

FACULTY WELFARE COMMITTEE
CC Room 2200
Wednesday, November 1st, 2023 | 3:30-5:00PM
Minutes

Present: Barkley, Brown, DeKrey, du Bray, Garrett, Iannacchione, Landry, Pullen, Satriana, Senbet
Absent: Sileo, Wieben, Wiegand
Guest: Jeri A. Lyons

Call to Order

The meeting was called to order at 3:33pm.

Approval of Agenda

The agenda was approved without objection.

Approval of October 18th, 2023, meeting minutes

The minutes were approved without objection.

Chair's Report/Announcements: If you are unable to attend FWC meetings on a regular basis, please let Chair Brown know. If you are unable to attend FWC meetings repeatedly, Chair Brown will request the member leave FWC.

Special Orders

Unfinished Business

New Business

- **Safe and Inclusive Work Environments Policy, including the attached memorandum**
 - **Guest Jeri Anne Lyons (possible):** Jeri will be our guest in-person at Nov 13th
 - **Outside Grant Memo draft discussion**
 - Review and discussion of edited NSF Safe and Inclusive Work Environments policy document.
 - Introduction – Replaced “science” with “scholarly endeavors across disciplines” and added “all” forms of “discrimination and”
 - Removed “including NSF policy” and added “and Uniform Guidance”
 - Created hyperlinks to actual policy in document.
 - Quoted federal regulations and referenced relevant policy.
 - The formatting of the numbering is off.
 - Provided hyperlinks to BPM at the end of the document.
 - Hyperlink to HR resource page for mental and emotional support.
 - Chair Brown requests clarification in relation to off-site research work.
 - Chair Brown suggests adding instructions for the Principal Investigator related to keeping records, training documentation, etc.
 - Section 3 – Respectful Communication and Behavior: Prohibition of retaliation, etc. Value of diversity/inclusion, etc. (implicit bias training)
 - Somewhat covered in BPM 1-1-508; since this section is referring to not only actions, but written communication as well.
 - Section 4 – Safety and Well-being – Provide HR resources for employees and students.

- Section 4.1 – Glen Adams is UNC Occupational Health & Safety point person, but we will update the contact information to the Office of Environmental Health & Safety (OEHS).
- Section 6.2 - “All UGC, graduate, post-doctoral fellows, etc. must complete the workplace harassment and implicit bias modules.”
- Section 8 - Compliance and Accountability
 - If there is repeated failure to comply, then some additional training will be required.
- Board of Trustees Policies hyperlink provided with BPM sections list.
- Section 5 – Include the Office of the Ombudsman.
- Section 5.2 - Discrimination and Complaints procedures UR 3-6-125 et seq.
 - “All reports will be promptly and thoroughly investigated”
 - Does ORSP have the authority to investigate?
 - Consider: “If required... by the appropriate office.”
- Chair Brown will edit Jeri’s policy document and then send to Codification.
- Update email contact to the Offices of Research.
- Professional Development and Education
- Canvas training modules
- Garret raised a question concerning UNC faculty driving long distances (i.e., Fort Collins) for a specific type of rental car, driving back to Greeley in order to transport a disabled student to a field work location.
 - Disability Resource Center has been trying to help but are they properly equipped to address these issues?
 - Is this a student rights issue or a faculty welfare issue?
 - Could the faculty member be held responsible for not providing the student with reasonable accommodation?
 - Was compensation provided to the faculty member to provide transportation?
 - Was the faculty member required to accommodate the student?
 - Standards of Professional Ethics
 - What are faculty obligations to uphold ADA regulations?
 - ADA is an employer responsibility, but this could be an issue for FWC if faculty suffered due to providing transport in this way.
 - Time commitment and time allocated for teaching a course.
 - Consider purchasing a wheelchair accessible van again.
 - Rental van (Zip) has also been utilized by UNC.
 - It was suggested to allocate the FTE to include providing transportation.
 - This issue may be worth elevating so that it has more visibility.

Comments to the Good of the Order: None.

Adjournment

The meeting was adjourned at 4:33pm.