

Faculty Welfare Committee
Annual Report, 2004-2005
22 April 2005

Committee Members: Alice Ammerman (Public Health), Chair (2005); Kaja Finkler (Anthropology) (2007); David Guilkey (Economics) (2005); Edward Halloran (Nursing) (2005); Sharon James (Classics) (2005); Laura Linnan (Public Health) (2006); Douglas MacLean (Philosophy) (2007); Diana McDuffee (Health Affairs Library) (2007); Tim McMillan (African and African-American Studies) (2006); Victor Marshall (Center on Aging) (2005); Stephen May (Communication Studies) (2005); Jill Moore (Government) (2006); Fred Mueller (Exercise and Sports Science) (2007); Ross Simpson (Cardiology) (2005); Kim Strom-Gottfried (Social Work) (2005); Sam Weir (Family Medicine) (2006). Peter Reinhardt (Environment, Health and Safety) (ex officio)

Charge and Composition: The Faculty Welfare Committee is appointed by the chair of the faculty. The committee monitors and works toward the improvement of faculty working conditions, including salaries and benefits.

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The committee was reconstituted this year at the request of the Chair of the Faculty to allow considered focus on issues relating to health benefits and wellness. It met during the spring semester to hear a report from those involved in work on the proposed UNC System Health Plan Pilot. Pamela Silberman, a member of the planning committee provided an overview of the proposed but evolving benefits package for the UNC pilot plan based on the work of a UNC system-wide committee of faculty and staff advising General Administration in collaboration with Hewitt (actuarial firm).

The committee also raised a variety of other concerns including salary inequities, parking, child care, the impact of resource scarcity, and general work overload. The committee agreed to continue its work in subcommittees with the following focus:

- (1) State Health Plan and UNC System Pilot: providing feedback on proposed plan as it evolves and input is needed; as appropriate, strategizing regarding approaches for communicating with UNC-CH faculty and staff and legislators; if approved, work on further communication strategies to assist faculty and staff to understand their options and benefits.
- (2) Health Campus/Wellness/On-Site Health Care Services: cataloguing and reviewing existing and prior programs on campus; determining major needs and gaps; coordinating with Employee Forum; working with administration and State Health Plan as appropriate; considering approaches to evaluation.
- (3) Other Issues: child care; parking; coping with resource scarcity; salary inequity; work overload.

Respectfully submitted,

Alice Ammerman, Chair