

ANNUAL REPORT OF THE FACULTY WELFARE COMMITTEE

- I. DATE: May 8, 1979
TO: Faculty Senate
FROM: Conner Atkeson, Chairperson, Faculty Welfare Committee
Prem P. Sehgal, Secretary, Faculty Welfare Committee

II. Membership of the Committee

Ex-officio: Chancellor Brewer
Dr. Holt, Vice Chancellor for Administration and Planning
Director of Personnel - Melvin Buck
Vice Chairman of the Faculty - Ione Ryan

Philip Shea, Geography	1979
Tennala Gross, Mathematics, Vice Chairperson	1979
Carl Adler, Physics (resigned)	1980
Gladys Frankford, Allied Health (replaced Adler)	1980
Eugene Brunelle, Library Services	1980
Conner Atkeson, History, Chairperson	1980
Y. J. Lao, Allied Health	1981
Victor Mallenbaum, Psychology	1981
James Rees, Drama & Speech	1981
Prem Sehgal, Biology, Secretary	1981

III. Committee Meetings (dates and members absent)

August 31, 1978	Brunelle, Mallenbaum, Rees, Buck
October 2, 1978	Mallenbaum
November 6, 1978	Mallenbaum, Rees, Shea, Brunelle
December 4, 1978	Mallenbaum, Gross
January 15, 1979	Lao, Ryan, Buck
February 26, 1979	Gross, Mallenbaum, Rees
March 12, 1979	Mallenbaum
April 9, 1979	Brunelle, Frankford, Shea, Buck

IV. Date of Reports to the Faculty Senate During the Year

November 14, 1978: Summer School Salaries
December 12, 1978: Admission System to the Building
January 30, 1979: FICA proposals
March 27, 1979: Tuition exemption
April 24, 1979: Faculty Salary analysis

V. Specific Instructions Given to the Committee by the Faculty Senate
Other Than Those Found in the Committee's Constitutional Charge

- A. Resolution 78-49 (December 12, 1978) for Faculty Welfare Committee responses to 7% maximum salary increment and on State's contributions to Social Security on behalf of the employees
- B. Resolution 79-17 (February 27, 1979) revised charge of Committee

VI. Committee Organization, Subcommittees, Research Activities, etc.

Work was done through subcommittees (see work of subcommittees in item VII below)

VII. Committee Accomplishments Including Recommendations Made to Agencies Other Than the Faculty Senate

- A. Offered resolutions on summer salary, flexible admission to the building on campus, FICA proposals, tuition exemption for all dependents of full-time faculty, tax-sheltering of retirement proposals. All passed.
- B. Published annual salary analysis prepared by Mrs. Gross.
- C. Arranged publication by administration of retirement option comparisons for use by incoming faculty. (A copy is available in the Faculty Senate Office.)
- D. Compiled results based upon a questionnaire on collective bargaining
- E. Discussed factors leading to Faculty Unionization (see attachment)
- F. Discussed Higgs Neighborhood Association plans and advantages for faculty in lower cost homes
- G. Discussed the possibility of childcare program for children under age 4 with Home Economics Department.
- H. Discussed the Faculty Club idea. Rees reported that Chancellor has revived the idea.
- I. Received minutes of All-University Committee on Faculty Welfare (Chapel Hill)
- J. Discussed the subject of Dental Health Plan with Dr. Brewer.
- K. Sent copies of salary analysis to UNC-C and University of Western Michigan.
- L. Asked Chancellor Brewer to clarify relation between Faculty Welfare Committee and Employee Benefits Committee
- M. Selected members for membership on University Faculty and Staff Benefits Committee
- N. Discussed the subject of sick leave for EPA workers.

VIII. Citation of Resolution Numbers of Senate Resolutions that Originated With the Committee

- 78-44 See Faculty Senate Minutes for December 12, 1978
- 79-21 See Faculty Senate Minutes for February 27, 1979
- 79-23 See Faculty Senate Minutes for March 27, 1979

IX. Proposals and/or Business to be Carried Over to Next Year

- A. Investigate Campus mail privileges
- B. Investigate All University Promotion Committee

