

Faculty Welfare Committee, 2023–2024

Annual Report to the Faculty Council

March 2024

Members: Jennifer Diliberto (Education), Rhonda Gibson (Journalism and Media; liaison to Fixed-Term Faculty Committee), Hassan Melehy (Romance Studies, Arts and Sciences; committee chair), Natasha Parikh (Psychology and Neuroscience, Arts and Sciences), Kimberly Rauch (Physical Medicine Rehab, Medicine), Bharathi Zvara (Maternal and Child Health, Public Health), Mehdi Shadmehr (Public Policy, Arts and Sciences).

Non-Voting Members (Consultants):

Linc Butler (Associate Vice Chancellor of Human Resources), Lisa Petersen (Carolina Institute for Developmental Disabilities, Employee Forum representative), Jessica Pyjas (Human Resources, Senior Total WellBeing Manager).

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

Meetings: September 20, November 1, December 13, (January meeting cancelled because of chair's illness), February 19, April 19.

The committee agreed that its main focuses this year should be on DEI as related to student admissions, gun safety training for faculty, and faculty burnout/wellness.

The committee had previously obtained a survey on faculty burnout, and permission to implement it at UNC, from a team at the University of New Mexico, Advance at UNM. The committee referred the survey to the Office of Institutional Research and Assessment for adaptation to our campus. With input from committee members and a number of other parties, OIRA modified the survey. In March it was launched to the full faculty. The committee intends to use the survey results to make future recommendations on faculty wellness to the appropriate parties.

The committee continues to address issues regarding fixed-term faculty, in conjunction with the Fixed-Term Faculty Committee, including the implementation of titles for faculty rank that remove the distinction in title between fixed-term and tenure-stream faculty.

The committee addressed graduate worker conditions as a facet of faculty welfare: faculty work is compromised if grad stipends are inadequate and working hours not streamlined. The committee invited representatives of the grad worker union at UNC, UE-150, to attend a meeting and for informational purposes. The committee has agreed to introduce a resolution to Faculty Council in support of the unionization drive; we will do this as early as possible during next academic year.

The committee discussed faculty welfare in relation to the departure of Chancellor Guskiewicz and the appointment of Interim Chancellor Roberts.

The committee has addressed the new faculty workload policy and will continue to do so.

With regard to the current campus climate, several members of the committee reported serious issues of racism and sexism, as well as woefully inadequate responses from the offices charged with handling these matters. In discussion, agreement emerged that the committee will urge faculty to make complaints to these offices whenever they have a claim.