

November 15, 1996  
**Faculty Welfare Committee**  
(Appointed by the Chancellor)  
Annual Report

Members: (1994-97) Francoise M. Seiller-Moiseiwitsch, Julia Wood, Lawrence A. Zelenak; (1995-98) Edward J. Blocher, Lynn D. Glassock; (1996-99) Diane K. Kjervik, Ruth C. Walden, James E. Allen; (1994-99) Steven L. Bachenheimer (Chair).

Members leaving the committee in the last year: Charles Liner, Donald Madison, Betty Mutran.

Meetings during the past year: (since the last annual report) 2/27, 3/26, 4/30, 8/26, 9/30, 10/28

Report prepared by: Steven Bachenheimer (Chair) with consultation and review by the committee

Committee charge: from the Faculty Code of University Government, **IV.B. 2) a) (iv):** "The Committee works on the expansion and improvement of faculty benefits."

Previous Faculty Council questions or charges:

1. To monitor compliance with the resolution "Supporting extension of employment benefits to domestic partnerships, adopted November 10, 1995;
2. To monitor compliance with the resolution "Mechanisms to implement salary principles", adopted February 23, 1996

Report of activities:

1. Requested clarification by the Chancellor of provisions of the Parental Leave Policy;
2. Urged General Administration to rectify the current situation in which the end of the health insurance benefit year and the beginning of new coverage are not coincident;
3. Urged the Chancellor to give serious consideration to initiatives for providing low cost, informal faculty dining facilities on campus;
4. The committee has established a liaison with OIR to monitor and report to the Faculty Council on issues and trends related to salary and fringe benefits;
5. The committee has established a liaison with the Provost's office to monitor and report to the Faculty Council on issues related to compliance with new policies guiding salary increases;
6. The committee has monitored all employment benefits and found that their governing policies are in compliance with the resolution of Faculty Council supporting extension of employment benefits to domestic partnerships

Anticipated activities for the coming year

1. The Welfare Committee is preparing a report on the status of research assignments and competitive leave programs at UNC-Chapel Hill. The committee anticipates submitting the report for consideration by the Faculty Council in March of 1997;
2. In cooperation with OIR, the Welfare Committee expects to report to Faculty Council in the Spring Term of 1997 on 1996-97 salaries within units of UNC-Chapel Hill and comparative data from peer institutions. Beginning with the Fall Term of 1997 we will report 1997-98 salaries for units within UNC-Chapel Hill, and in the following Spring term on comparisons with peer institutions. The committee hopes to continue this pattern of reporting on a regular basis in the future;
3. In cooperation with the Provost's office, the Welfare Committee expects to report to Faculty Council in the Spring Term of 1997 on the status of the implementation of salary policies. We anticipate providing data on the number of units in compliance and examples of the types of policies implemented.

Recommendations for action by Faculty Council:

1. Motion that the name of the "Faculty Welfare Committee" be changed to the "Committee on Faculty Life".

*Background:* The current name of the committee does not reflect the broad range of issues on which the committee now focuses and wishes to in the future. The University Insurance Committee and General Administration in fact do all the "heavy lifting" with regard to faculty benefits in the areas of insurance and retirement programs. There is however an increasing need to identify a locus within the faculty committee structure which deals with day-to-day issues of faculty life (as examples (i) the condition of study leave programs, (ii) monitoring of salary raises and the implementation of salary policies, and (iii) the impact of off-campus, Web-based learning and electronic syllabi on faculty size and teaching loads) and life-cycle issues (as examples (i) the value and reward system for an aging faculty, and (ii) early-retirement incentive programs).