

ANNUAL REPORT OF THE FACULTY WELFARE COMMITTEE

- I. Date: April 15, 1985
From: Faculty Welfare Committee
To: James LeRoy Smith, Chair of the Faculty
- II. Membership of Committee:
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| 1987 | Phil Adler, History, Secretary |
| 1985 | Ted Ellis, English |
| 1987 | Clifford Knight, Biology |
| 1986 | Sallie Mann, Academic Library Services, Chair |
| 1987 | Floyd Mattheis, Science Education |
| 1987 | Bob Muzzarelli, Allied Health |
| 1986 | Lona Ratcliffe, Nursing, vice chair |
| 1985 | Buford Rhea, Sociology/Anthropology/Economics |
| 1986 | Peggy Wood, Allied Health |
- James LeRoy Smith ex officio
Melvin Buck, Director of Personnel
Tom Johnson (HPERS) acted as consultant to the committee on matters pertaining to the annual faculty salary survey.
- III. Committee meetings (dates and members absent)
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| 20 Aug. 1984 | (Rhea) |
| 10 Sept. | (Rhea) |
| 22 Oct. | (Buck, Adler, Mattheis, Wood) |
| 12 Nov. | (Rhea, Mann, Ratcliffe) |
| 14 Jan. | (Muzzarelli, Wood) |
| 11 Feb. | (Rhea) |
| 18 Mar. | (Adler, Rhea, Mattheis) |
| 1 Apr. | (Ratcliffe, Wood) |
| 22 Apr. | (Buck, Ellis, Mattheis, Muzzarelli, Rhea, Wood) |
- IV. Date of Reports to Faculty Senate: None
- V. Instructions given to Committee by the Faculty Senate:
Encouraged by Chair of the Faculty to reach a successful conclusion to the question providing annual, updated salary study information as soon as possible after October 1st of each year.
- VI. Committee Activities:
An Ad Hoc Committee of Mann, Muzzarelli, and Adler was charged with definition of questions to be answered by the annual survey of faculty salaries, and the means through which the survey would be conducted in the future. After consultation with others, the Ad Hoc Committee reported in November, 1984, and was charged with further efforts to assure the timely and regular issuance of a report on salaries to the Senate.

VII. List of Committee Accomplishments:

Resolution of insurance coverage of dependents of female employees by the ECU medical school clinics; clarification of long distance telephone access by faculty on campus; approval of modification of TIAA retirement pay options. The committee recommended that the salary survey be taken over by the Division of Institutional Research in future years, as the committee lacks both expertise and facilities to do so; also, that a brief, non-technical resume of the report data be produced for the Faculty Senate's information, covering a series of categories of comparability among faculty.

VIII. Citation of the Numbers of Senate Resolutions originating with the Committee:

IX. Business Carried Over to Next Year:

- A. Faculty Salary survey: see recommendation under VII, above
- B. Tax-sheltered annuities: a series of workshops to inform faculty and staff of possible choices.

X. Evaluation of the Committee:

- A. Structure: adequate
- B. Duties and Functions: with the exception of the preparation of the annual salary survey, which has proved impossible for the committee to do without reliance on external persons and facilities over which it has no control, the committee finds its present duties appropriate.
- C. Personnel: Adequate.

XI. Suggestions for Improving the Effectiveness of the Committee:

More interaction with ECU Faculty Senate and Faculty Welfare Committees of other UNC System campuses regarding mutual concerns.