Minutes:

1. Call to order: 3:03 PM
2. Weeknight Feedback Process
   Brad Ives, Associate Vice Chancellor for Campus Enterprises
   a. Where the process is now:
      i. T&P team completed feedback sessions with various groups
      ii. Continued outreach over the next month
      iii. Collecting data to better understand concerns and issues from different users and fine tune the program before implementation
   b. Next steps:
      i. Bringing recommendations and concerns to Vice Chancellor for Finance and Operations Jonathan Pruitt and Provost Bob Blouin
      ii. Making decisions about implementation plan
   c. Purpose:
      i. Weeknight Parking is an issue of equity and implementing a system that is more equitable among users.
      ii. We have time to address issues
      iii. Thank you to working group members for participating in the process
3. Change in Advisory Committee on Transportation (ACT) Charter
   Cheryl Stout, Director for Transportation and Parking
   a. Request from Vice Chancellor for Research Terry Magnuson
   b. Include Office of Post-Doctoral Affairs
   c. Request for charter change sent to Office of Finance and Operations for approval
   d. T&P will confirm that two appointed representatives for the Five-Year Planning Process will be one from Office of Post-doctoral Affairs (OPA) and a post-doctoral fellow from the Post-doctoral Association (PDA)
4. Post-doctoral Concerns
   Lindsay Costantini & Sibby Anderson Thompkins
   a. See handout – Post-doc versus Permeant Employee & Ideas for alternate options
   b. Post-docs are time-limited employees
   c. Schedules vary among post-docs
   d. Work during business hours and return in the evenings for additional work
   e. Among post-docs, there has been an overwhelming feeling of frustration and demotivation associated with weeknight parking due to feeling like the population was not well represented, so representatives are having to “push back” now
   f. Overall concerns about late night safety, cost/budget
   g. Understand the need for equity, but believe that the post-doc circumstances have not been considered for equity as non-permanent employees.
   h. Post-docs are a “hybrid” research workforce
   i. Asking post-docs to pay for parking affects faculty mentors
j. Hoping for compromise going forward.

k. Nick – Biology & Campus Health Representative
   i. Not considered employees in the same sense as permanent employees.
   ii. Unique health insurance treats post-doc fellows differently.

l. Post-doc member
   i. Consider the financial burden, especially for international students
   ii. After hours work is already difficult
   iii. Other expenses are already difficult to manage

m. Tatiana
   i. Understand sharing the cost, but commuting at night is different
   ii. Concerned for safety of late night travel
   iii. Feels unfair when it is during unpaid work hours

n. Sibby
   i. Considering the sporadic work schedule
   ii. Options that are not for an entire year
   iii. Occasional use parking
   iv. Brad asked Sibby to group post-doc fellows into patterns of use if possible to better plan

o. Alex Tuttleman – Neurology
   i. Prices matter to cost of living
   ii. Would like to see more outreach

5. Outreach Update

Cheryl Stout, Director

a. Outreach so far: see slide
b. Upcoming outreach meetings: see slide

Recurring concerns:
   i. Concerns for costs to users, especially those who have not been charged before
   ii. Concerns for permitting and availability of resources to employees, students, and visitors
   iii. Concerns for late night transportation options

d. Timeline for next steps:
   i. Outreach (November 2017 – April 2018)
   ii. Plan recommendations (May 2018 – August 2018)
   iii. Feedback and plan finalization (September 2018 – December 2018)
   iv. Advertising/Marketing and plan implementation (January 2019 – July 2019)

6. Late Night Travel Update

Than Austin, Associate Director for Transportation & Planning

a. Improve on campus to off campus travel
b. Tatiana – include employees that do not live close to campus in conversation
   i. Started as student initiative, but growing needs will include other user groups.
c. Alex – is there a late night escort service?
   i. Yes, safe walk
7. Additional comments from non-present members Sally Stearns and Tom Thornberg received.

