

# UNC Charlotte Staff Council Agenda



March 12, 2025  
Halton Reading Room  
In-Person + Zoom  
9am - 10:30am

Welcome	Jessica Waldman
Guest Speakers	<p><b>Natalie Huie</b>, Assistant Director of Annual Giving, <i>University Advancement</i>, Niner Nation Gives</p> <p><b>John Daniels</b>, Vice Chancellor for Research, <i>Division of Research</i>, R1</p>

## Committee Reports:

Engagement Committee:	Lora Bassett/Audra Esposito
Staff Relations:	Pearl Brown
Operations/Professional Development/Golden Nugget Revamp	Jessica Waldman/Tracy Beauregard/Carrie DaSilva

## Officer Reports:

Treasurer's Report	Latonya Newbill
Communications Officer Report	Carrie DaSilva
Technology Officer Report	Jen Knight
Secretary's Report: <ul style="list-style-type: none"> <li>● Previous months minutes approval               <ul style="list-style-type: none"> <li>○ Need motion and second</li> <li>○ Vote to approve</li> </ul> </li> </ul>	Pam Erickson
Chair's Report	Jessica Waldman
Vice Chair's Report	Tracy Beauregard

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## Additional Business:

New Business:	
Open Forum	Council Members
Adjournment <ul style="list-style-type: none"><li>• Need a motion AND second to adjourn</li></ul>	Pam Erickson, Secretary

[Staff Council Account] 09:37:48

Trying to be very attentive to how does that manifest from the staff perspective And then hopefully, and then there's other broader trends we can talk about, whatever comes to your mind. But I'll try to do that in the span of five to seven minutes, but interrupt if I say anything as needed.

[Staff Council Account] 09:38:00

Again, my intent is to be at least give you a perspective on this from the view of research. So if you think about the divisions at the university, the division of research very much cares about becoming an R1 university. And the fact that that's now a reality

[Staff Council Account] 09:38:16

Is outstanding. Before I go too far, how many folks, well, it might be hard to do this with the folks on Zoom How many folks have been here more than five years? At least, okay. And I don't know if I had a show, maybe there could be the electronic hands on zoom

[Staff Council Account] 09:38:30

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If you can't put your hand, I see we've got a couple of hands and that's more than five. How about more than 10?

[Staff Council Account] 09:38:36

More than 10. Right at 10. Congratulations. Congratulations. And I'll just, you know, at risk of, you know, I'm going to go too slow with both mixed media here, but how about more than 20? How many folks have been here more than 20? Okay, yes.

[Staff Council Account] 09:38:52

And so the only reason I start with that is because The R1 designation. So this is my 25th year here at the university.

[Staff Council Account] 09:39:00

And there's people who've been here longer than that. And so whether it's 25 in my case or five or even one year.

[Staff Council Account] 09:39:09

I think what's hopefully something that you can identify with is the importance of being at an organization that is growing, that is coming to full stature.

[Staff Council Account] 09:39:18

That is blooming where it's planted. So if you think about Charlotte as a city.

[Staff Council Account] 09:39:23

It's always been one of the fastest growing cities for the entire time I've been here. I think the statistic is something like 125 people move here per day on average.

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[Staff Council Account] 09:39:31

And so it's important for any major university to have a full service university. As the chancellor says.

[Staff Council Account] 09:39:39

Better and more succinctly, every great city has a great university. So to do that, we have to be full stature in terms of size.

[Staff Council Account] 09:39:46

We have to have the full panoply of research programs And it's not research for the sake of research. It's research to meet real needs or real people and real people right here in Charlotte, as well as beyond. And so if you think about some of the strategic partnerships we've formed with a lot of the headquarter corporations that are here, the Duke Energies, the Honeywells.

[Staff Council Account] 09:40:09

Nucor. This university has a direct role in economic development. That happens through the research mission. And so one of the One of the reasons why it's great to be an R1 university as far as the strength of the overall university

[Staff Council Account] 09:40:26

Is we want to be relevant to the city of Charlotte. We want to be relevant to the state of North Carolina.

[Staff Council Account] 09:40:31

We want to be viewed as nationally relevant. And so when companies are deciding, do we relocate to Charlotte or do we relocate to Raleigh or do we relocate to somewhere else?

[Staff Council Account] 09:40:42

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And employ the people that we would employ, the presence or absence of an R1 university factors into that.

[Staff Council Account] 09:40:50

So it is important for every city to have a full service university r1 is In a sense, R1 is kind of an arbitrary designation. And the definition, and if you didn't know.

[Staff Council Account] 09:41:00

They used to have a convoluted definition up until 2021. They announce the designations every three years. And so the last time they really and then there was a made a few changes, but the last designation was a real complicated process where they looked at not just how much research you had.

