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February 16, 2001  
**Faculty Welfare Committee  
Annual Report**

**Current Members:** Steven Bachenheimer (2003), chair; Stephen Leonard (2001), Robert Joyce (2001), Michael Symons (2001); John P. Galassi (2002), Diane Kjervik, (2002); Douglas Elvers (2002), Judy White (2003).

**Annual report prepared by:** Steven Bachenheimer, Chair. This report covers the period February, 2000 through January, 2001.

**Committee Charge:** "The Committee works for and reports on the improvement of faculty working conditions, including salary and benefits." *Faculty Code of University Government, §4-15.*

**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. The committee has monitored all employment benefits and found their governing policies to be in compliance with the resolution of the Faculty Council supporting extension of employment benefits to domestic partnerships.
2. In cooperation with Lynn Williford and OIR, we have begun an analysis of faculty salaries within departments. Data on individual faculty salaries can be compared by faculty rank as a function of years in rank, while aggregated departmental faculty salaries can be compared by faculty rank as a function of gender or race. A preliminary report on a prototype salary report will be presented to Faculty Council later this spring. At a later date, once the complete, revised report has been generated, the committee will present its findings to Faculty Council.
3. Because of our interest in the impact of instructional technology on faculty welfare, a member of our committee currently sits on FITAC (Faculty Instructional Technology Advisory Committee) and reports to the full committee on discussions and developments in the areas of faculty welfare.

Steven Bachenheimer, Chair  
Douglas Elvers  
John P. Galassi  
Robert Joyce  
Diane K. Kjervik  
Stephen Leonard  
Michael Symons  
Judy White