

Charlotte Staff Council Minutes May 10, 2023



Meeting Called to Order: 9:00am, Celeste Corpening

Present: Jessica Waldman, Alyssa Toshimitsu, Amanda Elzey, Amy Eptig, Brandon Wolfe, Carrie Lindquist, Casey Hurst, Celeste Corpening, Chris Duncan, Cyndi Autenrieth, Deidra Harris-Lumpkins, Jennifer Hicks, Jennifer Hicks, Jill Gosnell, Jill Rogers, Jon Canapino, Kelly Ortiz, LaTonja Miller, Latonya Newbill, Le'Aira Hames, Lora Bassett, Lucy Steele, Mary McLean, Pam Erickson, Pearl Brown, Ragean Hill, Richard Amon, Sally Mesibov, Sara King, Shannon Zurrell, Shawn Frazer, Stephanie Collins, Trent Barnes, Vivian Cherry

Meeting Presentations:

Deidra Harris-Lumpkins

Associate Vice Chancellor for Human Resources and University Affirmative Action Officer

Rich Ammon

Vice Chancellor for Business Affairs

Deidra Harris-Lumpkins attended our meeting to introduce herself as the new Associate Vice Chancellor for Human Resources and University Affirmative Action Office. She indicated that she looks forward to having a member of her leadership team attending meetings in the future. Deidra is a native New Orleanian who was at Tulane, Charlotte School of Law, and Davidson College before coming to UNC Charlotte.

She was also a leader in staff council at Tulane for 8 years, and partnered with the administration to make meaningful change on campus - so we have something in common - and she is an ally to Staff Council!

Rich Ammon came to our meeting to discuss the pay equity study that was performed at the state level. It included information regarding SHRA staff and EHRA staff. The study accounted for demographic characteristics of employees, as well as structural factors like type of job and supervisor characteristics.

The study concluded that there is no evidence of systemic gender, race, or age pay disparities among SHRA or EHRA employees. For SHRA staff it is indicated that salaries are largely determined by the state midpoint salary. For EHRA staff the salary is most closely associated with the median CUPA salary.

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General conclusions drawn from the study indicate that while there are no systemic pay disparities, there continue to be opportunities to enhance staff diversity - including recruiting and retaining women and minority staff in high paying positions, increasing hispanic staff as hispanic student population also grows, and evaluating divisional pay differentials.

Rich indicated that there has been a commitment made to repeat the study every other year to continue to evaluate the numbers, but in addition the goal is to continue to focus on retention.

It was asked if there could be some resources created for current staff to help understand pay differences and the pay structures in place the differences between SHRA and EHRA staff, and steps toward promotion. Rich indicated that he will consult with Deidra about putting together some resources for staff.

It was also asked whether or not the numbers in the presentation represented the Charlotte market specifically, or if the numbers were reflective of the entire state system. Rich confirmed that the numbers used are for the entire state system and while a case has been made to evaluate the universities separately or grouped into more similar markets, there is pushback, but Rich does understand that living in Charlotte is unique compared to other Universities in the state system and will continue to advocate for separate studies.

Staff Council Chair Report, Celeste Corpening

Announcements from the Chair:

- *Nothing new at this time, please see Operations Committee report for information regarding upcoming Staff Council Elections.*

Staff Assembly Chairs Meeting:

- There was a lot of conversation around the Board of Governors decision regarding free speech. A resolution is currently being drafted in opposition of the decision, but Staff Assembly will wait until July to do final reviews of the resolution and submit it.
- Advancements towards ongoing supervisor training were discussed - the system is focusing on retention and an important aspect of that is having strong supervisors.
- The Staff Council chair stipend was also discussed. Currently there are at least 3 or 4 universities in the system where the Staff Council Chair receives a stipend for their work, and since 2019 additional institutions have been moving towards this model. We are working with the Chancellor to try to negotiate this for our campus as well, currently the Faculty Council Chair gets a stipend but Staff Council Chair does not.

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Chancellor's Leadership Meeting:

- Betty Doster provided a legislative update with information including the timeline for the state budget process and the 2023-2024 legislative priorities. There was also an overview of the proposed NC House budget and the legislative action/bills currently on the table that are of particular interest to leadership. See more details in Appendix I.
- Chris Fuller discussed our athletic partnership with Nike. They will continue to be our official apparel, equipment, and footwear provided for 49er Athletics until May 31, 2030.
- More information about discounts available to departments can be found in Appendix I.
- Rich Ammon provided an update about EHRA Performance Bonus policy. It has been approved and will be implemented this fiscal year. Further criteria for the bonuses can be found in Appendix I.
- A reminder about the email address migration was provided by Mike Carlin and Beth Rugg. More information about what will remain the same and what will be different with the new email alias can be found in Appendix I.
- Finally there was a media update from Jen Ames Stuart as we continue to work on growing our reputation. All details can be found in Appendix I.