[Staff Council Account] 09:41:18

But they looked at how many PhDs you had in different disciplines, engineering versus the humanities versus And so you had the equivalent of something like 10 or 11 different variables And you sort of had to reverse engineer where's the line between R1 and R2. Now it's very clear.

[Staff Council Account] 09:41:33

Now it's do you have \$50 million in research expenditures? And do you have 70 research doctorates?

[Staff Council Account] 09:41:41

Two very clear benchmarks. So in our case, and why we became R1 is, and this was based The new classification is based on fiscal year 2023 data. And in fiscal year 2023, our expenditures, how much we've spent on research, both with external dollars coming in and also our internal dollars

[Staff Council Account] 09:42:00

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Was 92 million. So 92 million is what we spent. The threshold was 50. So that's a pretty sound I mean, we've exceeded that threshold pretty significantly. And likewise for research-based doctorates, the threshold is 70. We graduated 160 thereabouts.

[Staff Council Account] 09:42:17

So we're clearly and cleanly exceeding the threshold for r1 And I expect that to continue. Our draft report for FY24 is a little bit higher, 90 4 million in expenditures. Our doctorates are still at about that level. So it is important. We've exceeded it.

[Staff Council Account] 09:42:37

Overall, if you think about the landscape of higher education, there are about 4,000 colleges and universities throughout the country. And there's only 180 or so R1 universities.

[Staff Council Account] 09:42:49

So it puts us in an elite category. It also ties with other things, including attracting students. My own son is a freshman here And I was sort of taken aback. We said, well, you know, dad, the university is growing. It's going to be R1.

[Staff Council Account] 09:43:04

Ledger. Glad to hear you saying that because nothing that I say at home is heard or listened to.

[Staff Council Account] 09:43:10

But he heard that from some other, one of the social media channels, maybe engineering.

[Staff Council Account] 09:43:16

And so that's great. So students are, some of them, not all of them, many of them don't care, but some of them do and their parents sometimes do because it's also correlated to rankings.

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[Staff Council Account] 09:43:24

So, you know, a fun fact is there is no other institution in the country that has been in the country risen as high in the US news and world report rankings over the last four years and is ranked higher that does not have a medical school.

[Staff Council Account] 09:43:40

There's only one school that has gone higher in the rankings in the past four years, and that's, I think it's Florida.

[Staff Council Account] 09:43:46

International university, but they have a med school. We do not. So if you take that out, we're the fastest In terms of rankings, we've moved up 76 spots. You know, a lot of universities don't move 76 spots in a lifetime.

[Staff Council Account] 09:43:57

And so the reason I mention that is it is related to becoming R1.

[Staff Council Account] 09:44:02

Okay, so the growth in the rankings So why does that all matter? Well, guess what that continues the pipeline of students.

[Staff Council Account] 09:44:09

R1 is huge. In terms of dollars, however.

[Staff Council Account] 09:44:14

The dollars which come into this institution are driven, as you might expect, mostly by what? By tuition.

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[Staff Council Account] 09:44:19

And state appropriation. The research enterprise is vital But in terms of dollars, it's relatively small. If you look at And it depends how you measure this. The 93 million is what we spend. If you look at our total award portfolio, that's 250 million.

[Staff Council Account] 09:44:37

But the actual dollars that come into this institution from doing that research is more like 12 million you know there's there's fees that facilities and administration fees.

[Staff Council Account] 09:44:47

So the big picture in terms of dollars coming into this place, we absolutely have to focus on enrollment.

[Staff Council Account] 09:44:52

And we absolutely have to focus on how we're perceived. And having that R1 designation feeds into all that. It also feeds into attracting faculty. So the whole ecosystem is benefited by having R1. You're attracting faculty.

[Staff Council Account] 09:45:08

You're attracting students. And you're also attracting businesses. So those are big picture reasons. Now for staff, I just say a couple of things there and then I want to make sure I leave time for whatever questions you have that I might not have been responsive to in this sort of preamble.

[Staff Council Account] 09:45:23

In terms of staff, look, every Every large and complex organization needs a team to execute its mission.



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[Staff Council Account] 09:45:31

And I think if you're on faculty council, so you get that. I mean, the discussions you have and as you reorient and reframe your comments according to which unit folks are coming from. You get the subtlety, the complexity, the needs of a large organization.

[Staff Council Account] 09:45:46

And suffice it to say that as we go down this trajectory of being R1 university those needs are only going to increase. In fact, I can remember, Jess, you may recall prior to me taking on this role, I was on what was called the r1 commission

[Staff Council Account] 09:46:01

And one of the reports, I don't know if Eric Hewn is on this call, but I would get peppered by him and others that say, oh, this is great. We have this report. You're beating the drum of becoming an R1.

[Staff Council Account] 09:46:11

How are you going to have the staff to support that?

