

2025-2026 UNC-Chapel Hill Faculty & Physician Resource Memo

- 1) Family Medical Leave Act (FMLA), Family Illness Leave, and Voluntary Shared Leave. You may obtain further information by referring to the UNC Human Resources and Equal Opportunity and Compliance Human Resources-“How to Request Leave” Website at <https://hr.unc.edu/leave-request/> or you can email UNC Office of Human Resources Benefits Team at benefits@unc.edu.
- 2) The Faculty Serious Illness Policy provides paid leave for up to 60 calendar days in certain situations. You may obtain further information by referring The University’s Faculty Serious Illness & Parental Leave web address: <https://hr.unc.edu/benefits/leave/faculty-serious-illness-parental/>
- 3) The Family Illness Leave Policy provides up to 52 weeks of leave without pay during a five-year period to care for an employee’s child, parent or spouse who has a serious health condition. You may obtain further information at the web address: <https://hr.unc.edu/academic-personnel/leave/>
- 4) The Total Wellbeing Employee Assistance Program (EAP) is available 24/7 and provides confidential support. You may obtain further information by referring to the University’s Total Well-Being website at <https://hr.unc.edu/wellness/employee-assistance-program/> or call 877.314.5841 or /TRS Dail 711 if you are experiencing a crisis.
- 5) Reasonable Accommodation based on Disability, Pregnancy, and/or Religion: You may obtain further information about the accommodations process by contacting the University Compliance Office at 919-966-3576 or accommodations@unc.edu and/or by referring to the University’s policy at <https://eoc.unc.edu/accommodations>
- 6) The University Ombuds Office is where all Carolina faculty, staff, students, and administrators are welcome to come and talk in confidence about any campus issue, problem, or dispute. The services are free and voluntary. You can contact the Ombuds Office at (919)-843-8204, or obtain further information on the website: <https://ombuds.unc.edu>
- 7) The UNC SOM Wellness Initiatives is an effort to manage and combat the issue of burnout in the medical and healthcare setting. The Wellness Initiative information can be found at <https://www.med.unc.edu/psych/specialty-care/wellness-initiatives/>
- 8) The Taking Care of Our Own (TCOOO) Program is a SOM based resource available for emotional health support services, providing care for all UNC SOM and UNC Health including our medical students, faculty, trainees, employees, and staff. You can call (984) 974.9372, and the Administrative Coordinator is available during routine business hours, please leave a voicemail message if you are unable to reach Administrative Coordinator. You may obtain further information at the web address: <https://www.med.unc.edu/psych/specialty-care/wellness-initiatives/taking-care-of-our-own/>
- 9) The UNC Health Care Peer Support Program connects health care professionals and providers with trained peer support volunteers after adverse patient events, unanticipated patient outcomes, or loss of a patient. You can find information at <https://www.med.unc.edu/psych/specialty-care/wellness-initiatives/peer-support-program/> or contact Jenny Tauber at email Jennifer_tauber@med.unc.edu or pager: 216.0660.
- 10) NC SOM and UNC Health Well-Being Program focuses on engaging and promoting teammates’ professional goals, empowering teammates, and supporting well-being in the workplace. You can

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find information at: <https://www.unchealth.org/for-unch-health-professionals/well-being-for-unc-health-teammates>

- 11) NC Worker's Compensation. If you have a disability as the result of an accident or occupational disease arising out of or in the course of employment, you may be eligible for benefits under the North Carolina Workers' Compensation Act. You may contact Environment, Health, and Safety (EHS), University Employee Occupational Health Clinic at 919.966.9119 and Workers' Compensation Program at: <https://ehs.unc.edu/topics/workers-compensation/>
- 12) Responsible Employees: All employees, including staff, faculty, and other instructors, are now Responsible Employees, except for confidential employees who are acting in their confidential capacity. For more information about duties and responsibilities for Responsible Employees please contact the University Compliance Office Report and Response Managers at 919.445.2759 or for additional information: <https://eoc.unc.edu/what-we-do/address-misconduct/responsible-employees/>
- 13) The Office of Faculty Affairs. You may find support, information to advance your career, and obtain resources at the Office of Faculty Affairs at <https://facultyaffairs.unc.edu/> or can email at facultyaffairs@unc.edu
- 14) The UNC Center for Faculty Excellence. You may also take advantage of the Center for Faculty Excellence, which has resources for faculty at all career stages and mentoring at <https://cfe.unc.edu/>
- 15) The Office of Sponsored Programs (OSP) partners with the research community to support and advance the University's research mission. You can obtain further information at <https://osp.unc.edu/>. You can also obtain information at the SOM Office of Research (OoR). The OoR has a primary mission to provide support, develop and implement a strategic plan for research and collaboratively enhance research infrastructure in the School of Medicine. You can find information at <https://www.med.unc.edu/oor/about-oor/>.
- 16) The Compass Center for Women and Families is a confidential community resource providing 24-hour domestic violence/interpersonal violence crisis services and educational programs. You can find information at <https://compassctr.org/>
- 17) The Carolina Ethics Line is an anonymous reporting and inquiry hotline used by the University of North Carolina at Chapel Hill. Carolina Ethics Line provides a simple, anonymous way to report possible unethical or improper conduct, and/or violations of University policies and procedures, regulations, or state and federal laws. Please contact 866.294.8688 or <https://universitypolicy.unc.edu/report-a-concern/>
- 18) National Suicide Prevention Lifeline. If you are in a crisis, or if someone you know is struggling, please seek help and assistance. Call, text or chat the 24/7, National Suicide Prevention Lifeline at 988 or 1-800-273-TALK (8255). Lifeline: <https://988lifeline.org/>

Physicians Support Line:

**Physicians can reach out on the Physician Support Line at <https://www.physiciansupportline.com/> and/or 1 (888) 409-0141. The free and confidential hotline connects physicians to psychiatrists from 8:00 a.m. to 1:00 a.m. Eastern, 7 days a week.