Board of Trustees Meeting:

- The meeting began with an All Funds Budget Timeline and updates regarding allocations addressing policy priorities and the pressures that will impact the budget.
- Susan DeVore, the Chair, recognized the outgoing and incoming Student Body Presidents.
- Committee Reports were given, see details in Appendix I.
 - Committee Reports
 - Report of the Executive Committee (Susan DeVore, Chair)
 - Report of the Audit, Compliance, and Enterprise Risk Management Committee (Christine Katziff, Chair)
 - Report of the Academic and Student Life Committee (Brett Keeter, Chair)
 - Report of the Advancement and Public Relations Committee (Teross Young Jr., Chair)
 - Report of the Finance and Physical Properties Committee (Fred Klein, Chair)
- A report of the Student Government Association was presented by Tife Olusesi, current Student Body President and Trustee.
- Finally, Faculty Council updated the group about the Free Expression and Constructive Dialog Task Force followed by Susan DeVore updating on the 'Resopution on the

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Affirmation of Diversity of Thought and Freedom of Speech.' All details and documentation in this regard can be found in Appendix I.

Staff Council Vice Chair Report

Admin day went really well, more people showed up than expected and got a lot of good feedback. Will continue to do this annually.

Treasurer's Report, Brenda Shue

Please see attached Treasurer's Report, Appendix II

- General Fund: \$2,932.40
- Discretionary Fund: \$2,868.76
- **Total: \$5,801.16**

Secretary's Report, Jessica Waldman

Shannon Zurrell made a motion to approve, the April minutes and Carrie Lindquist seconded the motion. April minutes were approved!

Communications Officer Report, Jennifer Hicks

- There were a total of 30 Golden Nugget nominations.
- 2023 Staff Council elections for Odd numbered Areas and vacant Officer positions will begin later in May and complete in June. All new positions start July 2023.
- The Staff Council website is now linked regularly in the Niner Insider emails under "Campus Resources" on the right side.

Education and Events Committee Report, Le'Aira Hames

Nothing to report at this time!

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Operational Support Committee, Celeste Corpening

- Nominations are open until May 19 for odd numbered areas and vacant board positions.
- The Staff Council annual retreat will be held July 12 from 9am-4pm at the Harris Alumni Center. Breakfast, lunch, and an afternoon snack will be served! We have several excited and engaged speakers and an exciting afternoon activity will be massages provided by Weig Chiropractic.
- Parking will not be available directly in front of the Harris Alumni Center. Please park in [Lot 27](#) and walk up to the building. You can also park nearby and take the campus bus to the Alumni Center!

Staff Relations Committee, LaTonja Miller

Staff Relations Report

Staff Relations met on May 3rd at 2PM.

Our next meeting is June 7th at 2PM.

We received one concern since our last meeting.

Concern:

A staff member reported that they were “very disappointed in the Administration Appreciation day event”. They were not able to attend until 9AM and there was no food left and no music playing. Only drinks were available. They shared that they have previously attended this event and they were disappointed in this one.

Suggestion from Staff Member:

If you are not able to provide enough food for everyone for the duration of the event, then perhaps think of another way to show appreciation.

Staff Relations' Recommendation:

We're going to inform the concerned staff member that this is the first time that Staff Council has sponsored this event. We will suggest providing tickets for food like the way we handle the Fall Festival so that there is enough food for all invited guests.

Updates to previous concerns are as follows.

A staff member recommended that a link to the Staff Council website be listed in the Niner Insider in the Campus Resources list.

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Staff Relations had already discussed and recommended this. We worked with Jennifer Hicks, our Communications Officer, to get a link to the Staff Council home page added to the Niner Insider.

Discussion of New Business

Nothing to report at this time!

Adjournment:

Motion to adjourn made by LaTonja Miller and Carrie Lindquist second at 10:01am.