[Staff Council Account] 09:46:15

Because with an increased mission, with an increased scope comes demand for folks to actually do that work because it's faculty are part of that equation and staff are equally part of that equation to get anything done.

[Staff Council Account] 09:46:29

And so there were parts of that report that spoke to it, but in fairness.

[Staff Council Account] 09:46:34

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That would have been a weakness of that report is to not shine a light on some of those needs. Some of those needs are certainly more clear now.

[Staff Council Account] 09:46:42

In part because of a whole slew of requirements for things like data security and research security.

[Staff Council Account] 09:46:50

The compliance environment has only increased, and so the need for staff in this area has only increased.

[Staff Council Account] 09:46:56

So there's a lot I could say. I really don't want to ramble. I'd rather be responsive to questions and maybe that will make me ramble more. But I can pause I can also talk about other things about the federal landscape and what that means for research and all that kind of stuff but

[Staff Council Account] 09:47:12

Let me pause just to see if there's any particular questions in the chat or directly by Zoom or right here in the room.

[Staff Council Account] 09:47:17

Something that's on your mind that's on your mind would be helpful for me to be helpful for me at least give you another perspective on

[Staff Council Account] 09:47:28

I mean, it's kind of half question, half maybe statement so In thinking about the federal landscape it feels like it would be important to connect what we're doing with research to what the average person can recognize as a outcome or this has some meaning to me yeah so like

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[Staff Council Account] 09:47:49

How much are we doing that or can we do more of that you know it feels like the right kind of not rebuttal but yeah yeah thanks for saying that. Thanks for giving me some okay so and that to be honest with you, as I was driving in, I live in Davidson, I was navigating the traffic on I-77. The thought as I was preparing for this

[Staff Council Account] 09:48:08

Conversation. That's really where my mind was because We're in an era. So, and by the way.

[Nathan Klinge] 09:48:15

Hey, good morning.

[Staff Council Account] 09:48:15

I'm sorry, can you hear me over there? I spent three years at the National Science Foundation as a program director, and I did that while on loan here. So I still have graduate students and research here, but I was at the NSF.

[Staff Council Account] 09:48:29

Ever since World War II, there's been this recognize the need for a partnership between the federal government and universities through the academic enterprise for scientific innovation.

[Staff Council Account] 09:48:42

And that innovation has given rise to lots of things, including global positioning system.

[Staff Council Account] 09:48:49

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Radar, GIS, the internet, all of these things. I mean, I know a lot of agencies and people claim inventing some of these things, but you absolutely can trace federal funding to the creation of and to the creation of lots of companies.

[Staff Council Account] 09:49:03

So you think about Silicon Valley, there's this myth that if you think about the United States, places of innovation where you have startup companies, you think of Silicon Valley, you think of Boston, to some extent, you think of Research Triangle Park.

[Staff Council Account] 09:49:15

We absolutely have three initiatives here in Charlotte where we're also contributing and aspire to follow that template.

[Staff Council Account] 09:49:22

But in all of those cases, there absolutely is a direct connection to an investment from the federal government in basic research and startup companies which prevail. Here's an example in Charlotte. Infosense is a company One of our most successful companies in terms of loyalty that come back to the university

[Staff Council Account] 09:49:38

That is a company that makes a technology that can detect blockages in sewer systems.

[Staff Council Account] 09:49:43

Now, that might not strike you as the sexiest or most attractive or thing to reflect upon before, during, or after lunch. However, it matters a lot. We have a whole network of pipes. And if you have to check each one.

[Staff Council Account] 09:49:58

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For a blockage, it just takes forever. So we have a technology invented by Ivan Howard, who's an electrical engineering professor And great work, God bless them, that never would have went anywhere without, wait for it.

[Staff Council Account] 09:50:11

Staff and other folks who have the entrepreneurship background to link his great idea with the business community And so that technology was invented and eventually we as a university, did a little matchmaking new chief executive. Ivan became the chief technology officer. And now that company is making millions of dollars per year

[Staff Council Account] 09:50:32

From research here at Charlotte that started from funding from the National Science Foundation.

[Staff Council Account] 09:50:37

So now look, certainly... So there's sort of a false dichotomy that says, well, it's just the private sector and you don't need the government.

[Staff Council Account] 09:50:47

There is a recipe, a formula that works. With the federal government or state government for that matter.

[Staff Council Account] 09:50:53

And universities and the private sector. And so there is a real need to remind folks, and it really is incumbent upon anybody who works at a university to be able to talk about that linkage between students, because a lot of companies need employees. I mean, that's our primary product is

[Staff Council Account] 09:51:14

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Folks for workforce development employees and new ideas, which do lead to companies, which leads to economic development. And there are, if you ever want a greater example, so I don't know, Brad Fosch, Laura Peter, the folks in our Office of Research Commercialization.