X. Evaluation of the Committee

A. Structure: Satisfactory

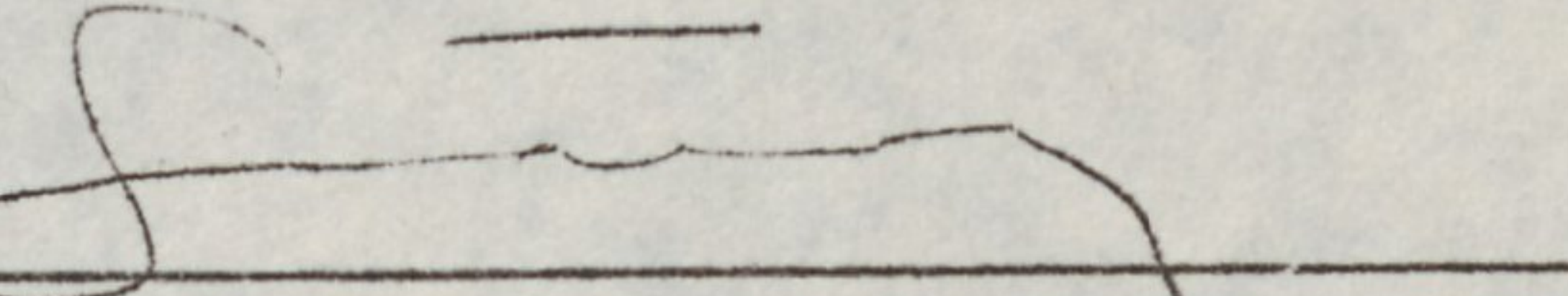
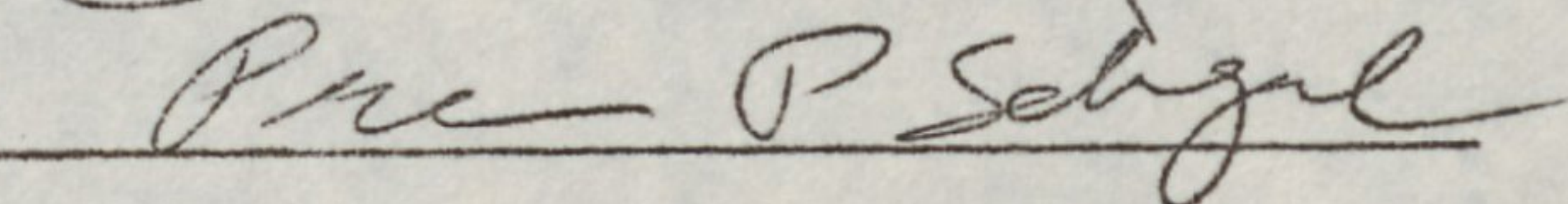
B. Duties: Charge revised, see Resolution 79-17

C. Functions: Satisfactory

D. Personnel: Satisfactory

XI. Suggestions for Improving the Effectiveness of the Committee

None

Signed: Chairperson Secretary 

Attachment 2

FACTORS LEADING TO UNIONIZATION OF UNIVERSITY PROFESSORS

I. Lack of Collegiality

A. A closed, unresponsive, unrepresentative administration

1. Lack of faculty participation in the decision-making process
2. Conflict of interest at various levels in administration
3. High degree of inbreeding in the administration
4. A higher ratio of administrators to faculty
5. Indiscriminate budget-cutting
6. Faculty not being treated as coequals to administrators--in fact a caste system is actively fostered
7. Lack of information on the criteria for
 - a. Selecting administrators
 - b. Defining merit/salary raises for administrators
 - c. Administrative decisions on faculty positions occupied by administrators

B. Inequities, lack of fairness in departments/disciplines created by administration due to

1. Extreme salary differentials among faculty with similar qualification
2. Poor working conditions
3. Different definitions of merit
4. Different interpretation of rules each time
5. Delays in grievance procedures
6. Sex bias in salaries, promotions, and workloads

II. Decrease in work satisfaction

A. Academic factors

1. Lip service to research, cut in equipment and library budgets

2. Lowered standards in teaching due to
 - a. Admission policies, remedial courses
 - b. Lack of motivation in students
 - c. Large classes
 - d. Grade inflation
 - e. Graduate students teaching classes
- B. Administrative, economic, and social factors
 1. High salary differentials between
 - a. Faculty and administrators
 - b. Colleagues in a unit e.g., EPA/SPA workers; different types of degrees e.g., Ph.D. and D.Ed.
 2. Violation of employee's civil rights
 3. Lack of creativity/ability to solve problems on the part of administration
 4. Lack of evaluation of administration by the faculty
 5. Higher rate of inflation than the rate of salary increases
 6. Lack of mobility in the profession
 7. Greater stress on brick and mortar or sports programs than on the quality of education