FACULTY WELFARE COMMITTEE

Campus Commons 2200

October 7th, 2026| 3:30-5:00 PM

Present: DeKrey, Garrett, Gregory, Lee, Levin, Newman, Reyes, Stewart
Zoom: Schaberl
Absent: Alcantar, Fisher

Call to Order 3:34 PM

Approval of Agenda approved without objection

Approval of September 23, 2026, meeting minutes approved without objection

Chair's Report/Announcements -

- MIT's Report on AI use in teaching, learning, and research training
  - The committee will revisit this after revising the amorous relationship and nepotism policy.
- M. Lucile Harrison revisions
  - **MOTION:** DeKrey moves to approve the M. Lucile Harrison Committee policy, seconded by Levin.
  - **VOTE:** Motion approved unanimously
- Continue amorous relationship and nepotism policy
  - 1-1-503(1)
    - Members suggested clarifying the purpose, including the types of relationships it addresses and its distinction from Title IX.
  - 1-1-503(2)
    - Revising the Scope was suggested by focusing on situations where one party has authority or influence over another, rather than listing specific relationship types
    - Replace "to Amorous Relationships involving students, student employees, employees, and members of the University community (students, faculty, staff, alumni, and guests0, including any Person in Position of Trust" with,
      - "when an employee, student employee, university affiliate, volunteer, contractor, or other individual acting on behalf of the university has, or may reasonably be expected to have authority or influence over another student or employee as defined by this policy."
  - 1-1-503(3)
    - (a) Amorous Relationship

- Members suggested removing language about single interactions and replacing it with a "pattern of conduct" to better align with the policy's purpose.
- They also suggested adding language to clarify that both current and former amorous relationships should be covered by the policy, particularly when they create institutional conflicts of interest.
- The definition of Amorous Relationships was rewritten as,
    - "A consensual romantic, intimate, or sexual relationship, interaction, or conduct, including spouses/domestic partners, dating, sexual activity, romantic or intimate physical contact, or other conduct that a reasonable person would understand to reflect a mutual romantic, intimate, or sexual interest. A pattern of conduct is not required. Amorous Relationship includes a current or former relationship."

- (b) Person in Position of Trust
    - Members shared that the term "Person in Position of Trust" is not really used anywhere and suggested "Person in Position of Authority"
    - To cover those with authority or influence over students or employees the definition of "Person in Position of Trust", was rewritten as,
        - "Any person employed by or acting on behalf of UNC who holds authority or influence over a student or employee."
- (c) Authority and Influence
    - The definition of Authority and Influence was rewritten as,
        - "Direct or indirect authority, responsibility, or influence over another individual's academic, educational, employment, extracurricular, or other University-related opportunities, benefits, conditions, or status. Authority or Influence includes the ability to teach, supervise, manage, advise, mentor, coach, evaluate, grade, hire, fire, appoint, promote, compensate, discipline, investigate, adjudicate, recommend, or materially influence decisions concerning the individual."
    - The committee may need to return to "the ability to" for better clarification.

- 1-1-503(4)
    - Change the title to "Categories of Amorous Relationships.
    - Remove "between students, employees, and a Person in the Positions of Trust"
    - (a)(1)

- Members expressed concern that the current language may be too restrictive in defining permitted relationships and actions and shared that the goal is to prevent potential conflicts of interest.
- Limiting the requirement for disclosure to situations where there is a potential for imminent conflict rather than just any future conflict was suggested.
    - Members agreed to modify the language to specify that relationships must be disclosed when parties work, teach, study, conduct research, or hold appointments within the same unit where authority and influence are reasonably foreseeable.
- The question of whether the policy is intended to eliminate conflicts of interest or restrict authority was raised.
    - Noting that the current language may leave room for inconsistent interpretations and actions.
- Members suggested clarifying that a management plan may not always be sufficient and that more restrictive measures may be necessary.
- There were concerns that the policy could limit an individual's professional advancement because of an amorous relationship.
    - In this case entering such a relationship is a personal decision.
- Members emphasized the need for guidance on situations in which an instructor may be responsible for grading a spouse in a course with limited enrollment or availability.
- Rewrite part 1 as,
    - "Amorous relationships with no current power differential but where the parties work, teach, study, conduct research, participate, or hold appointments within the same unit or reporting structure and Authority or Influence is reasonably foreseeable must be disclosed in writing to the UNC Human Resources AVP to establish a management plan. A Management Plan must eliminate, to the greatest extent practicable, the Person's Authority or Influence over the other individual. Additional monitoring or oversight ordinarily will not, standing alone, be sufficient to address direct supervisory, instructional, advising, coaching, or evaluative authority."

- (a)(2)
    - The committee will continue revisions at the next meeting.

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 4:58pm