[Staff Council Account] 09:51:31

And partnerships. Have a whole listing of projects that have gone out, but that linkage is vital it's important And that will come back.

[Staff Council Account] 09:51:40

You know, we're in a sort of a chaotic To put it mildly, transition right now at the federal landscape And so, but for every action, you sort of have a reaction. And so it's going to take time I was on a call with a

[Staff Council Account] 09:51:54

Other chancellors, our chancellor uh was had been a more important meeting And so I was at another meeting with some other chancellors across the state in our and our federal delegation, our North Carolina delegation of our both in the Senate and the House.

[Staff Council Account] 09:52:11

What resonated with them is exactly what your question is, which is, well, give us stories because, you know, tell it. So I said, well, you know, our work was smart grid and duke energy Which, by the way, has funding from the National Science Foundation

[Staff Council Account] 09:52:24

So you cut that from the national you're you're limiting our ability to work with Duke Energy to strengthen the grid.

[Staff Council Account] 09:52:37

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That linkage, that connection between innovation And economic development is not fully understood.

[Staff Council Account] 09:52:45

And it is hurting us in the near term. I am optimistic in the long term because exactly what you said that we have to those stories and that message has to be, and it can be this isn't this isn't sales person shit

[Staff Council Account] 09:52:59

The data are very clear that these kinds of investments do pay off. And they are important And we have to get that message out.

[Staff Council Account] 09:53:10

Sorry, hopefully I didn't ramble too much, but that was a good point.

[Staff Council Account] 09:53:16

Yes, sorry, of course. Do you have any idea of like how moving to r1 yeah staff? Would there be a need for more staff to do things kind of on the back end oh yeah Yes.

[Staff Council Account] 09:53:31

Yes, is the short answer. And I'll The short answer is yes.

[Staff Council Account] 09:53:39

At a high level, again, as we move to R1, and the chancellor's already signaled she is in support of growing enrollment. One of the reasons why enrollment will grow is because more people are attracted so the entire university ought to grow to meet those needs. In the research space in particular.

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[Staff Council Account] 09:53:58

They were subject to increasing regulations. One of them for example is just to get into the weeds but um There's the National Institutes of Standards and Technology has a particular standard on how we manage cybersecurity And the requirements for that

[Staff Council Account] 09:54:15

Are extensive. So we have to have people who are, so one IT, for example, working with the division of research have to have more people who can certify that we are managing electronic data that's used in research in a way that is secure that is not

[Staff Council Account] 09:54:32

Because one of the problems historically is you invest in research and you develop intellectual property. And the concern is that that property then moves to perhaps other countries, whether they're adversaries or allies, but haven't paid for it.

[Staff Council Account] 09:54:47

And how do we protect that? And that requires staff. The whole you know this whole enterprise external contracts and auditing and hiring students and all of that requires so there's no question that in the long term, R1 for this university means a net increase and then laboratories facilities i mean

[Staff Council Account] 09:55:10

Jess, you probably could give this stump speech better than I because we've talked about the needs that are inherent with a more robust, complex organization which does not thrive, does not survive.

[Staff Council Account] 09:55:24

Without the positions, Jamie, that you're imagining. So that's unequivocal. Now, the rate at which those hires are made, the timing.



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[Staff Council Account] 09:55:32

You know, that's a little uncertain. In part because of the federal landscape right now, right? I mean, I don't know if you read the headlines, but Columbia potentially being you know potentially facing a \$400 million hit, Johns Hopkins \$800 million hit. Now, I will say some of those universities are in sort of a

[Staff Council Account] 09:55:49

We're in sort of a sweet spot. And I guess I do want to smuggle this point in here. We are in a really Given, again, and forgive me for just because I realize, I mean, we all have, you know, our different philosophies and thinking

[Staff Council Account] 09:56:04

But bottom line is it is chaotic right now. That's a fact.

[Staff Council Account] 09:56:08

And what's also a fact is our university is in a very strong position because of the financial and strategic leadership from both Chancellor Gaber and Vice Chancellor Amon. We are in a strong position financially And so we are able to withstand turbulence

[Staff Council Account] 09:56:26

To the extent that it's manifested even as of this point.

[Staff Council Account] 09:56:29

Even as we face a potential government shutdown on Friday. This institution is strong and resilient and resilient you know, we're still hiring actually, right? I mean, you've got some institutions which have put on full on freezes You have others that are making lots of cuts. That's not our situation, in part because our success has been principally, again, from a business model.

## UNC Charlotte Staff Council Agenda



[Staff Council Account] 09:56:52

The way this place has been successful has been principally and primarily from students.

