

FACULTY WELFARE COMMITTEE
CC Room 2200
Wednesday, September 20th, 2023 | 3:30-5:00PM
Minutes

Present: Barkley, Brown, DeKrey, Garrett, Landry, Pullen, Satriana, Senbet, Sileo

Present on Zoom: du Bray, Iannacchione

Absent: Wieben, Wiegand

Call to Order

The meeting was called to order at 3:35 p.m.

Approval of Agenda

The agenda was approved without objection.

Approval of September 6th, 2023, meeting minutes

The minutes were approved without objection.

Chair's Report/Announcements:

- Brown discussed how the following policies affect faculty welfare: Responsible and Ethical Conduct of Research, Safe and Inclusive Working Environments Plan for Off-Campus or Off-Site Research, and Responsible and Ethical Conduct of Research (RECR) Professional Development and Education Plan (PDEP).
- Specifically, he was concerned about the vague termination clauses found in the policy and how these clauses may infringe on faculty rights. Thus, on its face value, the policies look to violation of BPM.
- He also briefly discussed the need for publicity. If faculty's responsibilities are increased through these policies, faculty must easily find this information.
- We discussed good governance and practice; if a policy directly affects faculty, then the faculty needs a chance to review it.
- A strategy for FWC could be to review each policy carefully, document issues, write a memo to avoid grievances, and send it on to FRPB or the Office of Responsible Research.

Special Orders

Unfinished Business

New Business

- The FWC started by discussing the Responsible and Ethical Conduct of Research (RECP) Policy (Policy Documents attached)
 - Section #2. Is the scope too narrow? This policy applies to all individuals involved in research activities conducted under the auspices of UNC, including researchers, employees, volunteers, students, contractors, and collaborators. It encompasses all forms of research, regardless of funding source, methodology, or disciplinary focus.
 - The FWC discussed why UNC's outside research policy goes beyond NHS guidelines, especially when other universities that have similar policies do not.
 - The FWC is considering revising the termination or sanction clauses.
 - Ask Jeri: To ensure uniformity practice, is it necessary for this policy to cover everyone or just those submitting NFS & NIH grants under the COMPETES Act?

- The FWC discussed Section #6.2, Professional Development and Education. Concerns about vagueness were raised.
- The FWC discussed Section #8. Policy Compliance and Consequences: Failure to comply with this policy may result in disciplinary actions, including but not limited to loss of research privileges, termination of employment or collaboration, revocation of funding, and legal consequences as determined by the severity of the violation. Non-compliance with ethical standards and responsible research conduct undermines our organization's integrity and its research outcomes.
- The FWC discussed the Safe and Inclusive Working Environments Plan for Off-Campus or Off-Site Research Policy (Policy Document attached)
 - This policy applies to all internal and external sites at which research/scholarship is conducted.
 - The FWC discussed the following section: Conduct that is unwelcome, offensive, indecent, obscene, or disorderly will not be tolerated (define “not tolerated”)
 - The FWC discussed the vagueness of the clause and how to tie the section to BOT DHR policies.
 - The FWC discussed whether the policy leads to unintended results. Does it require all faculty teaching to take the Workplace Harassment and Implicit Bias modules?
 - Are there research activities involved in every UNC class?
 - The FWC discussed section 8.1 - All employees, including managers and supervisors, are responsible for upholding and enforcing this policy. Failure to comply with this policy may result in disciplinary action, up to and including termination.
 - Who is the decision maker for this compliance?
- In the future, the FWC decided that Chair Brown would write up a policy memo, FWC would review it, and then FWC may send a memo to all constituents.
- See various NSF and other peer institution documents (attached in email) – *not discussed*.

Comments to the Good of the Order: None.

Adjournment

The meeting was adjourned at 5:00 p.m.