

FACULTY COUNCIL  
UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

Faculty Welfare Committee

Annual Report, 2003-2004  
15 April 2004

**Committee Members:**

Professors:	Term Expires
Halloran, Edward, Chair	2005
Guilkey, David	2005
James, Sharon	2006
Kurtz-Costes, Beth	2004
Marshall, Victor	2005
May, Stephen	2006
Moore, Jill	2006
Peck, Michael	2004

**Charge and Composition:**

The chancellor appoints the committee. It works for and reports on the improvement of faculty working conditions, including salaries and benefits.

**Annual Report**

The March-April 2003 issue of *Academe: Bulletin of the Association of University Professors* [89(2):78-9] reported a fall for UNC-CH in the ranking of average salary rating for Category I or doctoral level schools from those recorded a year earlier [*Academe*, 88(2):70-1]. The slippage represented a change from a rating of 1, 80<sup>th</sup>-94.9<sup>th</sup> percentile to 2, 60<sup>th</sup>-79.9<sup>th</sup> percentile for the ranks, Professor, Associate Professor and Assistant Professor. Benefits, as a percent of salary, were stable at a relatively low 19 percent.

The same source reported women professors at UNC-CH were paid 93 % of their male colleagues salaries, Associate Professors, 96% and Assistant Professors, 90 per cent. Improvements were noted in two of the three ranks recorded the previous year where women professors were paid 91% of their male counterparts, associate professors 91%, and assistant professors, 92 percent.

Three meetings of the Faculty Welfare Committee were held during the academic year. They were not well attended by the members.

Discussions at the meetings were evenly divided between concerns about salary and about benefits, especially health benefits. The committee went on record as supporting the initiative introduced by Professor Wegner, proposing the adoption of a Health System

Reimbursement Supplement for members of the State Health Plan. Members also endorsed the UNC-CH proposal to extend a sick leave benefit to faculty on nine-month appointments, as directed by President Broad.

Salary concerns focused on two issues; coupling salary increases with increases in support for health benefits and the Gender Equity Salary Survey. The decade long [or more] practice of offering State employees either salary increases or improved health benefits was thought to be a prime factor in the erosion of salaries at UNC-CH. Growth in State health expenditures were paid for with health benefit increases in lieu of salary improvements. The Committee recommends considering salary changes independently of changes in health benefits.

The Committee reviewed the process used by UNC-CH to address the disparities noted in the Gender Equity Salary Survey. Two related concerns were identified; the units (and individuals) that gave rise to the disparities identified were charged with addressing them, and even then, only on the low salary side, and for men and women. The process assumed that women at the high end of the salary distributions were paid at parity with men, and that inequities identified for the class [women] could be resolved by and in the departments. The Chair of the Committee on the Status of Women was contacted in an effort to collaborate and a joint meeting of the two Committees has been proposed.

Retention of faculty was expressed by members as a priority for the Faculty Welfare Committee but, as the Faculty Chair has prompted an action agenda in this sphere, the Committee deferred further consideration of retention until the Report of the Faculty Chair becomes available. The Faculty Welfare Committee chair has participated in the retention deliberations.

Benefits other than those described above that received consideration during the year included:

- Retirement benefit improvement proposals
- Examination of practices for the establishment of pay for new assistant professors who have substantially different experiences
- A centrally located, full-service lunch room is needed, as well as are general faculty meeting facilities. Old West is well-located as is Person Hall, to replace the Carolina Inn facility

Respectfully submitted,

Edward J. Halloran, Chair