8. Round Table:
   a. John Brunner, Athletics
      i. What is the best source to educate the community due to the general unrest around the issue of weeknight parking?
         1. Website
         2. Also working with marketing and media
         3. ACT & Weeknight Parking Working Group members bring back to constituencies.
   b. Tatiana, Post-Doc
      i. Suggests signs in front of lots to tell people about weeknight parking
      ii. Response: Rely on representative process for information.
   c. Alex, Post-Doc
      i. Feels that meeting wasn’t announced in time.
      ii. Lindsay is looking into the listserv issue for communications.
      iii. Suggests more outreach, such as Chapel Hill Transit survey through app.
   d. Sibby, Post-Doc
      i. Feels excluded from process
      ii. Brad:
         1. University needs time and opportunity to synthesize and analyze feedback
         2. Feedback from working group and feedback sessions are useful and feed into the implementation plan.
         3. Looking for ways to make the program equitable.
         4. Would like to be partners towards the solution, so data and information requests may be asked of user groups
      iii. Sibby agrees to provide data for implementation (e.g. post-doc PIDs)
   e. Herb, Housekeeping
      i. Willingness to communicate will move the process forward
      ii. Group will continue to have conversations about implementation
   f. Tatiana, Post-doc
      i. Is there another open meeting?
      ii. Next ACT meeting is April 18 at 3 PM in EOC
   g. Jeff, UNC Health Care
      i. Glad to see that data from 5-Year Plan was used to create the program
      ii. Sees value in the information
   h. Herb, Housekeeping
      i. How many post-docs are on campus? ~1250
      ii. Housekeeping has about 400, with 200 working at night
      iii. Someone has to pay
      iv. Communicating why there are fees has been helpful in understanding the program
      v. Now working for what is an equitable share/cost
   i. Justin, Playmakers
      i. Feels that T&P has a good grasp on what concerns for Playmakers are
ii. Will continue to think about solutions and service needs for his group

9. Adjournment: 4:11 PM

Participants:
Brad Ives
Cheryl Stout
Than Austin
Wil Steen
Deborah Hawkins
Karen Jenkins
Sibby Anderson Thompkins
Lindsay Costantini
Jeff Watson
John Brunner
Herb Richmond

Conference:
Tonu Kalam
Justin Haslett

Guests:
Post-doctoral fellows (4)
3 ALTERNATE OPTIONS: NIGHT PARKING FEES

Postdocs typically work during the day and between 40-60 hours per week. Unlike second or third shift employees, postdocs may extend their workday by returning to campus in the evenings. When postdocs park during evening hours, it is to check on experiments, run reports or teach classes. The majority of postdocs currently do not have daytime passes.

1) Allow postdocs to use the same fee structure as graduate and professional students.

2) For postdocs who teach between 5-9 pm (no more than 3 times per week for one semester), provide a nighttime parking pass with their teaching assignment.

3) Offer a weekly (pro-rated fee) or daily fee option for a night parking pass similar to the daytime parking options.
Permanent Employees vs Temporary Postdocs

At The University of North Carolina at Chapel Hill, postdoctoral scholars support and contribute directly to the labor of 1 Billion Dollars in research across the campus.

<table>
<thead>
<tr>
<th>PERMANENT</th>
<th>POSTDOC</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Health Insurance Plan Options</td>
<td>1 Health Insurance Plan designed specifically for Postdoctoral Scholars w/Campus Health Services</td>
</tr>
<tr>
<td>8 Supplemental Plan Options</td>
<td></td>
</tr>
</tbody>
</table>

**ELIGIBLE**

- Flexible Spending Accounts
- Retirement Eligibility

**INELIGIBLE**

- ONLY 403B

Postdocs, in terms of policy, hiring, and benefits make up a unique categorization of temporary employees. These positions are a HYBRID of research staff (employee) and training (student/trainee) in their relationship to the University.

The University recognizes this unique status allowing Postdocs to use Campus Health with a similar fee structure as other students.