

Annual Report to the Faculty Council

Faculty Welfare Committee, 2018/2019

Members: Muge Calikoglu (Genetics & Metabolism), Rhonda Gibson (Media & Journalism—Chair), Timothy Ives (Pharmacy), Suchi Mohanty (University Libraries), Todd Ochoa (Religious Studies), Charlene Regester (African, African American & Diaspora Studies), Iqbal Sevea (History), Jessica Tanner (Romance Studies)

Consultants: Linc Butler (Human Resources), Clare Counihan (Carolina Women's Center), Ann Lemmon (Academic Personnel), Kathy Ramsey (Employee Forum), Rob Stevenson (Human Resources)

Charge: The committee monitors and works toward the improvement of faculty working conditions, including salaries and benefits.

Meetings: September 10, October 15, November 26, January 29, February 4, March 4, April 15 (scheduled).

The following are the issues and activities addressed by the Faculty Welfare Committee during the 2018-2019 academic year:

- Continued collaboration with other UNC faculty governance committees (i.e., Community and Diversity, Fixed-Term Faculty, Status of Women, FITAC) on issues of common interest, such as access to data, faculty salary compression, and the excessive use of one-year contracts for fixed-term faculty.
- Ongoing connections the UNC Faculty Assembly Delegation and the UNC Employee Forum on shared issues, such as salary compression, erosion of health benefits, and faculty recruitment and retention.
- Sent a letter to Chancellor Carol Folt supporting the Faculty Council Resolution 2018-5 in support of UNC Black faculty on the

permanent removal of the Silent Sam Confederate monument from campus.

- Began to consider ways to work with the Employee Forum to advocate for employee health plan coverage of gender transition-related services.
- Heard a report about the UNC System Employee Engagement Survey so that FWC members could share results with and get input from colleagues in their home units.
- Said goodbye to Assistant Provost for Human Resources Ann Lemmon, who provided much information and guidance over the years as a consultant to the FWC. Also welcomed Interim Assistant Provost Lachonya Williams as Ann's replacement on the committee.
- Offered input to the Confederate Statue Advisory Committee formed at the request of the Faculty Council to advise the Board of Governors in its decision regarding the future of the monument. The consensus among FWC members was that the statue should not be returned to any location on campus because of the risks it poses to faculty, staff, and student safety and morale, as well as the university's reputation and ability to recruit. (FWC Chair Rhonda Gibson served as a member of Statue Advisory Committee committee.)
- Collaborated with the Faculty IT Advisory Committee to provide feedback regarding a new Faculty Activity Reporting System.