UNIVERSITY OF NORTH CAROLINA
CHARLOTTE

Appendix 1

Staff Council Chair's Report

Celeste Corpening

May 10, 2023

Announcements

- No new announcements

Staff Assembly Chairs Meeting

- Ongoing Supervisor Training
- Resolution against BOG decision
- Staff Council Chair stipend

Chancellor's Leadership Meeting

- Board of Governors Recap (Sharon Gaber/Betty Doster)
- [Legislative Update](#) (Betty Doster)
- [Athletics Partnership](#) (Chris Fuller)
- EHRA Performance Bonus Policy (Rich Amon)
- [Email Migration Update](#) (Mike Carlin/Beth Rugg)
- [Media Update](#) (Jen Ames Stuart)



Budget Process

- November: UNC Board of Governors provides guidance to campuses for budget requests
December: Campuses submit requests to System
 UNC Charlotte's request:
 High demand program expansion: Data Science Program Expansion: \$12M
January: System presents recommendations to BOG for review
February: BOG approves budget including capital requests and policy recommendations
 UNC Charlotte \$6M FY 24 and \$6M FY 25 (50% recurring)
March: House and Senate agree to spending limits 10% over biennium
March 15: Governor Roy Cooper releases budget; increase of 21% over biennium
April 6: House passes budget in a bi-partisan vote 78-38
APRIL: SENATE DEVELOPS THEIR BUDGET
May 15: Senate votes on budget
June: House and Senate negotiate budget
 Send to Governor for his signature or veto

Legislative Update



2023-24 LEGISLATIVE PRIORITIES

EXPAND DATA AND COMPUTER SCIENCE PROGRAMS TO MEET THE DEMAND FOR TALENT

\$12 million to:

- Increase enrollment
- Build out highly successful sports analytics program
- Enhance data literacy for all UNC Charlotte students
- Expand community college partnerships & transfer programs for STEM degrees

INCREASE SALARIES FOR TALENTED FACULTY AND STAFF

UNC System: "funding commensurate with state agencies and strongly supports Labor Market Adjustment Reserve Funding"

CAPITAL, REPAIR, AND RENOVATIONS

\$41,412,500 Comprehensive renovation of Colvard and Smith and other repair and renovations.



HOUSE BUDGET

SALARIES: 4.25% salary increase effective July 1, 2023
3.25% salary increase effective July 1, 2024

EXPAND ENGINEERING NC'S FUTURE:

\$5M(R) FY24 & \$5M FY25(R)

- Created by the NC General Assembly in 2021 to address the need for more engineers for the growing industry clusters including energy, advanced manufacturing, automotive, life sciences, aerospace, electrical vehicles and others.
- UNC Charlotte will grow engineering enrollment by 2,000 students by 2026

E-SPORTS PROGRAM AT UNC CHARLOTTE:

\$250K (NR) FY24 & \$250K(NR) FY25 for programming

\$1.5M (NR) for building retrofitting

- Niner Esports membership exceeds 540 members and is the largest student organization on campus.
- Second largest Esports club on the east coast
- 17 competitive teams
- Integrated into academic curriculum

CAPITAL, REPAIR AND RENOVATIONS

\$41,412,500 Comprehensive renovation of Colvard and Smith



LEGISLATIVE ACTION

Thus far this session:

- Over 1600 bills introduced
- More than 126 bills related to the UNC System
- 1,000 page House Budget documents

Bills of Interest:

H607 Compelled Speech
S680 Accreditation
S631 Fairness in Women's Sports Act
H574 Fairness in Women's Sports Act
H 715 Higher Education Modernization & Affordability Act
S680 Revise Higher Ed Accreditation Processes

Athletics Partnership

Highlights of Athletics Exclusive Apparel Agreement

- NIKE remains official apparel, equipment and footwear provider for Charlotte 49er athletics
- Term: July 1, 2023 – May 31, 2030
- Partnership now includes local sales representative BSN Sports
- Benefits available to Campus Departments and Organizations
 - 40% discount off retail price on all NIKE apparel
 - 35% discount off retail price on all NIKE footwear
 - 20% discount on all BSNSports.com product
- Annual holiday or back-to-school sale (deep discount)



EHRA Performance Bonus Policy

- Approved
- Will be implemented prior to end of THIS fiscal year
- Tier employees not eligible this year (i.e. VC and Dean)
- Available for all EHRA (including Non-faculty EHRA)
- Reoccurring? Changing
 - Non-funded; need to reassess if funds are available each year
 - One time money for this fiscal year
- Criteria
 - Perf review – required
 - Review (performance review) due 4/27/23
 - high bar to start
 - First step: extraordinary (haven't defined numerically)
 - Employee of year type employee; top notch
- Qualitative definition
 - Varies by areas; so hard to define
- Quantitative
 - 1 and quarter percent of salary
- No cap on % given out or distribution

Email address migration



Starting **May 18, 2023** all student, faculty, staff, emeritus, generic accounts will receive an **@charlotte.edu** email address for email use only.

