

- resources to support workload
 - TAs, PLAs, graduate funding smoothing
 - pay raises
 - administrative help for workday
- workload models to match reality
 - service, advising, professional development
 - online teaching support
 - hiring grant writers
- improving campus culture
 - meeting-free days, respecting 9 month contracts
 - email restrictions?
 - reopen the quorum
- support for personal situations, including:
 - health accommodations
 - childcare, eldercare
 - multi-academic career families
 - counseling support for faculty/staff
- policies that cross-cut departments
 - course releases for family circumstance
 - DH/PD confidential grievance reporting

identified
thematic
areas

- individual & interpersonal
 - e.g. after hours emails, working meetings
- faculty governance
 - e.g. transparency of tenure expectations -> CTAF?, workday workflows -> CIP?
- administration
 - e.g. financial resources, childcare policy

identified
audiences to
determine
and make
change

- meeting last week with administration:
provost, dean king, kris sullivan, jennifer, gillian
- walked through list of action items from
presentation + suggestions from you all
- assigned out work to appropriate groups for
next steps, including faculty governance
committees
- plan to follow up next month

work so far...

- reach out with ideas and interest
- MHWB task force report on faculty/staff coming soon (thank you!)
- individual and interpersonal change
 - do you need to send that email?
 - do you need to send it right now?
 - can your meeting be a working meeting?
 - can you have that coffee with a colleague instead of alone?
 - spend some of advising day on each other?
decide one thing you will cut from your workload

what can we
do next?