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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?

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 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
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