NOTE: This will include yourninet@charlotte.edu and your.alias@charlotte.edu (if you have an alias). We expect the work to go through the weekend.

These changes are for the main uncc.edu email domain; alumni Group email are excluded from this initial effort.

eMail Migration

Receiving Emails



You will continue to receive emails sent to your **@uncc.edu** address **AND** begin to receive emails sent to your **@charlotte.edu** address

yourninet@uncc.edu

your.alias@uncc.edu

yourninet@charlotte.edu

your.alias@charlotte.edu



Sending Emails



Default sending email address will be your @charlotte.edu email address



yourinternet@charlotte.edu

OR

your.alias@charlotte.edu

What's Not Changing



- Logging into systems with Single Sign On (SSO) e.g. Canvas, my.charlotte.edu, Banner
- Using Duo
- Using Eduroam *on campus*; off campus will need @uncc.edu email address
- Since @charlotte.edu is an email alias, won't be able to share documents using that address in some systems(e.g. Docusign, Dropbox). This is no different then the current experience but can be confusing.



What's Not Changing



- Logging into systems with Single Sign On (SSO) e.g. Canvas, my.charlotte.edu, Banner
- Using Duo
- Using Eduroam *on campus*; off campus will need **@uncc.edu** email address
- Since @charlotte.edu is an email alias, won't be able to share documents using that address in some systems(e.g. Docusign, Dropbox). This is no different then the current experience but can be confusing.



You'll still see @uncc.edu



- This is just the beginning.....
- We still need to switch your primary account name to **@charlotte.edu** AND update email addresses in all systems (e.g. Banner, Dropbox, Adobe)
- This will take 1-2 years
- Until everything is switched, expect to see BOTH **@uncc.edu** and **@charlotte.edu**

What users need to do when notified...

Once the change is complete, OneIT will email instructions to all accounts.



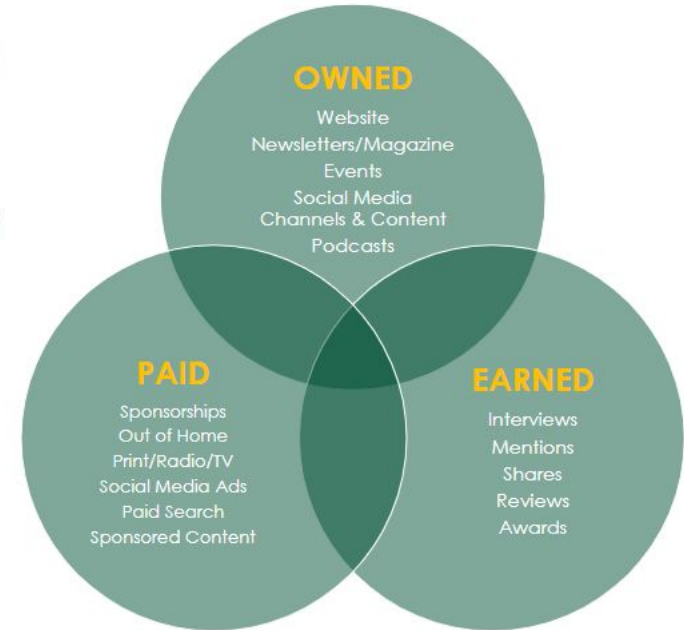
The exact amount of time it takes for accounts to be created is TBD. This work can not be done until the account has been created.



