UNC Charlotte Staff Council
Minutes
September 9, 2020 – 9:00 am
Via Google Meet

Welcome

Celeste Corpening

* Officer’s Report

Celeste Corpening, Chair - IMT meetings have gotten shorter. Discussion was centered around the Governor’s gathering policy of no more than 10 indoor and 25 outdoor. Niner Health survey responses are at about 30% of faculty/staff/students. Need to only respond with new symptoms not existing conditions that are not related to COVID. Slight increase in positive COVID tests in students, proper processes are being followed for quarantine and testing. If employees are not receiving the Health survey, let your supervisor know. OEM is creating a dashboard to be able to communicate information to all. UNC Charlotte has received one-time COVID funding that must be used for specific purposes. Anticipate unlocking doors for classes to resume.

Staff Assembly - Equity Task Force report will be made December 1st. Peter Hans, President of UNC System, began August 1st. Mr. Hans and Chancellors will discuss face-to-face and online classes. The Board of Governors will discuss budget status. Next fiscal year’s budget may be challenging. Someone from Chapel Hill mentioned the need for administrative leave to be made available for FM, BES, IT, etc. while waiting for COVID test results.

Discussed Federal mandate to review, understand and convey to General Counsel and Chief HR offices what the mandates are specifically to SHRA.

HR office discussed FFCRA, 80 hours of personal Federal leave, with possible extension to 30 days. Institutions can advance leave, make-up leave or shared leave. UNC Charlotte will use shared leave. Leave can be interchanged until Dec. 31, 2020. A hiring freeze is on. Specific information regarding furloughs or RIFs can be obtained from the individual HR offices.

Staff Assembly is discussing the Ombudsman program.

Equity Task Force meeting- Staff will have a separate committee to handle staff concerns. Discussed legacy of race and racial issues, and how this shapes and impacts faculty, staff and students. Susan McCarter focused on student recruitment, employee retention and a safe, diverse campus. Will hold Town Hall meetings to gather data. Discussed how professors can teach diversity in classrooms. Celeste suggested including Staff in discussions, meetings, etc. Discussed anonymous reporting by staff and students. Noted that Ombudsman cannot give advice on grievances. Faculty is creating a grievance manager to act as a liaison between the grievance committee and the employee filing complaints.

* Le’Aira Hames, Treasurer - $4,000 in State, anticipating $13,000 in Discretionary funding.

* Julia Stuart – Golden Nugget Awards - Thirty-one Golden Nuggets this month. These will be sent to the individuals next week. May need to get more chocolate.
Still evaluating what budget cuts will be made this year, but probably looking at around an 8% cut...a lot of budget cuts depend on data that we will get as we start the Fall semester.

One main point they spent a good amount of time speaking on was that the daily health checks are MANDATORY, regardless of if you are working on campus or not. Currently the only people exempt are those on leave and that could change in the future. They are having decent compliance in this first week but want to make sure it is communicated that all employees (and students) need to be completing the survey daily. If people have any concerns or questions they are encouraged to visit the Emergency Management site: https://emergency.uncc.edu/covid-19/niner-health-check

Annette commented that student enrollment for the graduate school is almost 6,000. Last year there were 5,400. UNC Charlotte expects to pass 30,000 for Fall 2020. Funding is dependent on student enrollment.

Committee Reports

Staff Relations Committee Chair, Annette Parks, communicated that the committee met September 8 and discussed the new logo that was rolled out last year. Also discussed the importance of each Area Rep and Alternate to send out email information as quickly as possible. Committee looked at the Constitution, Area Rep duties and Staff Relations Committee Guidelines, and created four goals for the Committee that will need to be approved by the Executive Board. 1. Addressing Staff Relations concerns. The link to be shared with all staff is on the Staff Council website. Annette will contact anyone who submits a concern to validate, then discuss with the Staff Council Chair to address. 2. Increase staff usage of the Staff Council website which contains a lot of valuable information, i.e., discount vendors, Golden Nugget, etc. Considering offering swag items to incentivize staff usage. 3. Developing a template that Area Reps can use to better communicate with staff to share consistent information. 4. Find a solution to the issues of Area Reps that do not have access to computers. The Staff Relations Committee is open to suggestions to assist staff.

Education & Events, Latonya Johnson - Committee met on August 14. Discussed items for the Fall Festival contests, possibly during the first or third week of November. Suggestions were a jingle, online scavenger hunt. Discussed the possibility of a spring event that would include individually packaged food, arts and crafts, etc. UNC Charlotte may not have a homecoming, alternate event may be in the Spring with a door decorating contest.

New Business - Annette and Celeste will be meeting with Chancellor Gaber to discuss the ombudsman program. Next Staff Assembly meetings will be virtual on Oct. 26 & 27. The next Board of Governors meeting is Sept. 22.

Pam will send the August Minutes for approval.

Adjournment- Motion made by Annette Park to adjourn and Latonya Johnson seconded.