

Charlotte Staff Council Minutes October 12, 2022



Meeting Called to Order: 9:03am, Celeste Corpening

Present: Adrienne Bowman, Amanda Simpson, Amy Eptig, Brenda Shue, Carrie Lindquist, Casey Hust, Celeste Corpening, Chris Duncan, Debra Bunker, Jennifer Hicks, Jerry Lecomte, Jill Rogers, Jon Canapino, LaTonja Miller, Latonya Newbill, Lora Bassett, Mackenzie Barry, Patrick Jones, Pearl Brown, Reagan Hill, Rochelle Holder, Sara Moon, Sarah Besse, Tim Johnson, Trent Barnes, Vivian Cherry, Jessica Waldman

Meeting Presentation: Sarah Besse

Sarah Besse came to the meeting to discuss cultivating a community of care on campus and training programs for students, staff, and faculty offered by CAPS.

Mental Health First Aid: The system office is supporting an initiative to get as many campus community members trained per year as possible. MHFA training demonstrates how to offer initial help in a mental health crisis and connect persons to the appropriate professional, peer, social, and self-help- care. If a training offered by CAPS would benefit an office/department/group they can be scheduled for a group outside of the regular monthly trainings that are offered through the office.

See Sarah's presentation in Appendix I for further details and contact information.

Staff Council Chair Report, Celeste Corpening

Chair's Report:

DocuSign nominee acceptance and supervisor approval form is now live, we will no longer be using a Google Form for this purpose.

No Staff Assembly Chair's meeting to report on due to upcoming full body meeting.

For dates of upcoming meetings please see the Chair's Report included here, Appendix II.

The Chancellor's annual golf tournament took place on September 27, 2022. UNC Charlotte was represented by Jerry Womack, Dannie Mirovich, Rickey Barnes, and Ke Ye Yang. The total funds raised were \$93,500, however that is prior to expenses being taken out.

DEI Council Meeting:

The purpose of the council has been established to be to create an educational ecosystem of support for everyone.

Charlotte Staff Council Minutes October 12, 2022



A draft of the Inclusive Excellence framework is now online. Please provide feedback online or in an open forum hosted by the DEI office. This will be sent to the chancellor for approval in December 2022.

The online Diversity Dashboard can be found here:

<https://diversity.charlotte.edu/about-us/diversity-dashboard>

Some recommended enhancements for the dashboard include adding a two year graduation rate and breakdown by population, gender by all races, description of employee categories, and more variety of color scheme for "American Indian" and "White".

DEI will add historic month events to their website. This information will include live guides, web pages, playlists, teaching moments, etc.

October is Hispanic Awareness month and LGBTQIA and people living with disabilities are celebrated in October as well.

The DEI Council is hosting the "Race Against Ism's" on October 16th at 8:30am which will begin at Hauser Pavillion.

Future trainings include continuing to use DiversityEdu which is available for two years, Diversity 101: Crash Course (9 minutes), and the creation of an inclusive language guide.

Chancellor's Leadership Meeting:

All use of previous logos should be discontinued. Moving forward only the "all-in-c" logo should be used.

Voting on campus will be offered again this year, on the 1st floor of the Cone building. It will begin October 20 and go through November 5.

There were several goals discussed during the Chancellor's Leadership meeting around corporate engagement. These include continuing to build trust across campus, administration better understanding individual unit goals and how to engage corporate community in those, broadcasting the Charlotte story, and positioning Charlotte as the higher education partner of choice for the Charlotte regional business community.

Niner University Elementary School at Amay James will mark their third year of being open in August. The school was K-2 in 2020 when it opened and is now K-4. Currently there are 136 students enrolled. There are several positions served at the school by Charlotte students including being interns as teacher candidates and counselors. The teacher candidate internship is being increased from two weeks to a full semester.

The 15 to Finish initiative is being rolled out by Undergraduate Education - this is encouraging students to enroll in 15 credit hours per semester in order to more likely complete their degree in four years. UGE plans to gather more data for transfer students and students who bring in AP credit to determine how best to frame the '15 to finish' for those cohorts. The program's goals include increasing revenue, graduating students at a four year graduation rate creating more degree

Charlotte Staff Council

Minutes

October 12, 2022



efficiency for undergraduate students, and lowering student debt by graduating them in the four year time frame.

The general assembly appropriated 1% of each institution's state funded salary base to use for discretionary labor market salary adjustments for selected SHRA and EHRA staff. The objectives for this money include increasing salaries below the minimum of the salary range to the target range, to increase salaries currently below the market reference rate, to address salary compression and/or salary disparity issues, and to address salaries in classifications with high turnover and/or vacancy rates. More information about this can be found in the attached, Appendix II.

