

**UNIVERSITY SAFETY AND SECURITY COMMITTEE  
MINUTES  
June 7, 2012**

Members Present: Lorraine Alexander, Matt Brody for Brenda Malone, Carolyn Elfland, Karol Gray, Mary Beth Koza, Cindy Taylor, Will Tricomi  
Members Absent: Robert Adams, Robert Lowman, Jeff McCracken, Leslie Marson, David Kaufman, Steve Kenny, John Olsen, Chris Payne, Mike Rolleri, Bruce Runberg  
Guests: Deb Howard, Mary Crabtree, Jim Hill

**1. Biological Safety**

Deb Howard reported on several events in the area of biological safety. The CDC will be completing its triennial inspection of select agent laboratories on July 24-26, 2012. Preparations for the visit are underway, including collecting numerous documents into one location for their review. There were 6 response drills for high-containment laboratories in March, to provide training for area emergency responders. The NIH Office of Biotechnology Activities published a policy in March 2012 providing for regular review of federally funded research involving high-consequence pathogens and toxins. This policy is intended to govern the provision of knowledge, information, products, or technologies that could be misused for harmful purposes.

**2. Safety as a Performance Expectation**

Mary Crabtree presented a recommendation by the Hazards Management Committee regarding including safety as a performance expectation in the performance management process. This proposal is intended to increase safety awareness and compliance. The Office of Human Resources is in the process of standardizing the performance management process, and will be providing standardized work plans rather than having supervisors write individual work plans for each employee depending upon job duties. Two options for adding safety to these standardized work plans were explored: (1) adding a separate performance expectation for safety and (2) expanding the standardized performance expectation "Quality of Work" to "Quality and Safety of Work." Committee members felt safety is important enough to merit a separate expectation but at the same time expressed a concern that there may be many requests for the addition of separate expectations for a variety of compliance requirements if safety is created as a separate expectation. The potential for creating a separate function for all compliance requirements, not just safety, was raised. Matt Brody will take the USSC's comments to OHR for further discussion and then present a recommendation at the USSC's September meeting.

**3. Department of Labor Award**

Mary Crabtree reported that the University has received the Gold Award from the Department of Labor for the second year in a row for achieving a rate of days away from work, job transfer, or job restriction that is at least 50% below the industry rate.

**4. Policy on Influenza Immunization for University Employees Credentialed by the UNC Health Care System**

The UNC Health Care System has asked the University to require influenza immunizations for University employees who work in UNC Health Care facilities. UNC Health Care requires immunization for all of its employees. This request has been under discussion by various University departments, and the consensus is that the University should institute this requirement for employees who are credentialed by the UNC Health Care System to provide patient care. The Committee unanimously approved this recommendation, and new policy.

There being no further business, the meeting was adjourned.