

**Annual Report to the Faculty Council
Committee on Fixed-Term Faculty, 2022/2023**

February 2023

Appointed members:

Spencer Barnes, Journalism and Media (Tenured)
David Berkoff, Orthopedics/SOM (Fixed-Term)
Duane Deardorff, Physics & Astronomy/A&S (Fixed-Term)
Louise Fleming (co-chair), Nursing (Fixed-Term)
Helyne Frederick, School of Education (Fixed-Term)
Raj Kasthuri, Hematology/SOM (Fixed-Term)
Kristine Taylor, Romance Studies/A&S (Fixed-Term)
Tonya Van Deinse (co-chair), Social Work (Fixed-Term)
Ellen Welch, Romance Studies/A&S (Tenured)

Non-voting consultants:

Lachonya Thompson: Senior Advisor to the Provost for Academic Recruitment, Advancement and Leadership
Shuwen Ng, Faculty Welfare 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:

- September 15, 2022, 12:00-1:00
- October 27, 2022, 12:00-1:00
- December 1, 2022, 12:00-1:00
- January 18, 2023, 12:00-1:00
- February 16, 2023, 12:00-1:00
- March 22, 2023, 12:00-1:00
- April 20, 2023, 12:00-1:00

Report prepared by: Louise Fleming (co-chair), Tonya Van Deinse (co-chair)

Report of the committee's activities since the previous February 2022 report

- **Communication with the Provost and Executive Vice Provost:** Committee members continued to meet with the Provost and Executive Vice Provost to provide updates, seek guidance, present committee deliverables, and plan for the Fixed-Term Faculty networking event
- **Reporting on the Salary Equity and Compression Assessment:** The committee completed the assessment on salary equity and compression across campus units using aggregate data. Findings

were shared with the Provost and Executive Vice Provost. This report was a follow-up to the committee's 2020 and 2021 assessment.

- ***Fixed-Term Faculty Networking and Update event:*** The committee will host an in-person event for fixed-term faculty about the work of the committee as well as updates from campus leadership about fixed-term faculty career development, promotion, and salary equity.
- ***Guidelines for Supporting Fixed-Term Faculty:*** The committee completed the update of the 2018 guidelines for supporting fixed-term faculty. Edits to this document were based on outreach meetings with fixed-term faculty that occurred in the Fall of 2021. These guidelines were presented to the Provost and Executive Vice Provost. Discussions for implementing the guidelines are ongoing.

Recommendations for actions by Faculty Council: None