Board of Trustees Meeting:

Charlotte SGA's primary goal is to create a sense of community with the Board of Trustees. They plan to institute some new traditions to do so which include celebrations and bringing companies to campus to engage with students outside of job fairs.

The remembrance memorial outside of Kennedy was discussed to commemorate victims of the events of April 30, 2019. It is anticipated that this project will be completed by next April 30.

Leadership transitions were also discussed during the Board of Trustees meeting. UNC Charlotte has searches currently underway for Provost, College of Computing and Informatics Dean, Interim Graduate School Dean, Interim Vice Chancellor for RED, and Associate Vice Chancellor for Human Affairs.

Total enrollment numbers were reported, and the data indicates that enrollment at Fayetteville State, Chapel Hill, and NC A&T is up, but the rest of the UNC system has gone down in enrollment numbers. CCCC enrollment is up, which is a good indication that Charlotte's transfer numbers will increase but likely not for two years.

The Charlotte Annual Highlights were announced and include that we are one year into our new strategic plan, we are 75 years old, Charlotte has done record breaking fundraising, Charlotte provided award winning covid testing protocols, our University came in first place in the NASA competition, Charlotte is participating in 'Excelencia in Education' a program that works with our Latinx students, and our athletic division is being upgraded!

Staff Council Vice Chair Report

Nothing additional to report at this time!

Charlotte Staff Council

Minutes

October 12, 2022



Treasurer's Report, Brenda Shue

Please see attached Treasurer's Report, Appendix III

- General Fund: \$3,563.14
- Discretionary Fund: \$3,325.56
- **Total:** \$6888.70

Secretary's Report, Jessica Waldman

Motion to approve the minutes from the September meeting? Brenda Shue motioned, Carrie Lindquist seconded. September 2022 minutes have been approved and October minutes will be forthcoming!

Communications Officer Report, Jennifer Hicks

Jennifer has placed announcements in the Niner Insider regarding upcoming events and award opportunities for staff. These will continue to run until the deadlines have passed.

Homecoming Office Decorating Contest
JBR Scholarship
Erskine Bowles Award

Golden Nuggets Update:

Awards for September totaled 26
Award recipients will be listed on the website.

Website Additions:

The new 'Request to Speak with the Council' and the 'Election/Nomination' forms are now published on the Staff Council website.

Charlotte Staff Council Minutes October 12, 2022



Education and Events Committee Report, Le'Aira Hames

October 11th was our annual staff appreciation event in the SAC. We had about 350 staff in attendance and everyone who donated to the charity and whose names were collected was able to win a prize.

Lora Bassett graciously volunteered to distribute prizes for the winners who were not in attendance. Be sure to reach out to her if anyone in your area asks about prizes.

Our contest numbers were low this year despite having a large number sign up. Le'Aira Hames will send out these numbers once they're tallied.

Le'Aira wants to give everyone who helped plan, purchase, collect, set up, and execute this event a big shout out!! Without you we would not be able to pull this off, and she thanks all of the volunteers 10x's over!

As always, please submit any feedback to Le'Aira via email so we can make changes for next years event.

Don't forget this week is homecoming and we are sponsoring the homecoming office door decorating contest for the staff. Registration ended last week and questions should be directed to Vice Chair, Latonya Newbill.

Operational Support Committee, Celeste Corpening

Nothing to Report This Month, See Chair's Report, Appendix II.

Staff Relations Committee, LaTonja Miller

Staff Relations Report

October 12, 2022

Staff Relations met on October 5th at 2PM. Our next meeting is November 2nd at 2PM.

We received one concern since our last meeting. The issue regarded the NinerAlert notification that the university was moving to Condition 1 (Reduced Operations) status due to forecasted adverse weather from Tropical Storm Ian. The NinerAlert noted that all classes for faculty and students

Charlotte Staff Council

Minutes

October 12, 2022



“should be delivered remotely if at all possible” while non-mandatory staff members were instructed to “report to work as scheduled as long as you are able”. This implied that staff members’ lives were not as valued as faculty and students.

The suggestion is to reconsider encouraging non-mandatory staff to report to work as scheduled when faculty and students are encouraged to work remotely. Non mandatory staff should be equally valued and afforded the opportunity to work remotely if possible also.

The committee agrees with this recommendation and will pursue escalation as approved by our president.

Issues reported last month are still in progress.

Respectfully submitted,
Staff Relations Committee

Homecoming Committee, Ragean Hill

Ragean Hill reported that the judges are in place for the door decorating contest. More information about Niner Nation week events can be found on the website here:
ninernationweek.charlotte.edu

Discussion of New Business

No new business was brought to the table at the October meeting.

Adjournment:

Motion to adjourn Jon Canapino, Carrie Lindquist seconded. The meeting adjourned at 10:05am.