

**Annual Report to the Faculty Council  
Committee on Fixed-Term Faculty, 2020/2021**

February 2021

**Appointed members:**

Spencer Barnes, Journalism and Media (Tenured)  
David Berkoff, Orthopedics/SOM (Fixed-Term)  
Duane Deardorff, Physics & Astronomy/A&S (Fixed-Term)  
Louise Fleming, Nursing (Fixed-Term)  
Susan Irons, English & Comp Lit/A&S (Fixed-Term)  
Raj Kasthuri, Hematology/SOM (Fixed-Term)  
Anna Schenck, Public Health Leadership Prog/ SPH (Fixed-Term)  
Tonya Van Deinse (chair), Social Work (Fixed-Term)  
Ellen Welch, Romance Studies/A&S (Tenured)

**Non-voting consultants:**

Linc Butler: Associate Vice Chancellor, Human Resources *and* Interim Assistant Provost for Academic Personnel  
Muge Calikoglu, Faculty Welfare Committee liaison  
Elizabeth Dickinson, Committee on the Status of Women liaison  
Jennifer Larson, Faculty Executive Committee liaison  
Erin Malloy, Center for Faculty Excellence liaison  
Jim Peacock, Retired Faculty Association liaison  
**Committee Charge:** <http://faccoun.unc.edu/faculty-code-and-policies/faculty-code/article-4/#4-14>

(a) The Committee on Fixed-Term Faculty consists of nine members of the voting faculty, appointed by the chair of the faculty. Seven of the members are fixed-term, and two are tenured faculty.

(b) The committee addresses concerns and makes policy recommendations on matters specific to fixed-term faculty members, including, but not limited to, working conditions, status, and professional advancement.

**Meetings:**

- August 25, 2020
- September 30, 2020
- November 2, 2020
- November 30, 2020
- January 4, 2021
- February 4, 2021
- March 8, 2021
- April 7, 2021

**Report prepared by:** Tonya B. Van Deinse (chair)

**Report of activities:**

- ***Communication with the Executive Vice Provost:*** Committee members continue to meet with the Executive Vice Provost to provide updates and seek guidance as needed

- ***Fixed-term faculty questionnaire:*** The committee sent a two-item questionnaire to fixed-term faculty across campus to learn more about their concerns and priorities, particularly related to the impact of COVID-19.
- ***Analysis and presentation of findings:*** The committee completed its analysis of the questionnaire items in November 2020 and discussed the findings internally. The committee is currently presenting the findings to fixed-term faculty as well as other interested parties.
- ***Increased outreach to fixed-term faculty:*** The committee developed a plan to increase visibility and contact with and among fixed-term faculty. This plan consists of regular emails and a series of listening sessions. The committee will host listening sessions for fixed-term faculty on three dates: February 17, 19, and 22.
- ***Continued work on contract length:*** The issue of multiyear contracts continues to be the top concern among fixed-term faculty. COVID-19 appears to be negatively impacting progress made on extending multiyear contracts, and the committee will continue to focus on this issue.
- ***Additional focus areas in development:*** In the Spring semester and beyond, the committee will continue to use the results from the Fall 2020 questionnaire and the results of our listening sessions to inform committee priorities, particularly in regard to job security, professional development, and salary.

Recommendations for actions by Faculty Council: None