

Charlotte Staff Council Minutes November 9, 2022



Meeting Called to Order: 9:02am, Celeste Corpening

Present: Adrienne Bowman, Amy Eptig, Arianna Harper, Brandon Wolfe, Brenda Shue, Carrie Lindquist, Casey Hurst, Celeste Corpening, Chris Duncan, Debra Bunker, Janay Crosland, Jennifer Hicks, Jill Gosnell, Jill Rogers, Kelly Ortiz, LaTonja Miller, Le'Aira Hames, Lora Bassett, Lucy Steele, Mackenzie Barry, Mary McLean, Myra George, Patrick Jones, Pearl Brown, Rochelle Holder, Shannon Zurell, Sharon Gaber, Trent Barnes

Meeting Presentations:

Dr. Sharon L. Gaber
Chancellor

Dr. Brandon Wolfe
Associate Vice Chancellor for Diversity and Inclusion; and
Chief Diversity Officer

Chancellor Gaber:

Dr. Gaber discussed the announcement of the new Vice Chancellor and Assistant Vice Chancellor for Research. She encouraged the staff council to form a connection with the new administrators so that the voices of staff can not only be heard but considered as changes in the research realm are being made. Part of the vision of the transition into the new Department of Research is to increase trust between the research offices, researchers, and the campus. They will aim to refine policy changes that will benefit the University and to take action on policies that do not benefit the university and the research active student body.

Dr. Gaber addressed why Charlotte is aspiring to become a top tier research institution.

She indicated that it is the right thing for the city of Charlotte and the University. Being an R1 institution will help to support economic development, bring talent to the region, etc. For this institution it changes our entire funding model - including salaries staff earn.

Dr. Gaber took a moment to update the council regarding the status of a salary report from HR. HR indicated to the Chancellor that they need time to update the report with all of the changes that have been made over the last several weeks. Their goal is to share this report with Dr. Gaber by the end of next week. At this point Dr. Gaber will review the report and share it with the Staff Council Chair.

The update to the weapon policy on campus was discussed at length. Following a public interaction between the campus security team and a Sikh student, it was determined that the policy must be updated to reflect Sikh students' right to wear their 'kerpon' (a short, sheathed knife, worn on

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the person's belt). As the kerpon is one of the five tenets of the Sikh religious belief, students are now allowed to carry a kerpon up to a certain length. The new policy will officially roll out once Dr. Wolfe has a training with campus police so they can better understand what visible identifiers indicate a student is of the Sikh faith and how to respond in situations where the size of a kerpon may be in question. If a Sikh student needs to carry a kerpon longer than the new campus policy allows, they will have to seek religious accommodation from the Title IX and Civil Rights Office.

It is also being announced that we will officially have a new provost beginning at the start of the calendar year. Dr. Alicia Bartone from The Ohio State University has already started having meetings and conversations with our administration and is excited to begin her new role. She previously served as the Dean of the Graduate School at OSU.

Dr. Gaber invited the council to start considering enrollment to be everyone's responsibility. She explained that a dip in enrollment seriously affects the budget - when the universities tuition revenue is down the amount of funding received from the state is also lower. This means that everyone on campus should be working hard to maintain and increase enrollment in whatever ways we can!

Finally, Dr. Gaber wanted to make the council aware that there have been reports of classroom disruptions - students coming in and doing something strange and videoing - at our institution and others. This has only happened a few times on our campus, however it is not always students doing this as anyone can access the campus at most times. Be sure to report these interruptions and do not engage. Report any disruptions to campus police.

Dr. Wolfe, Associate Vice Chancellor for Diversity and Inclusion and Chief Diversity Officer:

Dr. Wolfe came to present more information regarding the Inclusive Excellence Plan and the upcoming feedback deadlines. Dr. Wolfe assured us that all information provided in the feedback survey is anonymous and identifying information will not be shared - while you do have to login with your Charlotte credentials this is just a measure of making sure only university affiliated faculty and staff provide feedback.

Dr. Wolfe explained that the purpose of the Inclusive Excellence plan is to advance the work happening at our campus level and the larger Charlotte community.

It was asked how the design of the plan impacts staff - Dr. Wolfe responded that the way the plan is set up is intended to be a framework so that it can be adapted to all departments and units. It offers staff the opportunity to contribute what works for us and what may need to be changed in order to ensure staff success. Part of the Inclusive Excellence Plan is to advance the priorities of staff.