[Staff Council Account] 09:56:58

And student enrollment, what we do in the classroom. Research, I mean, look, I care very much about research and its significance is increasing And up until very recently, the entire research operation has been essentially subsidized by the funding that we get across the institution. So we're only, to be honest with you, we're only now getting to a point

[Staff Council Account] 09:57:21

Where a lot of the Division of research has been increasingly funded by the facilities and administrative fees, but that's only a recent phenomena. I mean, as recent as three, four years ago, that was essentially funded by the funding that comes in. And we're able to do that because although research has grown, although it's R1 and we've reached this critical mass.

[Staff Council Account] 09:57:39

All that's great. And in the big picture on a spreadsheet it's still a relatively small cost center.

[Staff Council Account] 09:57:49

So that's one of the reasons why we're we're solid financially. And if anything, we still need to hire more. We're still in a position where we need to hire more because, and I'll say one thing.

[Staff Council Account] 09:58:01

Despite the chaos that's happening at the federal level, there still is some recognition of the importance of innovation. I mean, you see a need to focus on AI, for example.

[Staff Council Account] 09:58:10

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I was just at Fort Bragg on last Friday. And we're strengthening our partnership with them.

[Staff Council Account] 09:58:17

This institution has a very special history with veterans and the warfighter generally.

[Staff Council Account] 09:58:23

And we are absolutely doubling down on that history. And there absolutely is an interest in defense funding.

[Staff Council Account] 09:58:31

And so what this university is doing in terms of strengthening its ability to serve the Department of Defense and related units.

[Staff Council Account] 09:58:40

What we're doing to support industry Those are going to emerge as increasingly important that will decrease a little bit the risk at the federal level.

[Staff Council Account] 09:58:51

And then in time, there'll be more recognition if we make this argument clear enough of the importance of continued federal investment in the broader scientific and enterprise. And because of that enterprise there is absolute reason to be confident and bullish

[Staff Council Account] 09:59:06

About the growth of staff and the need for staff to support a growing R1 university that's I feel very confident in saying that, but happy to unpack that a little bit if you want to. Yes.

[Staff Council Account] 09:59:18

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In regards to the hiring of people, how does it affect the staff who currently work here?

[Staff Council Account] 09:59:24

What benefits are they going to search yeah well so that's a great question. So a couple of thoughts there.

[Staff Council Account] 09:59:31

One thing that our chancellor and Richmond have done endlessly endlessly is endlessly to convey to the unc system the importance that look if you know there is sort of a caste system right within the you know, it's a 17 campus system, but 16 are colleges and universities

[Staff Council Account] 09:59:52

And if you look at how they're funded. Per student credit hour, we've always been, frankly.

[Staff Council Account] 10:00:00

In my estimation, funded poorly. And so, but there has been progress there and the chancellor has been fierce and persistent in making this case that look And so I would not want to speak ahead of her or Rich Amon. However, my understanding is

[Staff Council Account] 10:00:19

With growth in enrollment, which will come in part because of becoming R1, additional dollars will the additional dollars which come will begin to reflect that. And so those additional dollars which reflect that.

[Staff Council Account] 10:00:31

Should then eventually impact existing staff paycheck. Because the reality is every one of your positions right here Mine included, you pick us up And you drop us in Raleigh at NC State, you get paid, I don't know, 10% more or something like that. And that's irritating.

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[Staff Council Account] 10:00:48

And it's been irritating look there's I've been here too long to some things I'm generally diplomatic, some things I just can't be diplomatic back and just frustrating. And so that is BS. And I hope that that does change. And believe me, we have a chancellor that does

[Staff Council Account] 10:01:05

Is working tirelessly. And it's not an easy task, regrettably i mean the And again, it gets back to this point here. This need to demonstrate, again, us becoming R1, it's not just doing a victory dance because of some arbitrary label.

[Staff Council Account] 10:01:19

That shows that we actually have the capacity to do Great things like any other university to help a city the size of Charlotte You know, so UNC Charlotte is as much a destination school for anyone. I mean, it's no longer, again, if you go back in time, people sort of had us

[Staff Council Account] 10:01:40

In a different category of institution. We are now nationally competitive with a lot of land grant schools, University of Kansas, University of Kentucky.

[Staff Council Account] 10:01:46

There's a lot of schools that have been around for hundreds of years that now have the same rank as us.

[Staff Council Account] 10:01:52

And so I guess my point is there is value in that kind of an institution, not just because of the ranking, but because of what that ranking represents, which is what we can do, which is new companies.

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[Staff Council Account] 10:02:03

Which is educating a workforce doing very well that can compete with any graduate from any university like all of those things, like that message is important to get out both the innovation piece and the quality piece Anyhow, let me go back. I think I got a little bit off track with your original question. How does it affect current staff? It eventually should manifest as a higher paycheck. When? I can't tell you that.