Media Update

University Advancement Goal #1:

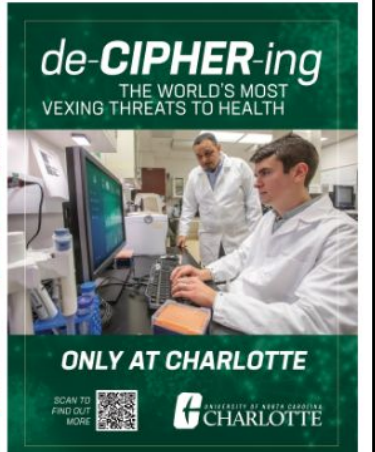
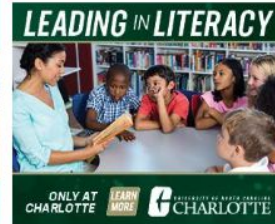
- Advance Charlotte's reputation as emerging top tier research institution



Audience: NC Key Opinion Leaders



Audience: Higher Education Leaders













UNIVERSITY OF NORTH CAROLINA
CHARLOTTE

Audience: Charlotte Community






UNIVERSITY OF NORTH CAROLINA
CHARLOTTE

5 Cool Things

Benefits with Friends, An Emmy Win and more!

UNIVERSITY OF NORTH CAROLINA
CHARLOTTE




7:30 | 63°
3 WBTV
 ON YOUR SIDE

Board of Trustees Meeting

- AGB Conference Report (Brett Keeter, Board of Trustees)
- Student Body President Recognition (Susan DeVore, Chair)
 - Tatiyana Larson, Outgoing Student Body President and Trustee
 - Tife Olusesi, Introduction and Swearing-In Incoming Student Body President and Trustee
- Chancellor's Report (Sharon Gaber, Chancellor)
- All Funds Budget (Rich Amon, Vice Chancellor for Business Affairs)
- University Budget Update (Rich Amon, Vice Chancellor for Business Affairs)
- Committee Reports
 - Report of the Executive Committee (Susan DeVore, Chair)
 - Report of the Audit, Compliance, and Enterprise Risk Management Committee (Christine Katziff, Chair)
 - Report of the Academic and Student Life Committee (Brett Keeter, Chair)
 - Report of the Advancement and Public Relations Committee (Teross Young Jr., Chair)
 - Report of the Finance and Physical Properties Committee (Fred Klein, Chair)

- Report of the Student Government Association (Tife Olusesi, Student Body President and Trustee)
 - Document: Student Government Association Updates
- Report of the University Faculty Council (Susan Harden, Faculty Council President)
- Free Expression Activities (Susan Harden, Faculty Council President)
 - Document: Free Expression and Constructive Dialogue Task Force
- Board Resolution on the Affirmation of Diversity of Thought and Freedom of Speech (Susan DeVore, Chair)
 - Documents: Resolution on the Affirmation of Diversity of Thought and Freedom of Speech
 - Faculty Resolution



All Funds Budget Timeline

- UNC System provided a set of budgeting conventions and template with financial aid worksheet

All Funds Budget Template developed.

Template developed to allow units to update/establish budget pools for all required funds for both FY23 and FY24.

Outreach/Education to Units & Workbooks Due

7 open swims and numerous 1:1 sessions held to assist stakeholders set their FY24 budgets.

2/27: Divisional Leadership Review begins

4/12: Chancellor approves AFB

4/27: BOT Approves All Funds Budget and Narrative

Nov/Dec
2022

Jan/Feb
2023

Mar
2023

April
2023

May
2023

Workbooks are due January 20, 2023 and follow-up conversations/edits will continue through early February. NGF Budget FTR will be released along with Report Central early reports. More reports to be designed as we move forward.

UBO consolidation and leadership review
University Budget Office consolidates and finalizes numbers. Campus leadership reviews figures.

3/6: CFO Review begins
3/17: BOT Materials due

5/3: All Funds Budget and Narrative submitted to BOG.
AFB template recirculated for any changes prior to FY 24 base budget roll/load.

FUND TYPE	INCLUDES	SOURCE
General Funds	State Appropriations, Tuition, Tuition Increment, Educational Receipts, Summer Receipts, and Fee funds	Units' Business Officers projected budgets
Auxiliary & Other Trust	Auxiliaries, Fees, and Unrestricted Trust funds	Units' Business Officers projected budgets
Overhead	Federal Facilities and Administrative Cost (F&A) Receipts	Units' Business Officers projected budgets
Restricted Trust	Restricted Trust Funds and Contracts & Grants	Unit Business Officers projected trust fund budgets; Budget Office annualized C&G & GCA provided new projected awards figures





