

## FACULTY WELFARE COMMITTEE

Annual report, 1987-88

The Faculty Welfare Committee consisted of Drs. P.W. Becker (History), J.G. Fraser (Criminal Justice), S.R. Goode (Chemistry), R.W. Weinbach (Social Work), C.A. Williams (Nursing) and T.H. Howard-Hill (English), Chairman. Dr. H. Zeidan, (Salkehatchie) was the regional campus representative. Drs. C.D. Strobel (Business Administration) and C.W. Tucker (Sociology) were elected as new members, replacing Drs. Weinbach and Williams. The Committee met on 16 occasions.

The Committee's main business was to recommend a salaries policy to the Administration. Its recommendations and proceedings are summarized in 'Annual Report on Salaries, 1987/1988', Senate Agenda, 4 May 1988, A28-36. Earlier reports were published on 2 September, 1987, A6-15; 7 October 1987, A7-8; 4 November, 1987, A10-11; Handout, 2 December, 1987. The Committee strongly urged remedies for the relief of long~~st~~ standing salary inequities. Although the 4% award to state employees for salary raises in 1988/89 only equalled the annual rise in the Consumer Price Index and so could not significantly improve U.S.C.-Columbia's inferior position within the South Eastern sample, the Administration secured an amount roughly equivalent to 2% which, on the recommendation of the Faculty Budget and Welfare committees, it agreed to commit exclusively towards the remedy of substantial salary inequities.

The results of the Faculty Benefits Survey compiled by Dr. J.G. Fraser were circulated to faculty with the Committee's recommendations with the Senate agenda, 3 February, 1988, A16-23, and transmitted to the Administration for consideration.

A special committee was established under the chairmanship of

Dr. C.W. Tucker to report to Faculty Senate on the provision of children's day care at U.S.C.-Columbia.

The Committee reported progress towards the extension of the Optional Retirement Program on 16 June, 1988.