members present (check applicable):

David Hinks	X	Katharine Stewart (phone)	X
Steffen Heber	X	Kevin Potter (phone)	X
Gareth Washington	X	Anna Manzoni (phone)	X
Nancy Whelchel	X	Sarah Carrier (phone)	X
Annie Hardison-Moody	X	Kenneth Royal	X
Whitney Jones	X		
Helmut Hergeth			

Call To Order - Committee Chair-Dean David Hinks

1. Introductions

a. Name, Department/College

- i. David Hinks-Dean, Wilson College of Textiles
- ii. Kevin Potter-Forestry & Environmental Resources, CNR
- iii. Katharine Stewart-Vice Provost for Faculty Affairs, Provost Office
- iv. Anna Manzoni-Sociology & Anthropology, CALS
- v. Sarah Carrier-STEM Education, CED
- vi. Kenneth Royal-Educational Assessment & Outcomes, CVM
- vii. Gareth Washington-Director of Benefits, Human Resources
- viii. Whitney Jones-Biological Sciences, COS
- ix. Annie Hardison-Moody-Agricultural & Human Sciences, CALS
- x. Nancy Whelchel-Institutional Research & Planning, Provost Office
- xi. Steffen Heber-Computer Science, COS

2. Review of FY19 Discussion Points - Dr. Katharine Stewart, *Vice Provost for Faculty Affairs*

- a. The committee discussed several topics last year including;
 - i. Professional Track Faculty-Katharine Stewart shared recommendations from the Faculty Senate regarding terminology/titles, voting rights of professional faculty, the need for clearer promotion standards for professional faculty, and compensation concerns. She also shared how the Provost's Office planned to address many of these recommendations in an upcoming revision of relevant regulations.
 - ii. Employee Engagement Survey-Nancy Whelchel reported on the results of the survey. Today, Nancy shared additional information about the employee engagement survey and the connection to the strategic plan. The survey will be issued again next spring.
 - iii. Educating verses Advocating-how to manage potential hot topics in the classroom. In March, Mr. Shawn Troxler and Mr. Brent McConkey from the Office of General Counsel attended a meeting and shared information from a legal standpoint regarding free speech and political opinions; and how to advocate as faculty members and protect free speech within the University.
 - iv. The childcare facility for NC State University faculty and staff-Britt Hurst and Gareth Washington gave updates on facility changes. Whitney Jones volunteered to assist with childcare issues as the liaison to the committee.
 - v. In April, past committee chair Dean Jeffrey Braden shared thoughts on faculty compensation and changes he could make in his college. Dean Braden discussed these with the Provost, who is reviewing campus-wide data.
 - vi. Past faculty senate chair Dr. Carolyn Byrd discussed mental health issues around faculty, staff, and students.

3. **Discussion of FY20 Faculty Well Being Priorities** - Dr. David Hinks, *Dean, Wilson College of Textiles*

- a. Dean Hinks asked if any issues from last year should be continued this year.
 - i. Whitney states she is still a representative for the childcare committee, and they are continuing to work on access issues. Gareth shared the Benefits office is working on securing childcare rates and they are starting to review facilities outside of the immediate wake county area for discounted rates for faculty, staff, and students. Gareth's office is now considering three star childcare facilities and their reputations. An update on childcare facilities should be available by the end of the month.
 - ii. Nancy stated the Spring 2018 COACHE survey results are available online at https://oirp.ncsu.edu/coache-ay17_18/ . Reports on results are provided for faculty overall, by gender, race/ethnicity, and tenure status. She offered to present an overview of results with the committee at a later meeting. *Question-what topics are covered in the survey?* Nancy responded, about 15 areas including, department (e.g., collegiality, quality), nature of work (e.g., teaching, research, service), leadership, governance, facility and work resources, interdisciplinary, benefits and

personnel policies tenure process, and promotion and contract renewal process for professional track faculty. The COACHE survey is issued every 3 years. .

1. Action Item for next meeting: Nancy will share the results of the COACHE survey at the next committee meeting; and stated there are several ways to look at the information. Katharine asked committee members to review survey results before the next meeting to make the conversation more robust. The results for the COACHE survey will be included in the meeting minutes; https://oirp.ncsu.edu/coache-ay17_18/
- iii. Dean Hinks stated Katharine mentioned the strategic plan and his hopes are this committee can make specific recommendations to the new strategic plan.
1. Per Nancy the UNC-SO Employee Engagement Survey contract is good through 2022 but it's unclear if it will continue because it was initiated by Margaret Spellings.
 2. Sarah asked what is the difference between the Employee Engagement survey and COACHE?
 - a. The Employee Engagement survey is issued through Modern Think, we have no input on questions asked, and it includes faculty and staff, the results are broken out separately (60 questions).
 - b. Dean Hinks will talk to Provost Arden and Katharine about how he would like to receive information. Nancy stated Dr. Margery Overton is leading the charge for the strategic plan and working to find ways to incorporate some measures.
 - c. Dean Hinks asked if anyone else has topics for the committee to consider.
 3. Whitney shared faculty workload is a topic of discussion in her department. Katharine asked Whitney to elaborate on that topic. Whitney stated conversations included whether faculty activity reports accurately reflect the workload of the faculty and whether that load is distributed equitably throughout the faculty. Whitney's department, Biological Sciences, is participating in a grant funded project that is studying faculty workloads and equity in workload distribution and transparency in the process; and they are just finishing a second survey to try to capture some of this information.
 - a. Katharine shared Dr. Audrey Jaeger is the co-PI for NC State on that project and she is scheduled to speak with department heads at a monthly luncheon. Katharine said the committee could invite her to speak on this topic as multiple departments and universities are involved in the project. Dean Hinks asked the committee if they would like to invite Dr. Jaeger to speak and the consensus was yes.

Monica and Katharine will work with Dean Hinks to determine when to invite Dr. Jaeger to the committee.

4. What is under consideration with faculty senate regarding Professional track faculty? Katharine will have an update by the end of semester on regulations and voting rights. Once the faculty senate approves these items, she can share the draft and updates on other issues. Sarah is on the policy committee for faculty senate and they are reviewing a revised version now. Katharine explained the process, faculty senate gives their input, the Provost reviews and approves, then it goes to the Chancellor's Cabinet, and the Office of General Counsel gives the final review from a legal standpoint.
5. Nancy stated the discussion with Mr. Shawn Troxler and Mr. Brent McConkey on educating vs advocating was very helpful and this may be a difficult year; and she is not sure what role this committee can play in sharing that information. Kenneth shared there is interest in this topic in his college, as there have been challenges with faculty offending students based on political comments. Annie shared there are (IEI) connections throughout the state, and provided the link to the conversations;<https://iei.ncsu.edu/civic-conversations/>.
 - a. Dean Hinks asked if anything is happening in DASA that we should know about. Katharine can check with the Office of General Counsel to find out. Dean Hinks suggested a workshop or town hall session on this topic. Katharine will connect with Ms. Sheri Schwab and Mr. Shawn Troxler.
6. Gareth-paid parental leave-still no guidance on process, should be effective Jan 1, HR building out web page, workflow, FAQs, mid-to late Dec going live hoping info received by then from System Ofc.

New Business

1. Number of Meetings: Dean Hinks asked for input on the frequency of committee meetings. Annie said the committee formed subgroups the first two years, and then met with larger group. Dean Hinks suggested three meetings next semester, early January regarding the COACHE survey and how to contribute information to the strategic plan; in February on the educating vs advocating topic, then a meeting at the end of the semester.
2. Next Step: Monica will work on scheduling spring meetings.

Adjourn-2:45 p.m.