Allocations Addressing Policy Priorities

- **Student Affordability & On Time Graduation**
 - Implementation of First Day Complete textbook cost-reduction program
 - Reduced summer fees and tuition
 - Graduate and Out-of-State tuition increase allocated to support
 - Math pathways (QEP plan project)
 - Student programming and support
- **Focus on Research**
 - Move Ventureprise and SBTDC to College of Business
 - Move Economic Development to External Relations and Partnerships
 - Move Grants and Contracts Administration to Division of Business Affairs
 - Reallocation of Federal Overheard to encourage research
- **Reorganizations for Efficiencies**
 - Move Student Activities Center to Athletics
 - Move Student Orientation and Academic Resources (SOAR) to Enrollment
- **Internal Efficiencies**
 - Absorb inflationary increases with existing resources
 - No increase to mandatory fees
 - Continued restructuring to consolidate and leverage economies of scale

Pressures Impacting Budget

- Multiple years of major expansion without undergraduate tuition or mandatory fee increases
- Inflation concerns across all expense types
 - 3-5% increase in cost of supplies and food
 - 15-20% increase on contracts/software
 - 20-30% increase in hardware costs
 - 15-20% increase in travel costs
- Endowment performance down for calendar year 2022
- Fall 2022 enrollment decline



SGA Changes for the 2023-2024 Year

- Legislative Branch and Executive Branch Merge
- Vice President and Speaker positions merge
 - All chairs of the Standing committees are part of Cabinet
- Leadership Committee replaces Conference Committee
- Senate is still held on Thursdays at 5:30PM
 - Lucas Room
- Several liaisons are appointed
- Class Presidents are freely elected

Olusesi - Grayson Administration Values

- Initiatives will center around:
 - Connecting with Student Organizations on campus
 - Communication
 - Cultural Awareness and Diversity
 - Holding various programs throughout the academic year

What SGA is currently working on

- Getting Cabinet members confirmed by the Student Senate
- Finals Fair on April 27 from 3 – 5 pm
- Weekly Tabling
 - Starting on April 17
 - Passing out donuts to the Student Body
 - Hear Student's perspective on the University
 - Generate more interaction between Student Representatives and Students

Summer Goals

- Meet with Culture interest-based organizations and hear any comments, concerns, and questions they may have in regards of the University
- Work with the Leadership Committee to have concrete initiative and advocacy goals for the upcoming school year
- Communicate regularly with students through Instagram, website updates, and other forums

Board of Trustees Faculty Council Update

Free Expression & Constructive Dialogue Task Force

Susan B. Harden
Faculty Council President



UNC System Survey - GC Presentation Aug. 22 BOT Retreat

- “Free Expression and Constructive Dialogue in the University of North Carolina System”
 - The UNC Board of Governors commissioned a student survey to better understand the student experience related to free expression and constructive dialogue on campus and in the classroom.
 - Faculty-led study initiated at UNC-CH in 2019 by Dr. Timothy J. Ryan and co-PIs.
 - Expanded to eight UNC System constituent institutions, including UNC Charlotte, in 2022 (UNC Charlotte investigator: Dr. Mel Atkinson).

Participating institutions	
Appalachian State University	UNC-Charlotte
NC Central University	UNC-Greensboro
UNC-Asheville	UNC-Pembroke
UNC-Chapel Hill	UNC-Wilmington

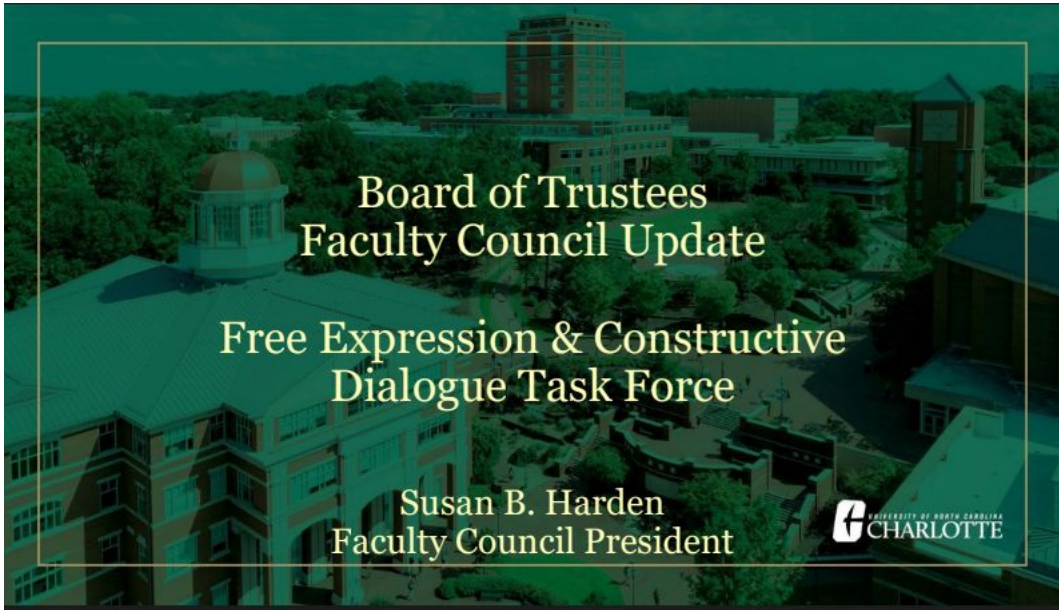
[March 2, 2020 report](#)

