



UNC Charlotte Staff Council Minutes

April 14, 2021 9:00-10:30am

Via Google Meet: <https://meet.google.com/civ-uynt-vqd>

Present: Celeste Corpening, Kara Killough, Annette Parks, Le'Aira Hames, Pam Erickson, Brenda Shue, Dayla Beckett, Melody Steigerwalt, Laura Holland, Kelly Fluharty, Reagan Hill, Annie Krieger, Carrie Lindquist, Dave Tabone, Jacki-Lynn Baynks, Jan Mullman, Jessica Waldman, Katie Renaut, Leigh Murray, Linda Reece, Andrienne Brown, Fredricka Sweeting, Tammy Hichman, LaTonja Miller, Sarah Johnson, Mary McLean, Chris Duncan

Welcome, Celeste Corpening welcomed everyone to the meeting.

Guest Speaker, Chris Gonyar, - Office of Emergency Mgmt shared the following:

- Goal of OEM is to get the right people in place to handle any situation that may hinder the university's ability to function normally, i.e., weather, pandemic, etc. Liaison between external organizations and the university to handle crisis situations. Niner Alert systems were created and are monitored by OEM. These alerts mean there is a threat and you need to take action. Example: severe thunderstorm warning alerts are sent via email. Tornado warning and active shooter threats - utilize all forms of communication to campus customers. Action directives have been built into the alerts; evacuations (fire, threat), seek shelter action (tornado) and lock-down (institutional response directive - can lock down nearly 100% of doors on campus with the push of one button). Run, hide, fight processes should be used. Also does training for departments/units, working with campus police. Strives to take off the pressure of other units and to connect other departments. All employees are registered in niner alerts. Text messaging opt in is also available. LiveSafe app - one of the most important apps on campus. Designed to get information to campus police quickly. (Blue light phone in your pocket). Can be used as a virtual walker when someone is walking to their car alone. A tool for emergency preparedness. Should not be used as the only method of receiving alerts. "We can't prevent emergencies from happening, but we can be prepared in how to handle them."

Niner Notices are designed to notify campus of incidents on campus but no need to take action.



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Incident Management Team (IMT) - meetings are happening in preparation for getting everyone back to campus for Fall semester. Foundational principles of wearing masks, social distancing, etc., and each unit needs to create their own plan for returning. OEM website, emergency.uncc.edu, is a great resource for emergency management information.

Officers' Reports:

Celeste Corpening, Chair

Welcome new Area Representative and Alternate:

Area 3 - Dayla Beckett and Annie Krieger

Area 18 Alternate - Melanie Steigerwalt.

Area 9 Representative - Leigh Murray

Area 14 Alternate - Katie Renaut

Area 1 Alternate - Carrie Lindquist

* IMT Report: COVID trends are lower now, less than 100/day. Dr. Jones anticipates a spike with Spring Break and summer travels.

* Ombudsman program - individual will report to Chief of Staff, will be faculty/staff Ombudsman, will not be faculty member but will be knowledgeable of both faculty and staff roles/functions.

* Board Of Trustees report:

- UNC ranked 12 in the nation in top employers according to Forbes Magazine.
- Received Veterans award for service to veterans.
- 20,000 COVID tests administered since the pandemic began with only 223 positive cases. - As of April 7 - all of campus will be able to be tested. Weekly clinics are being held for students, may need to make some changes due to the Johnson & Johnson recent announcement.
- Faculty due back August 16, teleworking options are available, should work with supervisor to get approval to telework.
- Commencement will be held May 13-15, and will follow all CDC guidelines, 3 guests per student. More information at <https://commencement.uncc.edu>
- Niner Nation Gives is April 7-9. Goal is \$1 million.
- Marriott hotel opened - Chancellor Dubois attended, Chancellor Gaber cut the ribbon.
- Strategic plan - focus areas are; 1. Transform student lives through education, opportunity and excellence, 2. Power the future through inquiry, research and creative discovery, 3. Drive progress for North Carolina and beyond, 4. Live our commitments by leading in equity and engagement. Goal 2 is being updated.
- New student body president is Dick Beckman



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Kara Killough, Vice-Chair

Staff Assembly report - 17 schools in UNC system. Latonya Newbill is the delegate. Met March 22 and 23.