[Staff Council Account] 10:02:27

Great question for the chancellor. Tell her I sent you. Kidding. Don't tell her don't tell her right away because Then she'll send me somewhere else.

[Staff Council Account] 10:02:38

Other questions? Do you have any questions online? Anybody want to come off mute and ask or anything in the chat?

[Nathan Klinge] 10:02:55

I had a quick question. I missed the initial part of your presentation.

[Nathan Klinge] 10:03:00

But I can gather from what was discussed that uh you're primarily talking about potential concerns over hiring freezes over You know, seeing all of the other like institutions around you know, the US doing doing similar things if you could just like re re-summarize, are there plans for the UNC system schools to implement a freeze other than NC State?

[Staff Council Account] 10:03:28

So I'm not aware of any plans. Certainly not on this campus, although that's probably a better question for Rich Heyman or the chancellor. I'm not aware of any plans on this campus. I'm not aware of other plans for other institutions. Part of what you saw there, even at NC State.

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[Staff Council Account] 10:03:47

Really reflected their assessment of their exposure of their research portfolio.

[Staff Council Account] 10:03:56

And so I guess what I would say, as of now, for example, we have an active portfolio of about \$250 million worth of research.

[Staff Council Account] 10:04:03

And as of right now, we have on the order of eight or nine stop work orders And the total value of those stop work orders is maybe 3 million.

[Staff Council Account] 10:04:15

But some of that's already been expended. So as far as what has not yet been spent, maybe that's like 2 million.

[Staff Council Account] 10:04:20

Now, again, this is still very still potentially problematic because we don't know what else might happen. We don't know as agencies You know, there's great turmoil in the federal apparatus and you've got agencies where they're They're essentially forcing people out

[Staff Council Account] 10:04:36

And so who's managing the grants from the federal agency side? There's a lot of uncertainty.

[Staff Council Account] 10:04:41

And yet, from where we stand, from our finances, from If you look at how we fund the research operation internally and what we accumulate externally.

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[Staff Council Account] 10:04:55

Were solid. And not only are we solid, but we have a need. I mean, we absolutely have a need for investment in data security and research security.

[Staff Council Account] 10:05:03

Regardless of what you see going on at the federal level, in part because of our increasing work with the Department of Defense.

[Staff Council Account] 10:05:10

Which isn't going to change. And so as far as what other institutions are doing, I really couldn't tell you. But in NC State's case.

[Staff Council Account] 10:05:18

That was a conservative posture based on how they viewed what percentage of their portfolio might be impacted.

[Staff Council Account] 10:05:24

As far as what you see from Columbia and Johns Hopkins, some of these other institutions.

[Staff Council Account] 10:05:29

They're in a totally separate category. That is, I mean they're they're being straight up targeted, essentially. We're not in that list. So for example, when I met with some of our federal lawmakers and want to do me with their lawmakers.

[Staff Council Account] 10:05:42



## UNC Charlotte Staff Council Agenda



It's sort of like this. A lot of people hate Congress, but they like their local representative and the current mood with lawmakers is a lot of lawmakers hate universities, but they like ours. And that's a, I mean.

[Staff Council Account] 10:05:55

Look, I don't mean to make light of this because, you know, look, even with the federal shutdown, that's real people losing real paychecks.

[Staff Council Account] 10:06:00

And that's a real problem, but make no mistake. As well as that said.

[Staff Council Account] 10:06:07

Unc Charlotte, because of our history, because of our size, because of our scale, because of There's a number of unique attributes that put us in a very favorable position.

[Staff Council Account] 10:06:18

And so I don't see now look Life changes, things change. But as I sit here right now, and I was reflecting on this driving in.

[Staff Council Account] 10:06:28

All of our fundamentals are solid, Nathan. And I don't see any of that coming.

[Staff Council Account] 10:06:33

That said, it's like, look, that's more of a Chancellor Rich Amy. That's a John Daniels answer um but But serving on cabinet, I haven't heard anything otherwise.

[Staff Council Account] 10:06:43

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Hope that's helpful. I know I'm out of time, but I'm happy to But if there were questions, if you're like, you know, he didn't say anything about that, or he kind of glossed over this. I mean, certainly send it to Jess. Jess knows how to, Jess will text me. She'll say, you know.

[Nathan Klinge] 10:06:44

Thank you. Yeah, that was great

[Staff Council Account] 10:07:02

John, that's great, but you totally you know made up that or you totally didn't cover this or And I will do my best to mop it up and give you a cleaner, straighter answer. But please know that I am grateful for

[Staff Council Account] 10:07:14

Each one of you for your leadership in this body. Everyone online as well. I've been here just long enough to really appreciate the value of the importance of staff and faculty. It just doesn't work otherwise The division of Research, I mean, we're.

