

**Annual Report to the Faculty Council  
Faculty Welfare Committee, 2015/2016**

**Members:** Donna Bickford (Office for Undergraduate Research), Larry Chavis (Business), Rhonda Gibson (Journalism), Todd Ochoa (Religious Studies), Charlene Regester (African, African American and Diaspora Studies), Christine Stachowicz (University Libraries), Timothy Ives (Pharmacy)

**Consultants and Faculty Governance staff:** Clare Counihan (Carolina Women's Center), Ashley Nicklis (Human Resources), Kathy Ramsey (Employee Forum), Katie Turner (Faculty Governance), Anne Whisnant (Faculty Governance)

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

**Meetings:** 2015: September 9, September 28, October 26, November 16. 2016: January 14, February 8, March 7, April 4, April 25.

The Faculty Welfare Committee addressed the following issues this academic year:

- Ongoing linkage through the UNC Faculty Assembly Delegation to the UNC Employee Forum on shared issues, such as health care coverage
- Continued collaboration with other UNC faculty governance committees (i.e., Community and Diversity, Fixed-Term Faculty, Status of Women) on issues of common interest
- Strengthened linkage with other faculty welfare/benefits committees across the UNC system on issues of common interest
- Ongoing monitoring of health care benefits: scope of coverage provided, deductibles, and corresponding levels for faculty and their families by the State Health Plan
- Ongoing meeting with the Office of Academic Personnel to determine the different types of adjunct faculty and the scope of their duties, opportunities for professional development, and level of involvement with other faculty
- Working with Office of Institutional Research and Assessment to address acquisition and analysis of data requests from Faculty Governance committees
- Review of faculty retention efforts, specifically analysis of external offers, counter-offers, and pre-emptive retention offers
- Advocacy for exit interviews to be performed for all faculty, with consistency across units.
- Working with the Office of the Dean of Students on Eternal Carolina project
- Proof of concept development for an academic social media platform, Carolina Commons, in collaboration with the Faculty Information Technology Advisory Committee (presently on hold)
- Faculty definitions, appointments, and workloads benchmarking project, in conjunction with graduate program of the School of Government, and UNC system Faculty Assembly