



# Faculty Well-Being Minutes / via Zoom

<https://ncsu.zoom.us/j/93009270292?pwd=ay9YNU1yOE90ZHA4OVU1cXV3T0pldz09>

<b>Date</b>	<b>1/25/2023 / Time: 1:00 - 2:00 pm</b>					
<b>Invitees / Attendance</b>						
	P	David Hinks	P	Diane Chapman	A	Kimberly Bush
	P	Nancy Whelchel	P	Logan Opperman	A	Kenneth Royal
	P	Anna Manzoni	P	Gareth Washington	A	Traci Lamar
	P	Sarah Carrier	A	John Wes Parker		

Action  
Items from  
last meeting

Meeting was called to order in Zoom at 1:02 p.m. with a quorum present.

It was advised that the meeting would be recorded for use in capturing the Minutes and the recording would not be shared publicly.

The [November 21, 2022](#) meeting minutes were approved. Motion to approve by Dr. Anna Manzoni , seconded by Dr. Logan Opperman .

**Potential Topics Discussion**

**Interdisciplinary**

- a. Dr. Manzoni shared a link to an article on [Interdisciplinary](#).
  - i. The article refers to the University of Sydney eliminating departments with a goal to improve interdisciplinary; where the premises is that departments are the silos that are barriers through interdisciplinary (This is not necessarily the case according to the article).
  - ii. It was mentioned that the University has a goal for interdisciplinary and promoting it; is that goal truly reflected in how the University rewards the faculty at the department level?
    1. As it relates to promotion and tenure for faculty, to what extent does the University put weight on interdisciplinary collaborations?
    2. Can the University do a better job in rewarding and recognizing interdisciplinary when it is a part of a faculty members work towards their promotion, tenure and beyond?
    3. A suggestion was made for a committee member to draft a statement of recommendation to the Provost (in reference to the Data that Dr. Whelchel had previously shared) -
      - a. A suggestion was made that the Faculty Well-Being Committee recommend to the Provost that a task force be formed to find ways to recognize productivity with respect to interdisciplinary as a part of the RPT process?
        - i. It was agreed that the data that Dr. Whelchel shared should be provided in the recommendation, but to also make the Provost aware of the disconnect between faculty members and the department levels.
        - ii. Dr. Carrier volunteered to draft the following statement: On January 25, 2023, the Faculty Well Being committee discussed faculty COCHE survey responses in regard to interdisciplinarity work. The survey data report high faculty interest in participating in interdisciplinary work, but other COCHE 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.

## Childcare

- b. The committee previously suggested as a topic, childcare support for faculty and staff members.
  - i. There was an article published in Howl You Know newsletter by HR relating to childcare.  
<https://news.hr.ncsu.edu/2021/05/child-care/>
  - ii. Mr. Gareth Washington gave updates as it relates to how HR has been involved with the childcare support/ process:
    - 1. In 2019, the childcare facility located on campus was moved off campus due to logistics with the city of Raleigh.
    - 2. NC State HR has made available 100 priority slots through Bright Horizons Early Education and Preschool Centers. Bright Horizons has 9 facilities currently opened.
    - 3. There are numerous organizations that HR currently works with to provide childcare support or discounts for families.
    - 4. Before Covid, there were approximately 60 slots that were filled from families who took advantage of the Bright Horizons childcare services. Currently, there are 37 slots that are filled. HR is still offering 100 priority slots to both faculty and staff members through Bright Horizons.
    - 5. HR provides for a family that earns less than \$70,000 about 31% subsidy for that family for childcare needs. A family who earns more than \$70,000; HR provides 11% subsidy for that families childcare needs.
    - 6. With the Goddard Schools in partnership with NC State, the families pay a \$750 deposit for their child's slot to be held, once the child has started the school year, NC State HR will reimburse the family their \$750 deposit.
    - 7. NC State HR has partnered with 40 childcare networks/resources throughout the area (including the

east coast and areas south of wake county). If a faculty member, staff member, post-doc or student shows affiliation with NC State; a discount will be given for childcare; (However, NC State does not control the discount amount).

8. NC State HR does partner with childcare facilities who are rated 3 stars and above.
9. There are also “drop-in” care services for family members who have evening working schedules.
10. NC State HR is in the process of hiring the Childcare/Wellness/Perks Coordinator who will be over childcare and eldercare services. This individual is expected to start work in February.
  - a. Is there an improvement in communication of what is being offered for childcare support for perspective and current employees?
    - i. Efforts are underway for publicizing the information regarding childcare via the newsletter (possibly, six times a year); and possibly adding childcare information back into the HR onboarding process and distributing the information by way of posters or flyers.
    - ii. 2023-2024 fiscal year will be the last year that NC State HR will contract with Bright Horizons.
      1. Relative to other institutions, should NC State be doing more with its childcare services? Are our offerings on par?
      2. Is there a disconnect in communication or a lack of awareness when it comes to information regarding childcare services for faculty and staff?
      3. A suggestion was made to draft a recommendation for developing a communication plan for childcare services and its availability and resources.

#### Eldercare

- c. NC State does not have an eldercare support service.
  - i. Is there anything that the committee can do to help with ideas and planning for eldercare?

**Adjourn**

Meeting Adjourned at 2:00 p.m.

**Next Meeting:**

2/22/2023 - 1-2 pm



