



Faculty Well-Being Minutes / via Zoom

<https://ncsu.zoom.us/j/91002007493?pwd=VXFkdGsyVm5Pb3R5L0d5ZlEvUWkxZz09>

Date	2/22/2023 / Time: 1:00 - 2:00 pm																																	
Invitees / Attendance	<table border="1"> <tr> <td data-bbox="344 562 402 625">P</td> <td data-bbox="402 562 738 625">David Hinks</td> <td data-bbox="738 562 797 625">P</td> <td data-bbox="797 562 1133 625">Logan Opperman</td> <td data-bbox="1133 562 1192 625">A</td> <td colspan="2" data-bbox="1192 562 1523 625">Kimberly Bush</td> </tr> <tr> <td data-bbox="344 625 402 688">P</td> <td data-bbox="402 625 738 688">Nancy Whelchel</td> <td data-bbox="738 625 797 688">A</td> <td data-bbox="797 625 1133 688">Diane Chapman</td> <td data-bbox="1133 625 1192 688">A</td> <td colspan="2" data-bbox="1192 625 1523 688">Kenneth Royal</td> </tr> <tr> <td data-bbox="344 688 402 751">P</td> <td data-bbox="402 688 738 751">Anna Manzoni</td> <td data-bbox="738 688 797 751">A</td> <td data-bbox="797 688 1133 751">Gareth Washington</td> <td data-bbox="1133 688 1192 751">A</td> <td colspan="2" data-bbox="1192 688 1523 751">Traci Lamar</td> </tr> <tr> <td data-bbox="344 751 402 814">P</td> <td data-bbox="402 751 738 814">Sarah Carrier</td> <td data-bbox="738 751 797 814">A</td> <td data-bbox="797 751 1133 814">John Wes Parker</td> <td data-bbox="1133 751 1192 814"></td> <td colspan="2" data-bbox="1192 751 1523 814"></td> </tr> </table>						P	David Hinks	P	Logan Opperman	A	Kimberly Bush		P	Nancy Whelchel	A	Diane Chapman	A	Kenneth Royal		P	Anna Manzoni	A	Gareth Washington	A	Traci Lamar		P	Sarah Carrier	A	John Wes Parker			
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Action Items from last meeting	<p>Meeting was called to order in Zoom at 1:02 p.m. with a quorum present.</p> <p>It was advised that the meeting would be recorded for use in capturing the Minutes and the recording would not be shared publicly.</p> <p>The <u>January 25, 2023</u> meeting minutes were approved. Motion to approve by Dr. Sarah Carrier, seconded by Dr. Anna Manzoni .</p>																																	

Continued Discussion on Potential Topics

Interdisciplinary

- a. The committee reviewed the statement that Dr. Carrier drafted regarding interdisciplinary work as a recommendation to the Provost. The statement reads:
 - i. **On January 25, 2023, the Faculty Well Being committee discussed faculty COACHE survey responses in regard to interdisciplinarity work. The survey data report high faculty interest in participating in interdisciplinary work, but other COACHE findings revealed that faculty feel that interdisciplinary efforts are not rewarded. The Faculty Well Being committee discussed that the Provost’s creation of a Senior Vice Provost for University Interdisciplinary Programs indicates support for interdisciplinary practices. Our committee recommends examinations of ways to acknowledge faculty’s interdisciplinary work with a goal for establishing common practices for faculty evaluation.**

1. In addition to the statement that Dr. Carrier drafted, what specific data would need to be included in the recommendation to the Provost?
2. Would the committee like to share the findings that Dr. Whelchel shared with Rob Dunn, Senior Vice Provost for University Interdisciplinary Programs, if so, which specific findings should be included?
 - a. A suggestion was made for the committee to take the data that Dr. Whelchel provided to Dr. Rob Dunn and attach it as an addendum to the draft that Dr. Carrier created for the Provost to review.
 - b. Dean Hinks and Sunanda Dillon will work on the recommendation draft from the statement that Dr. Carrier created and the data that Dr. Whelchel has to present to the Provost.

Childcare

- b. The committee continued discussion as it relates to drafting a recommendation to the Provost for developing a communication plan for child care services.
 - i. The focus is to increase awareness in faculty and staff members of the opportunities and resources that are available in childcare services across the university.
 - ii. Dean Hinks and Sunanda Dillon will work with Dr. Whelchel who will review the data to see what the dissatisfaction and disconnect from faculty and staff members are regarding childcare and report the findings back to the committee at the next meeting.

Eldercare

- c. The committee continued discussions on this topic. Currently, NC State does not have an eldercare support service.
 - i. A suggestion was made to possibly offer a recommendation to the Provost or an Office/Department on campus to see whether or not there is a need for eldercare for NC State's faculty and staff.
 1. Is there a sense of faculty and staff members desire for eldercare or dissatisfaction for not having eldercare support?
 - a. Satisfaction is very low, and the plurality of faculty and staff members are neither satisfied nor dissatisfied.
 - b. The current survey shows that only 12% faculty and staff members were satisfied/very satisfied and the other third ($\frac{1}{3}$) of the faculty and staff members reported dissatisfaction/very dissatisfied.
 - i. Dr. Whelchel has volunteered to get trends on this data.

- ii. A suggestion was made to get trends on tenured track faculty and tenured faculty for both childcare and eldercare; once the information is given, perhaps recommend that the university looks at an eldercare program that would include a more detailed survey on how many people would need eldercare support.
- iii. As we are in the post pandemic phase, how does the university attract the best faculty talent into the university?
 - 1. The kinds of benefits such as childcare and eldercare could be a factor in why a prospective candidate would choose working at NC State. This could be a great retention and recruitment tool for the university.

New Business

Student Mental Health

- ii. A suggestion was made for the committee to think about creating a statement of awareness as it relates to both counseling and training resources not only being made available for students, but for faculty as well.
 - 1. A suggestion was made to possibly take this topic on as a recommendation for the next committee meeting as it relates to providing clarity in communicating how the university supports faculty and staff that are facing students with mental health concerns and what are the limitations and expectations in providing help and/or resources.
 - 2. Dean Hinks will reach out to Monica Osburn, Executive Director of the Counseling Center and Prevention Services to possibly come and speak to the committee at the next meeting.
 - a. Are there counselors who are specific to faculty members as opposed to students?

Adjourn

Meeting Adjourned at 1:42 p.m.

Next Meeting:

3/22/2023 - 1-2 pm