FACULTY WELFARE COMMITTEE

Campus Commons 2200

October 21st, 2026| 3:30-5:00 PM

Present: Brown, DeKrey, Garrett, Gregory, Levin, Reyes

Zoom: Fisher, Lee, Schaberl, Stewart

Absent: Newman

Call to Order 3:34pm

Approval of Agenda approved without objections

Approval of October 7th meeting minutes approved without objections

Chair's Report/Announcements

- M. Lucile Harrison for Senate vote at Monday meeting
- Continue amorous relationships and nepotism policy
- 1-1-503(4)
    - (a)(1)
        - It was noted that management plans may vary depending on the circumstances, members suggested individualized management plans.
        - Clarification was requested on whether "pre-existing" refers to current relationships and when disclosure is required, particularly when an individual moves into a position of trust.
    - (a)(2)
        - It was suggested that disclosure should occur once a conflict becomes reasonably foreseeable.
    - (a)(3)
        - Concern was raised that the language allowing for a reasonable interpretation could undermine the intent of the management plan.
        - The phrase "or other University decision" was considered too vague but could potentially include promotion decisions.
    - (b)
        - Members questioned whether "engage in" contradicts subsection (a)(3). It was clarified that subsection (b) prohibits relationships from beginning when an individual is already in a position of trust.
        - Replace "supervise, evaluate, or influence" with "over whom they currently have Authority or Influence."
        - Replace "While such relationships may not automatically constitute a violation of Title IX, they may raise serious concerns under UNC's conflict of interest, professional conduct, and ethical standards policies.

Appropriate administrative action may be taken based on the circumstances and applicable law." With

- "Conduct that may constitute discrimination, harassment, sexual misconduct, retaliation, coercion, or other prohibited conduct will be addressed under the applicable University policy in addition to, or instead of, this policy."

- 1-1-503(5)
  - Add reference to retaliation policy, "See [other disciplinary actions sections]."
  - Clarification was requested on how a violation of this policy could result in termination.
    - Failure to properly report a violation may have consequences under applicable policies.
- 1-1-503(6)
  - Add reference to retaliation policy, "See [other disciplinary actions sections]."
- 1-1-504 – may be too narrow
  - (1)
    - Question to return to: Is the policy about having relatives benefiting from university decisions (contracts going to your wife's business) here or somewhere else?
    - Insert "or Influence" after "Exercises Authority"
    - It was clarified that "relative" can mean family without being blood
  - (2)
    - Insert "or Influence" after "Exercises Authority"
  - (3)
    - In the interest of time the complexity of this section will be discussed at the next meeting.
  - (4)(a)
    - Insert "or Influence" after "Exercises Authority"
    - Insert "management" after "to develop"
    - To limit discretion in this situation insert "The management plan should employ the lease burdensome effective measured." At the end of the section.
  - (5)
    - Add reference to retaliation policy, "See [other disciplinary actions sections]."
    - The scope of this section differs from 1-1-503(5) when they should be parallel.
      - A review is needed to ensure the language is consistent and parallel with the section above.
    - Members do not understand how this section can warrant termination
      - Insert "other disciplinary action up to and including" before "termination"
    - Members suggested something about repeated violations or not abiding by management plan.
  - Brown will prepare a chart comparing management plan practices across institutions.

Special Orders

1. None

New Business

- Amorous relationships and nepotism policy
- EAP
- Outside work policy
- AI task force policy
- ~~OSRP meeting?~~
- New Business from last year:
    - Regulatory compliance issues.
    - Faculty workload policy
    - Consideration of service and professional activity weighting within faculty evaluation
    - Ethical use of student evaluations of teaching within faculty evaluation, DEI consideration
    - Advocate for faculty free access to the recreation center!?!
    - Codify Research Fellow designation as (e.g., part of Emeritus)?

Unfinished Business (from last year)

- ~~Revisions to 1-1-307 sent to Codification~~
- 3-3-902 Faculty salary bonus for award of Distinguished Professor title
- ~~*3-3-801 Implementation of Faculty Evaluation Procedures (we must finish it today)*~~

Completed Business (as of last academic year)

- ~~Revisions of 2-3-801 sent to Codification Committee 12/1/25~~
- ~~Revision of 2-3-801 on 4/14/2025 – sent to Codification Committee 4/26/2025.~~
- ~~Revision of 1-1-307 on 10/9/2024 – sent to Codification Committee 4/26/2025.~~
- Revision of 2-3-304 Affiliate Faculty on 11/6/2024 – approved by BOT on 12/13/2024.
- Revision of 2-3-305 Academic Titles on 11/6/2024 – approved by BOT on 12/13/2024.

Transferred Business (as of last academic year)

- Step-back policy – transferred to Salary Equity Committee
- ~~Amorous Relationship policy – now being considered by General Counsel~~

Call for the Good of the Order

Adjournment 4:55pm