[Staff Council Account] 10:07:33

You know, all 93 of us, I mean. Look, that's what's enabling some of these great things to happen. So please know that I'm sincerely grateful that you wake up in the morning, you choose to be here, you're dedicating a significant fraction of your life.

[Staff Council Account] 10:07:47

To the career here. And I really hope that this work continues to make your work meaningful and gratifying. So thank you for making time for me.

[Staff Council Account] 10:07:57

Thank you so much. Right.

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[Staff Council Account] 10:08:03

Look for action items from Jesse. Don't worry. They'll be coming. Have a good one.

[Staff Council Account] 10:08:12

All right. Oh, I keep forgetting about the camera is. I'm like a little person too. So I'm just a little. Gosh, I could just listen to John Raymills talk all day.

[Staff Council Account] 10:08:24

You guys, he's great. Yeah, he's so, and I think he said some really important things that need to be said. I really appreciate the questions that you guys ask, that everybody asked.

[Staff Council Account] 10:08:38

And if there are more questions for John, for Richamon, for Chancellor Gaber, we are able to ask those questions. And I implore you to communicate those to our board so that we can then communicate them to the administration.

[Staff Council Account] 10:08:53

Rich Amon recently also indicated that they are working really hard at the state level to get UNC Charlotte staff salaries commit to align with other institutions in the state. It's something that they're thinking about.

[Staff Council Account] 10:09:08

It feels like it could not happen fast enough. But we've waited this long so Yeah, please.

[Staff Council Account] 10:09:17

## UNC Charlotte Staff Council Agenda



Good. Okay, so in light of in light getting us all raises where we sit. What are the chances of Instead of giving us raises using those funds to hire more staff.

[Staff Council Account] 10:09:34

Does that make sense? It's a great question. And I don't know the answer to that.

[Staff Council Account] 10:09:40

I think that there will be a balance between using funds to hire more staff and there will be like labor market increases as well since we're in Charlotte.

[Staff Council Account] 10:09:50

Which will come from a state level. But I don't know. But if you want to send me that question, I'm more than happy to get you an answer for it. I'm sure it'll be very diplomatic.

[Staff Council Account] 10:10:01

But we can ask and we should ask. We really should, because that is a great question.

[Staff Council Account] 10:10:04

Yeah, Kelly, you mentioned at R1 celebration, but they never actually brought it up. Do you know anything? I think that he was like, what is she talking about? Because he probably didn't plan that actually. He just has to be there. But everybody, I'm assuming, or at least a subset of people got an invitation yesterday It will probably be in the Niner Insider when that comes out again on

[Staff Council Account] 10:10:28

Monday, we get those on Mondays now. I don't remember, I remember literally zero details, only that it's happening on a Wednesday afternoon at 4.30 in the CHHS Plaza down here.

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[Staff Council Account] 10:10:41

And it's going to be basically a celebration of the R1 status being official. I'm going to be there and I hope that you'll all join me because I literally can't go to anything by myself anymore.

[Staff Council Account] 10:10:54

I would really appreciate some familiar faces. I can get that information.

[Staff Council Account] 10:10:59

Oh, the 26th. Thank you, Kyle. 326. We can certainly get that information.

[Staff Council Account] 10:11:04

For Pam to put in the minutes. There is a registration link, so I encourage you guys to register for that.

[Staff Council Account] 10:11:12

This is one of those situations where I feel like as staff some of these things are like fringe benefits. I'm sure that there will be giveaways. I'm sure that it'll be very fun, very enjoyable. So I highly encourage everybody if they can to get out of their office that afternoon and come out to the celebration.

[Staff Council Account] 10:11:32

And if for any reason you're told that you can't, let me know. We can also help to talk through those concerns.

[Staff Council Account] 10:11:41

Any other questions before we jump right into the agenda for the next 20 minutes that we have.

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[Staff Council Account] 10:11:52

Nope. Cool. Okay. Do we have any engagement committee updates? I know, Audrey, you're on here. Laura, is Laura on to give us engagement committee updates?

[Lora Bassett] 10:12:03

Yes, I'm here.

[Staff Council Account] 10:12:05

Great. Anything you want to update us about for engagement?

[Lora Bassett] 10:12:09

Well, I want to first say that Because I have lots of stuff going on in my world right now, Audra is going to take over the events committee for rest of the term to July.

[Lora Bassett] 10:12:20

So, but I'll be around to help answer questions, that kind of thing.

[Lora Bassett] 10:12:26

But Audra will be in charge of any events or anything that's happening at this time.

[Staff Council Account] 10:12:33

Well, thank you very much. We really appreciate your tenure on staff council and all that you've done leading up until now. And of course, if you need anything, you let us know, Laura, okay?

[Lora Bassett] 10:12:45

Thanks. I will. Audra, did you want to say anything?

