

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

February 2024

Appointed members:

Spencer Barnes, Journalism and Media (Tenured)
David Berkoff, Orthopedics/SOM (Fixed-Term)
Duane Dearthoff, 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 Deirse (co-chair), Social Work (Fixed-Term)
Marsha Collins, English and Comparative Literature (Tenured)

Non-voting consultants:

Lachonya Thompson: Senior Advisor to the Provost for Academic Recruitment, Advancement and Leadership
Erin Malloy, Center for Faculty Excellence liaison
Jim Peacock, Retired Faculty Association liaison
Rhonda Gibson, Journalism and Media (Tenured)
Megan Winget, Information and Library Science

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:

- 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
- June 13, 2023- meeting with Provost Clemens- 3:00pm
- September 21, 2023 2:30pm-3:30pm
- October 24, 2023 4:00pm-5:00pm
- November 30, 2023 2:00pm-3:00pm
- December 13, 2023 2:00pm-3:00pm

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

Report of the committee's activities since the previous 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 for April 2024
- ***Fixed-Term Faculty Networking and Update event:*** Based on the success of the 2023 FTF Networking event, the committee will host a second in-person event for fixed-term faculty to highlight the work of the committee as well as updates from campus leadership about fixed-term faculty career development, promotion, and salary equity in April 2024
- ***Guidelines for Supporting Fixed-Term Faculty:*** The committee completed the update of the 2018 guidelines for supporting fixed-term faculty and this was posted on the [website](#) in February 2023. Discussions for implementing the guidelines began with Provost Clemens and his team including Amy Hertel, Giselle Corbie, Lachonya Thompson, and Erin Molloy. A survey was created with the assistance of Lynn Williford, Associate Provost for Institutional Research and Assessment, that was distributed to fixed term faculty throughout the campus as well as administration in the various schools. Data collected included their familiarity with the guidelines and their perception of how the guidelines have been implemented in their respective schools. The data is currently being analyzed and shared with Provost Clemens, his team, and the Sr. Academic Associate Deans.

Recommendations for actions by Faculty Council:

None at this time.