* Racial equity task force was a topic of discussion. Priorities are;

1. Institutional diversity & inclusion positions at executive level and empowered to address issues
2. Access to Ombuds services for all institutions (faculty, staff, and students)
3. Ensure access and resources for students of color (financial aid counseling, college access organizations, internships and undergraduate research)
4. Assess hiring, salary increases, promotion and tenure, and retention processes
5. Require campus climate surveys and exit interviews for students, faculty, and staff

They will submit these top 5 priorities and recommendations to President Hans and the Board of Governors.

* Updates from State Human Resources:

- 2020 SHRA Compensation Review “Scorecard” is being shared with the BOG in April or May meeting
- In February, the COVID-19 Work/Leave Provisions in place through March 31, 2021 were extended to June 30, 2021 (this is also shared in the Spotlight)
- Session Law 2021-3 was signed into law March 11, 2021 that allows interchangeability of leave for COVID-related reasons through December 31, 2021. (Not yet announced for UNC Charlotte. Our date is June 30, 2021)
- Paid work time allowed to permanent & temporary employees to receive both doses of COVID-19 vaccine during work hours with supervisor approval (does not count against COVID-19 Paid Administrative Leave)
- COVID-19 Paid Administrative Leave may be used if an employee experiences an adverse reaction either the day of or the day following the vaccination. May be applied retroactively to January 1, 2021. For reactions beyond the day after vaccination, employees must use their accrued personal leave.
- Salary increases are a University legislative priority for this session.
- House Bill 243 is being reviewed by legislative committees. The bill provides the University temporary flexible authority to address severe or sustained financial/personnel impacts related to COVID-19.



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- Currently developing a system-wide regulation that provides guidance in support of the continuation of remote work and other flexible work arrangements, including telework and flexible hours/schedules.

Le'Aira Hames, Treasurer - haven't spent any money, \$12,756.10 in discretionary funds. State is \$3,916.10.

Pam Erickson, Secretary - A motions was made by Kara Killough to approve the March Minutes, Annette Parks seconded. Minutes are approved.

Annette Parks, Communications Officer

- Spotlight was sent to all staff last week.
- Email template created by Brenda Shue that will be sent to all Reps to use in the future.
- Email distribution list is available in the Shared Drive, under staff listing.
- Golden Nugget Awards - 5 areas - 2, 4, 7, 8, and 16 for a total of 6 awards. Reps are to send the awards virtually to the recipient's supervisor for awarding. Let Annette know if recipients should receive hard copies of the certificates. Also let Annette know if the certificates should be sent directly to recipients.
- Elections will be held in June for odd-numbered Reps and Alternates.
- Patrick Madsen, Director of Career Center, will join us in June to discuss career development.

Committee Reports:

Education & Events - Latonya Johnson

Met March 25 & April 2. Wellness Week is scheduled for May 27 - 31. Two sessions per day, morning and afternoon, virtual sessions with guest speakers.

5 focus areas; 1. fitness, 2. healthy/cooking, 3. Emotional intelligence 4. EAP, and 5. mental wellness. Flyers will go out April 19 with an April 26 RSVP deadline. Attendees will be sent a link to session MayNeed volunteers to moderate. Zoom sessions can be recorded to reach more people. ComPsy will not be recorded, it will be a Webinar.

Operational Support - Celeste Corpensing

Have not met recently. The June meeting will have Patrick Madsen speak. His visit is in direct response from the survey questions collected .



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Staff Relations - LaTonja Miller

Closing out two concerns this week:

1. Area concerned about returning to campus.
2. Area concerned with fitness options on inclement weather days - options are Zoom fitness events.

Adjournment - A motion was made by Kara Killough to adjourn the meeting, seconded by Tammy Hichman