

Annual Report to the Faculty Council

Faculty Welfare Committee, 2016/2017

Members: Larry Chavis (Business), Annie Francis (Social Work), 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), Linc Butler (Human Resources), Ann Lemmon (Academic Personnel), Kathy Ramsey (Employee Forum), Katie Turner (Faculty Governance)

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

Meetings: 2016: September 7, October 3, November 7, December 5.

2017: January 30, February 22, March 8, April 24.

The following are some of the issues addressed by the Faculty Welfare Committee this academic year:

- Continued collaboration with other UNC faculty governance committees (i.e., Community and Diversity, Fixed-Term Faculty, Status of Women) on issues of common interest
- Ongoing linkage to the UNC Faculty Assembly Delegation and the UNC Employee Forum on shared issues, such as strategic plan, staff/faculty recognition, and health care coverage
- Reviewed, amended, and re-submitted Resolution 2016-10, for Recognition of Faculty Longevity at the University, which was approved by Faculty Council
- Continued work with the Office of Institutional Research and Assessment to improve the process for acquisition and analysis of data requests from Faculty Governance committees, with a related request for a dedicated OIRA-based analyst
- Reviewed process used for the COACHE survey, in anticipation for upcoming climate survey by UNC System
- Worked to clarify and update the current policy on the use of vacation pay by faculty
- Reviewed faculty retention efforts, including analysis of external offers, counter-offers, and pre-emptive retention offers
- Continued work to standardize exit interviews, to be performed for all departing faculty, at all ranks, with consistency across units
- Ongoing work with the Office of Academic Personnel to determine the different types of faculty definitions, appointments, and workloads and the scope of their duties, opportunities for professional development, and level of involvement
- Offered committee support/collaboration for next campus salary survey
- Planning for the next revision of the Faculty Handbook