[September 15, 2021 report](#)


[May 17, 2022 Report](#)

Room to Grow

- UNC Charlotte Board of Trustees emphasized the values of Free Expression and Constructive Dialogue at Board Retreat in August
- The Board, through the Chancellor, charged the Faculty to design programs to support and advance Free Expression and Constructive Dialogue
- Susan Harden assigned responsibility to the Faculty Advisory Library Committee and we have assembled the Free Expression and Constructive Dialogue Task Force. Charge:
 - Submit a proposal (including budget) for programming beginning in 2023 that engages faculty, students, libraries, readings, programs, visuals and possibly an outside speaker.
 - Task Force goal is to build a group of faculty and students who can facilitate conversations across campus.
 - Draft a resolution to be brought forward to the Faculty Council to consider in spring 2023



**Board of Trustees
Faculty Council Update**
**Free Expression & Constructive
Dialogue Task Force**
 Susan B. Harden
 Faculty Council President



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Accomplishments

- Significant Provost Funding Support
- Passed a Faculty Free Speech Resolution at Faculty Celebration (Apr. 12, 2023)
- Held 4-session Constructive Dialogue Faculty Learning Community with 10 faculty
- Created freeexpression.charlotte.edu website with grant funding
- Presented Kevin Marinelli’s “Fostering Constructive Disagreement in Student Discourse” (Feb. 23, 3032)
- Presented “Free Expression at UNC Charlotte” Panel (Mar. 30, 2023)
- Presented Matt Metzgar’s “Why Should Students Care About Free Speech?” (Apr. 13, 2023)
- Presented a Campus Panel and Forum on Institutional Neutrality and a Next Steps Planning Session (Apr. 22, 2023)
- Selected 10 Students for *Charlotte Conversationalists* dialogue training



WHEREAS, The Faculty Council has laudably demonstrated their commitment to these principles by formally adopting: *Resolution on the Right and Duty of Faculty Members to Speak Freely and the Duty of the University to Protect Free Speech* which provides that "The University and its leaders must actively and publicly advocate for and defend the free speech rights of faculty members, staff and students for all speech protected by the First Amendment" and endorses the University of Chicago's principles for "the protection and promotion of free speech on campus"; and

Board of Trustees of the University of North Carolina at Charlotte

Resolution on the Affirmation of Diversity of Thought and Freedom of Speech

WHEREAS, the University of North Carolina System and its constituent universities are "dedicated to the transmission and advancement of knowledge and understanding" and each recognizes that "academic freedom is essential to the achievement of these purposes"; and

WHEREAS, Chapter VI of *The Code of the Board of Governors of the University of North Carolina* reflects this commitment to support "freedom of inquiry for faculty... free from internal or external restraints that would unreasonably restrict their academic endeavors"; and

WHEREAS, the University of North Carolina at Charlotte's Tenure Policy affirms this commitment by acknowledging that "UNC Charlotte supports and encourages full freedom, within the law, of inquiry, discourse, teaching, research, and publication for all members of its Faculty, to the end that they may responsibly pursue the transmission and advancement of knowledge and understanding free from internal or external restraints that would unreasonably restrict academic endeavors. The University will protect Faculty Members in the responsible exercise of the freedom to teach, to learn, and otherwise to seek and speak the truth, and will not penalize or discipline members because of the exercise of academic freedom in the lawful pursuit of their respective areas of scholarly and professional interest and responsibility."; and

WHEREAS, Section 600(3) of the *Code* acknowledges that faculty "share in the responsibility for maintaining an environment in which academic freedom flourishes"; and

