

**Annual Report to the Faculty Council
Committee on Fixed-Term Faculty, 2021/2022**

February 2022

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)
Raj Kasthuri, Hematology/SOM (Fixed-Term)
Anna Schenck, Public Health Leadership Prog/ SPH (Fixed-Term)
Kristine Taylor, Romance Studies/A&S (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
Shuwen Ng, Faculty Welfare Committee liaison
Jennifer Larson, Faculty Executive Committee liaison
Erin Malloy, Center for Faculty Excellence liaison
Jim Peacock, Retired Faculty Association liaison

Committee Charge: <https://facultygov.unc.edu/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:

- September 5, 2022, 3:00-4:00
- October 8, 2022, 9:00-10:00
- November 3, 2022, 2:30-3:30
- December 8, 2022, 2:00-3:00
- January 10, 2022, 3:00-4:00
- February 9, 2022, 4:00-5:00
- March 9, 2022, 4:00-5:00
- April 13, 2022, 4:00-5:00

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

Report of the committee's activities since the previous February 2021 report

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

- ***Reporting on the 2020-2021 Assessment:*** The committee completed its listening session in Spring 2021 and integrated findings with those from the previous questionnaire. Results of this assessment were presented to the Faculty Executive Committee, the Executive Vice Provost, the Senior Associate Deans, and fixed-term faculty in late Spring 2021.
- ***Outreach to Fixed-Term Faculty across Campus:*** The committee hosted two virtual networking events in late Spring 2021, shared additional information about assessment findings, and provided the opportunity for general check-ins.
- ***Guidelines for Supporting Fixed-Term Faculty:*** The committee was tasked with revising the 2018 Best Practices Guidelines for Fixed-Term faculty. The committee hosted two feedback sessions on the document in Fall 2021 and is now incorporating faculty feedback. The guidelines will be shared with the Executive Vice Provost, fixed-term faculty, and campus units.
- ***Salary and Contract Length Assessment:*** The committee analyzed data to explore salary and contract length questions informed by the 2020-2021 assessment. The committee presented a preliminary analysis to the Executive Vice Provost and is working on revisions to submit in Spring 2022. The committee will also be collaborating with other university committees to share findings and discuss next steps.

Recommendations for actions by Faculty Council: None