

Annual Report to the Faculty Council

March 2022

Faculty Welfare Committee, 2021-2022

Members: Jessica Tanner (Romance Studies - Chair), Jonathan “JD” DeFreese (Exercise and Sport Science), Jennifer Gates-Foster (Classics), Alan Kinlaw (Pharmaceutical Outcomes and Policy; Pharmacy), Hassan Melehy (Romance Studies), Suchi Mohanty (University Libraries), Shu Wen Ng (Nutrition; Public Health), Kimberly Rauch (Physical Medicine Rehab; Medicine)

Non-Voting Members (Consultants):

Linc Butler, Associate Vice Chancellor of Human Resources

Kathy Ramsey, Employee Forum representative

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

2021-2022 Meetings: September 20, October 18, November 16, February 2, February 21, March 30, April 13

The following issues and activities were addressed by the Faculty Welfare Committee during the 2021-2022 academic year:

- Maintained and continued to develop the Faculty Support Hub website (previously known as the COVID-19 Faculty Support Hub), including discussions about additional content to include (e.g., Ombuds Office; HR Work/Life & Wellness initiatives); strategies for positioning the FSH as a centralized resource (e.g., including links to related campus sites); and strategies for encouraging awareness and use of the hub across campus.
- Coordinated with personnel from HR Work/Life & Wellness to learn about new and ongoing wellness opportunities (e.g., free classes, meditation sessions, wellness expos) and discussed ideas for increasing faculty uptake and engagement.
- Discussed how to facilitate connections among faculty at different schools/ranks, particularly in light of the fall mental health crisis, the campus Mental Health Summit, and more general issues related to the wellbeing of faculty, staff, and students.
- Co-sponsored Committee on the Status of Women’s resolution on salary equity (along with Fixed-Term Faculty Committee). CSW chair Misha Becker attended our February 21 meeting to discuss the initiative and solicit feedback about content and framing.
- Continued to collaborate with other UNC Faculty Governance committees on issues of common interest, including equity, diversity, and pandemic impacts on faculty resources and mental health/wellbeing. FWC members regularly attended meetings of the Fixed-Term Faculty Committee and the Caregiving Committee, reporting back to the FWC about their work and how we can support their efforts.