

**NORTH CAROLINA STATE UNIVERSITY**

**Faculty Well Being Advisory Committee**

**[March 26, 2020]**

**[3:00 – 4:00 p.m.]**

**[Zoom Meeting ID: 943 891 983]**

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

**Call To Order:** Committee Chair-Dean David Hinks

- Dean Hinks thanked everyone for what they are doing to support their students, and asked how everyone was doing. Dean Hinks echoed what the Chancellor stated in an earlier meeting with how impressed he was with the efforts of faculty, staff, and students have responded to the major challenge of moving everything online so quickly. The only topic on the agenda today is what are some faculty well being needs during COVID19.
  
- **Faculty well being needs in the midst of COVID19**
  - *Things we should be doing better and things we are doing well*
    - Sarah shared people are very stressed and trying to be as supportive as possible for our students; that is the kind of counseling and therapy we're all providing. Listening to the Chancellor and Provost is very helpful, and leadership has been pretty incredible
    - Dean Hinks is working on determining how often to communicate with faculty and staff, what is too much and what is not enough
    - Anna thinks communication has been great, good to keep people informed and know that others are taking care of themselves. Felt that occasionally emails were repetitive, and that so much communication was at times overwhelming.

- Dean Hinks suggested everyone become aware of forwarding repetitive emails
- Steffan shared he was also overwhelmed by the volume of communication, and understands the reasons for the communications during these unique times, but it was difficult to keep track of and read them all. He noted that he has adapted to teaching in the moment, given the exceptional times. Things do not have to be perfect, and students actually understand that and are accepting. He noted that some faculty are reported feeling isolated and missing personal communications and meetings to socialize and exchange ideas.
- Katharine shared Zoom is a great venue for social gatherings and is becoming more popular as a good way to stay in touch with others. Sarah agreed, and has participated in a social zoom setting that was great, had a chance to see families and pets and it was good.
- Nancy shared information about a survey going out to students to capture any issues they are having with access to technology; the results will be shared with associate deans and with instructors, and DASA will work with the libraries to try to get technology to affected students when needed.
- Kevin stated a colleague suggested setting up a check-in policy or structure, possibly peer led, that checks in with people who may not have extended family or are in high risk categories. Having a peer do this check-in may feel more supportive than having an administrator do it; Katharine said she would share this idea with Associate Deans.
- Dean Hinks noted concerns about the tenure clock situation for those tenure track faculty or anyone thinking about going up for promotion and how that might impact them. He noted that the university is aware that productivity is going to be affected, given the interruptions in research and teaching. Katharine noted that changes in ClassEval for this semester and the availability of COVID-related tenure clock extensions are a few things that the Provost's Office is doing to address these concerns
- Kevin said some of his colleagues would like to see the university advocate with funding agencies particularly related to extensions and understanding how the shutdown affects productivity of their projects long-term. Even if a no cost extension is granted, that doesn't extend the salary of research associates and others who may be funded from grants.
- Dean Hinks asked if there are any financial needs for faculty. There is a big push for a student emergency fund which is gratifying but staff and faculty could potentially have challenges as well.
- Dean Hinks said this is a good time to think about professional development if the bandwidth is available; a great opportunity to work on

papers and theoretical and strategic thinking. Steffen said it would be interesting to provide some best practices for working from home.

- Dean Hinks asked if the committee should try to meet again in a few weeks to wrap up some recommendations for the Provost; and the consensus was yes. Dean Hinks and Monica will work on finding a date.
- Meeting adjourned at 3:40 p.m.