WHEREAS, The Faculty Council has laudably demonstrated their commitment to these principles by formally adopting: *Resolution on the Right and Duty of Faculty Members to Speak Freely and the Duty of the University to Protect Free Speech* which provides that "The University and its leaders must actively and publicly advocate for and defend the free speech rights of faculty members, staff and students for all speech protected by the First Amendment" and endorses the University of Chicago's principles for "the protection and promotion of free speech on campus"; and

WHEREAS, University of Chicago President Robert M. Hutchins stated "'our students...should have freedom to discuss any problem that presents itself.' He insisted that the 'cure' for ideas we oppose 'lies through open discussion rather than through inhibition,'" . Self-censorship and fear of reprisal are dangers to the academic enterprise and to freedom of inquiry;

THEREFORE, BE IT RESOLVED: The Board of Trustees commends the Faculty Council on its diligent work and dedication to free speech and reaffirms its commitment to freedom of inquiry as embodied in the Chicago Principles.

Thank You!



Operations Committee Meeting

- Elections
- Staff Council Retreat Update
 - July 12th, 9am – 4pm, Harris Alumni House
 - Food (breakfast, lunch, afternoon snack)
 - Activities/Speakers/Agenda
 - Parking
- Admin Appreciation Day Recap
 - Lucas Room, Cone
 - 8am – 9:30am
 - April 27th



**Staff Council
Treasurer's Report
5/10/23**

	BANNER General Fund 117561	BANNER Discretionary Fund 139234	BANNER TOTAL Staff Council Funds
Previous month ending balance	3,581.40	2,940.73	6,522.13
Expenses	649.00	71.97	720.97
Ending Actual Balance	2,932.40	2,868.76	5,801.16

General Fund Expenses

Hotel charges to attend UNC System Mtg	547.74
Parking charges to attend UNC System Mtg	45.00
Repros printing charges	56.26
	649.00

General Fund Expenses in Process

	0.00

Discretionary Expenses

Admin day key chains	71.97
	71.97

Brenda G. Shue

Treasurer

Reconciled 05/03/2023

Chart: 1 Fiscal Year: 23 Index: 117561 Commit Type: Both Fund: 117561 Staff Organization Organization: 13201 Staff Organization
 Account: 911100 EHRA Perm Non-Teaching Salaries Program: 17000 Institutional Support Keys ---> Control Fund: 117561 Control Organization:
 Control Account: 911100 Control Program: Pending Documents:

BUDGET AVAILABILITY STATUS Settings Insert						
Account	Title	Adjusted Budget	YTD Activity	Commitments	Available Balance	
911300	EHRA Non-Teaching Speci...	0.00	0.00	0.00	0.00	0.00
918000	Optional Retirement Pool	129.00	0.00	0.00	0.00	129.00
919150	Social Security	72.00	0.00	0.00	0.00	72.00
925000	Domestic Travel Pool	2,600.00	592.74	0.00	0.00	2,007.26
927000	Fixed Purchased Services ...	0.00	0.00	0.00	0.00	0.00
928000	Other Purchased Services ...	200.00	213.68	0.00	0.00	-13.68
930000	Supplies Pool	1,000.00	462.18	0.00	0.00	537.82
951000	Other Admin Expenses Pool	200.00	0.00	0.00	0.00	200.00
Total		4,201.00	1,268.60	0.00	0.00	2,932.40

screenshot 5/3/23 139234

COA: 1 UNC Charlotte Fiscal Year: 23 Fund: 139234 Staff Organization OR Fund Type: Account: OR Acct Type: Start Over

CURRENT FUND BALANCE Settings Insert Delete Copy Filter						
Acct Type	Account	Description	Beginning Balance	Debit/Credit		Current Balance
AA	G11000	Interfund Claim On Cash	8,705.42	Debit		2,940.73
FA	G21100	Accounts Payable-Vendors	0.00	Credit		71.97
KA	79100	Budgeted Change to Fund Balance	0.00	Debit		0.00
KA	79110	Budgeted Expenditure Control	0.00	Credit		1,295.00
KA	79120	Budgeted Revenue Control	0.00	Debit		1,295.00
KA	79200	Encumbrance Control	0.00	Debit		242.48
KA	79300	Expenditure Control	0.00	Debit		7,131.24
KA	79600	Reserve for Encumbrances	0.00	Credit		242.48
KA	79800	Revenue Control	0.00	Credit		1,294.56
LA	G33010	Net Position	8,705.42	Credit		8,705.42
Total		ALL ACCOUNTS	0.00			0.00
					Current Fund Balance	2,868.76