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Dr. Wolfe explained that the DEI office is working with Institutional Research, and a team being led by social science research specialists. There aren't specific metrics for measuring success of the plan but the team has evaluated the goals to determine how to measure them and have evaluated how the data has been collected. In looking at the larger picture the idea is to show the movement as we advance as well. In setting benchmarks the underlying question is, does our intent match our impact? The framework of the plan involves making sure as we move forward with the inclusive excellence we do that the work is making the intended impact. This plan is meant to be actionable, not just an evaluation of what we currently do and what we need to do moving forward but to actually match what we are doing to what the plan indicates needs to be done.

A member of the council asked for clarity regarding the differences between the inclusive excellence plan and the university's general strategic plan.

Dr. Wolfe indicated that when considering the five priorities of the Inclusive Excellence plan and how those priorities have been defined they do overlap with the university strategic plan with the purpose of examining the strategic plan through an equitable and inclusive lens. The Inclusive Excellence plan aims to go beyond just doing the work - executing what is in the strategic plan - but looking at the work we do in the framework of continuous DEI improvement.

It was asked what the timeline for this plan rollout will be?

Dr. Wolfe indicated that November 11, 2022 is the deadline for feedback. After this a working group will be formed to review the survey submissions and feedback. They will then discuss changes and the framework of the plan and present that to the Chancellor. Finally, the plan will hopefully roll out in January 2023 and be implemented for Fall 2023. The intent is to roll out the plan and then the DEI office will work with units/departments to implement the plan. It isn't something that will just be shared out and expected that each individual unit implements it on their own.

Not just giving plan showing us how to develop it - providing worksheets, workshops, additional Once the plan rollout and implementation process occurs there will be yearly impact reports collected so we can ensure that the intent is aligning with the impact.

Staff Council Chair Report, Celeste Corpening

See attached reports from Chair, Appendix I

Announcements

- The October DEI meeting was canceled, so there is no report from that meeting this month.

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- The Staff Assembly Chair's meeting was also canceled, as the group met during the Full Body meeting in October.
- The next Board of Trustees meeting will be on November 29th
- The office of Civil Rights and Title IX is seeking feedback regarding the mandatory training for all faculty and staff

Chancellor's Leadership Meeting:

During the Chancellor's leadership meeting there were updates about positions being filled in the administration of the university, including the provost search and the restructuring of the office of research.

Changes to SOAR, the student orientation program, are set to take place by summer 2023 - this programming will now fall under the Enrollment office, not the office of New Student and Family Services.

Master plan updates can be found in the link on the Chairs Report attached.

See slides

Ombudsman updates can also be found in the Chairs Report attached - it's important to note that the faculty ombudsman reported only seeing a handful of staff per year, and the new staff ombudsman reports 124 visitors in the last year.

Niner Nation Gives week was a great success for the University - there were 40 events held, with 7,000+ attendees.

Student housing update is included in the Chairs Report attached, currently on campus housing is at 99.8% capacity.

Staff Assembly Meeting:

- Voted for new chair elect, will be from NC state
- Celeste won an award that was shared by email
- Larger online presence since meeting was at ECU (further away than usual)
- Ginger Mental Health app - continued communication about this

Staff Council Vice Chair Report

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Treasurer's Report, Brenda Shue

Please see attached Treasurer's Report, Appendix II

- General Fund: \$3,263.56
- Discretionary Fund: \$3,570.78
- **Total:** \$6,834.34

Secretary's Report, Jessica Waldman

Motion to approve the October minutes: Debra Bunker, seconded by Carrie Lindquist Pam and Jessica will meet to rectify google doc access issues.

Communications Officer Report, Jennifer Hicks

Contest winner information from the homecoming office decorating and fall festival contests have been published on the Staff Council Website.

- Homecoming Office Decorating Winners
- Fall Festival Contest Winners
- Fall Festival Feedback form to help shape future festivals

Golden Nuggets Update:

- Awards for October totaled 39
- Award recipients will be listed on the website

Website Changes

- The website URL is now staffcouncil.charlotte.edu
- The new URL helps provide continuity with our name and branding for Staff Council
- The old address, stafforg.charlotte.edu, will redirect to our new URL. This should last 6 months, so old references will continue to work until that time ends.
- Please share the new address with your areas and update your communications to the new address.

Education and Events Committee Report, Le'Aira Hames

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The Education and Events committee is planning to meet in the next few weeks to discuss an upcoming winter event - usually the chili cookoff - when the staff return from the Holidays.

Operational Support Committee, Celeste Corpening

No new information at this time.

Staff Relations Committee, LaTonja Miller

No new issues have been submitted since the October meeting, so there is no new information at this time.

Discussion of New Business

The Council will meet electronically (by email) in December. Since we met twice in October, during the Fall Festival and our regular monthly meeting, we will not formally convene again until after the new year.

Adjournment:

Motion to adjourn was made by Carrie Lindquist, Shannon Zurell seconded. The meeting adjourned at 10:09am.