# UNC Charlotte Staff Council Agenda



[Audra Esposito (she/her)] 10:12:51

So to the committee, I sent an invite out, so just check your email about that. And then I did send a form to all of you for to anyone on the committee about some topics to discuss at the upcoming meeting.

[Audra Esposito (she/her)] 10:13:06

If y'all can submit that form, that would be great. Thank you.

[Staff Council Account] 10:13:12

Thank you both very much. What about staff relations? Earl, are you on the line?

[Staff Council Account] 10:13:17

I probably should have asked that question before I stood up in front of everybody.

[Staff Council Account] 10:13:21

These questions. Pearl, if you're on, interrupt me. As far as operations, professional development, operations committee is going to be meeting sometime in the next two weeks.

[Staff Council Account] 10:13:34

To discuss upcoming elections, which will open on April 1st, I believe, Tracy said. And potentially developing a policy and procedure manual of sorts. This is something that we've floated around a little bit.

[Staff Council Account] 10:13:50

And think could be helpful in managing how we engage in our meetings and things like that, expectations, those kinds of things.

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[Staff Council Account] 10:13:57

But that don't need to be coded in the bylaws. So operations committee, you should have received an email from me please follow up on that as well. Professional development, I know they have a meeting on Friday, so I'm sure they'll have an update for us next month when we meet

[Staff Council Account] 10:14:19

How about... Jen, no, Jen, you don't have a report, correct? Correct. Perfect. How about Pam? Pam, do you want to do secretary's report? Sure. Hello, everybody. Minutes were attached to the invitation calendar invitation.

[Staff Council Account] 10:14:35

For February, do we have any corrections? Need to be made. There's installations.

[Staff Council Account] 10:14:42

Hearing none, do we have a motion to approve the minutes as they stand? Kelly, and a second.

[Staff Council Account] 10:14:49

All right. Everyone approve. The minute says they are standing If so, say yes. Any opposed?

[Staff Council Account] 10:14:59

During none, then the minutes will stand as they are. Thank you. Fantastic. Sally says she can give a staff relations update. Perfect. Sally, if you don't mind, we'd appreciate that.

[Sally Mesibov] 10:15:09

Yeah, so all I know of for sure is an email was sent.



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[Sally Mesibov] 10:15:15

In February, following... I think it was the snow when we had campus operating conditions.

[Sally Mesibov] 10:15:22

From someone who from someone who wants there to be there What did he say?

[Staff Council Account] 10:15:31

Yeah, that was me. I'm in here.

[Sally Mesibov] 10:15:32

Oh. Oh, well, then you can talk about it. That was the only thing that I was aware of in terms of Steph.

[Staff Council Account] 10:15:38

I know it's official. Yeah. No, I just brought it up in general to talk through how policies, procedures work on campus you know when students and faculty told to go remote, but staff are told to come in person Non-emergency staff. So I know we have people on

[Sally Mesibov] 10:15:44

Okay.

[Staff Council Account] 10:15:58

This council that work in that area. That's how they could speak to it. So I think it should be good dialogue yeah um So people are aware because I know those weeks it was you know people were talking about it in their offices yeah um yeah that puts people in awkward spots so we've arranged and i did update Adam about this specifically, we've arranged that our next meeting

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[Staff Council Account] 10:16:20

Kyle, who's on our council and Deidre Harris Lumpkins in HR will speak to that topic specifically. So that'll be the topic of our April meeting. We'll also meet over in The police and public safety building, Kyle, correct me if I'm wrong.

[Staff Council Account] 10:16:40

Um...

[Kyle Lanasa] 10:16:40

Yeah, so it's the second floor. Good morning, everybody. Second floor of the Police and Public Safety Building. We are in the emergency operations center. So that's where we make a lot of those decisions. That's where we bring a lot of leadership together.

[Kyle Lanasa] 10:16:54

And have those discussions. So that's where we will be having our meeting.

[Staff Council Account] 10:16:58

Yeah, and so you'll get an update about that both on the calendar and via email when more information is sent about that meeting.

[Staff Council Account] 10:17:06

So keep an eye out for that. But that request was received and we will now deliver on that. We had initially planned for it to happen during this meeting, but then Dr. Daniels was available. So we have, with the permission of the person who submitted the request, bump that to April

[Staff Council Account] 10:17:24

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So thank you very much, Sally, for bringing that up. And we are definitely going to address that.

[Staff Council Account] 10:17:32

Otherwise, I will not take the time to go through my entire chair's report. I have a PowerPoint that you'll see on the minutes when they come out.

[Staff Council Account] 10:17:42

A couple things to be aware of. The Board of Governors have met in the last I don't know, since we've met for six weeks since I last updated you guys, not much came out of that meeting directly, but they did release the

[Staff Council Account] 10:17:59

Annual report on budgets. So they release a report every year on the budgets of every institution