

## ANNUAL REPORT

Committee Name Faculty Well Being

Academic Year Covered by Report 2019-20

Date Report Submitted 8/11/2020

Report Submitted by Katharine Stewart

Number of times committee met 4

## RECOMMENDATIONS

1. **Professional Track Faculty:**
  - a. Departments may define promotion standards for tracks with promotion eligible faculty; and add this information to current RPT rules or create new promotion rules.
    - i. The Provost office will fulfill this request.
2. **Diversity and Inclusion:** Both the COACHE and employee engagement surveys revealed underrepresented minority faculty felt leadership and colleague support for commitment to diversity was less positive than white faculty.
  - a. The committee recommends that the University set a goal to make a commitment to correct this perception.
3. **Mentoring:** Support for faculty as good mentors was identified in the COACHE survey.
  - a. The Office of Faculty Affairs and Development was in the process of sharing guidelines, producing best practices, and offering resources for department level mentoring programs before the COVID-19 pandemic; and it remains on the radar.
4. **Interdisciplinarity:** An issue identified in the strategic plan as well as in the COACHE survey.
  - a. The committee hopes the value of input in interdisciplinary work, physical space, and infrastructure for the work will be emphasized through the strategic plan task force.
5. **COVID-19 implications:**
  - a. Continue flexibility with family leave policies.
  - b. Continue ongoing discussions regarding how to facilitate faculty members' access to peers as needed through the summer and fall.
  - c. Upon returning to campus, continue adding zoom links to

meetings to assist with commuting from different areas of campus and finding parking.

## **SUMMARY OF DISCUSSION ITEMS/ACTIVITIES OF COMMITTEE**

The committee met four times in the Academic Year 2019-2020: November 14, January 16, March 26, May 6.

The committee decided to focus on the results from the COACHE survey and faculty workloads. A presentation of the COACHE survey revealed patterns in perceived challenges with collaboration and interdisciplinary work and barriers with supporting faculty efforts in this area, faculty satisfaction with policies around the tenure clock, and clarity on promotion procedures for professional faculty.

During the March meeting the conversation changed to faculty well being needs in the midst of COVID-19. Suggestions included streamlined communication to minimize multiple emails, and regular check-ins on colleagues. Concerns regarding tenure clock extensions for tenure track faculty, the impact on promotions, and interruptions in research and teaching. The Provost office noted that changes in ClassEval for this semester were underway along with additional process changes to address these concerns.

The May meeting was dedicated to determining recommendations for this report which are listed above.

## **RECOMMENDATION FOR REVISION OF CHARGE AND/OR MEMBERSHIP CONFIGURATION (if applicable)**

No recommendations were made regarding the composition or charge of the committee.