

NORTH CAROLINA STATE UNIVERSITY

Faculty Well Being Advisory Committee

[May 6, 2020]

[11:00 a.m. – 12:00 p.m.]

[Zoom Meeting ID: 959 7298 4025]

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	X
Whitney Jones	X		
Helmut Hergeth	X		

Call To Order: Dr. David Hinks, Dean, Wilson College of Textiles, Committee Chair
The committee approved the meeting minutes from March 26, 2020 with no changes.

- **Discussion on End of Year Report**
 - Areas of concern from the COACHE Survey:
 - **Professional Track Faculty**
 - Great progress has been made with the Faculty Senate regarding acknowledgment of professional track faculty and the name change. How will changes be implemented in colleges and departments? Some recommendations are best practices; however, one requirement is for departments to define promotion standards for tracks with promotion eligible faculty; and add this information to current RPT rules or create new promotion rules. This issue was a concern in the COACHE survey and professional track faculty expressed dissatisfaction with clarity in promotion standards. The requirement for departmental promotion standards will come from the Provost office and request that promotion standards be clearly defined and available in the rules for everyone.

■ ***Underrepresented minority faculty felt leadership and colleague support for commitment to diversity was less positive than white faculty.***

- It's rare that underrepresented minority faculty give less favorable ratings throughout the COACHE survey and since this is one of a very limited number of instances making it a powerful statement and noteworthy. The committee can suggest as a goal that the university make a commitment to correct this perception. This also ties in directly with recommendations and action items coming out of the employee engagement survey to have a university-wide commitment to change.

■ ***Mentoring***

- Mentoring particularly among associate professors and interdisciplinary is another concern. Support for faculty to be good mentors was an issue on the COACHE survey for tenured and professional track faculty. What is the incentive for being a good mentor? Some departments have clarified the understanding that mentoring is a shared role, while other departments have mentoring committees for assistant professors. The idea of department level mentoring programs was considered during a monthly department heads meeting. The group explored some models and approaches to mentoring, then surveyed current practices for departments and discovered the data mirrored the COACHE data in that most mentoring programs focus on assistant professors, and some associate professors may not feel supported going from associate to full professor. 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; but it remains on the radar. If this committee would like to weigh in on the importance of this topic and how we should prioritize these efforts it would be helpful. There is also a concern about a lack of mentoring for professional faculty which is confirmed by the COACHE survey. Are funds available for incentive mentoring or mentoring programs in general?
- Interdisciplinarity is also a topic in the current strategic plan and the committee can encourage the Provost to consider the approach to the strategic planning process as it relates to the COACHE survey. Should the committee emphasize the value of input in interdisciplinary work and physical space and infrastructure for the work?

■ ***Healthcare and retirement benefits***

- There is limited impact we can have at the individual university level, most decisions come from the system level. There are changes being considered at the system level and the committee can suggest changes or additions of specific benefits that the university may not currently have. However, the system's office currently has data from the COACHE survey and employee

engagement surveys so it may not be a good use of committees' time to address this issue.

- Salary
 - The variability in pay ranges for assistant, associate, and full professors.
- Other issues
 - ***Suggestions for COVID-19 implications***
 - Continue flexibility with family leave policies. A brief survey was conducted for faculty who converted classes to online in the spring. One of the lessons learned is that faculty used a lot of the central resources that were available to help them make the adjustment and also relied on peers locally and nationally. Discussions are ongoing regarding how to continue to facilitate faculty members' access to peers as needed through the summer and fall. A positive reflection from working remotely is the ease of zoom meetings, once we are back on campus we should always add a zoom link to meetings to assist with commuting from different areas of campus and finding parking

The report is due June 1, and once Monica completes meeting minutes, Dean Hinks will try to get a draft report to the committee to work on in a Google document prior to the due date.

Meeting adjourned at 12:06 p.m.