

"This has been a week of tragedy for many people - please reach out if you need information about resources and welcoming and safe spaces. NC State's [Lighten Your Pack](#) program is a good place to start. You can also reach out directly to me."

GFM Follow-up

- [Summary of responses to survey, discussions during October 17 General Faculty Meeting](#)



Top Takeaways

- Increasing workload/expectations coupled with inadequate compensation and decreasing staff support
 - Impacts all realms of faculty responsibilities!
 - Raises do not fully address market, inflation, equity
- Culture of compliance (!!)
 - Complicated processes with many administrative layers
 - Staff as compliance officers rather than support
- Need for transparent, two-way (e.g. not just top-down) communication

Culture of Wellbeing

- **Value**

- Pay people what they are worth; Acknowledge/celebrate accomplishments; Of various voices; Of well-being; Of responsibilities/roles outside of work

- **Respect**

- Autonomy; Trust; Of faculty expertise; Of differing faculty roles/tracks; Of time/effort (e.g. reduce administrative/compliance-motivated burden)

- **Transparency**

- SOPs for communication; Ways to facilitate faculty input; “Mentality of openness”

Limitations/Next Steps

- Low participation, Volunteer response
 - Those with concerns are more likely to respond
- Still, common themes emerged that are worth exploring further
 - COACHE survey
 - Work with FS Executive Committees to organize into subcommittee discussions