

# Charlotte Staff Council Minutes March 8, 2023



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

**Present: Amanda Elzy, Amy Eptig, Brenda Shue, Carrie Lindquist, Casey Hurst, Celeste Corpening, Chris Duncan, Derrick Gibbs, Janay Crosland, Jennifer Hicks, Jerry Lecomte, Jill Rogers, LaTonja Miller, Latonya Newbill, Lora Bassett, Megan Like-Burgoon, Natalie Huie, Patrick Jones, Pearl Brown, Ragean Hill, Rochelle Holder, Sally Mesibov, Sara King, Shannon Zurell, Shawn Frazer, Tim Johnson, Trent Barnes, Vivian Cherry**

Meeting Presentations:

**Natalie Huie**

Assistant Director for Annual Giving

**Derrick Gibbs**

Fire and Safety Manager  
Environmental Health and Safety

**Megan Like-Burgoon, MSN, RN**

Student Health Center

Natalie Huie came to discuss the Niner Nation Gives campaign which will take place at the end of the month. There will be several events and opportunities to engage with NinerNationGives as staff members. You will receive emails about these, and they will be listed in the Niner Insider. Please see more information attached here in Appendix I.

Derrick Gibbs and Megan Like-Burgoon joined us, representing Environmental Health and Safety. They primarily discussed the use of AEDs on campus. AEDs are Automated External Defibrillators and can be found in every building on campus. Typically they are located near the elevator, but if you are unable to find one for any reason there is also a comprehensive list of AED locations on the EHS website, [here](#).

UNC Charlotte has the second largest collection of AEDs in Charlotte, second only to the airport! Every October there is an AED awareness event which includes an AED training. The Student Health Center also offers AED and CPR certifications, which are longer and more comprehensive trainings. It's important to note that as a bystander you are protected to use AEDs in situations that require it under the Good Samaritan's Act.

Megan also took some time to explain to us how sophisticated the AEDs are. Once the power is turned on the machine will give you step by step instructions for operating it.

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If you notice that the building your office is in, or if you happen to be in a building and notice that there is no AED please fill out the "Safety Service Request" form, which can be found at the bottom of the [AED page](#) on EHS's website.

If you are interested in getting further training please contact Megan directly. She is happy to include you in an upcoming training, or to arrange a training for your unit/department.

Staff Council Chair Report, Celeste Corpening

### Announcements from the Chair:

- DEI has created a Staff resource page, please take a look and indicate if there are any updates needed or missing information you can identify. If so please email Dr. Wolfe and Celeste to let them know.
- Please be sure to fill out the Staff Council Retreat survey, found here: [https://docs.google.com/forms/d/e/1FAIpQLSdA\\_-7TqtjwKbeKMZ8EYsWRi5YQkO3BCwht8QmIFxPbAmvOFg/viewform](https://docs.google.com/forms/d/e/1FAIpQLSdA_-7TqtjwKbeKMZ8EYsWRi5YQkO3BCwht8QmIFxPbAmvOFg/viewform)
- Staff Council Elections will be coming up in May, please start considering eligible members to nominate for executive positions and eligible staff to serve as area reps/alternates. More information about the voting process and open positions can be found [here](#).
- It's not too late to register for the Provost's Webinar Series - there are three tracks, one for morale/burnout, one for productivity/efficiency, and one for managers. More information and information about signing up can be found [here](#).
- The Operations Committee is planning a breakfast for Admin Appreciation Day, it will be April 27 from 8am-9:30am in the Lucas Room.
- Called a vote for Area 1 alternative, Cyndi Autenrieth. A motion to approve was made by Jessica Waldman and there were no dissenting votes.

### Staff Assembly Chairs Meeting:

- There was an HR update, which included information about bonuses for SHRA staff - SHRA and EHRA bonuses will be handled differently, updating the reference check policy, flexible search firms for SHRA hires, recruitment selection, the separation policy, and the pilot program for referral bonuses for police officer positions.
- There was an update regarding the Board of Governors ruling and the perceived conflict it causes with DEI efforts - this includes hiring practices and freedom of speech in the classroom.

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- President Hans spoke with the group about the Racial Equity Task Force, but there were no updates provided.
- The annual golf tournament planning is underway and they are looking for volunteers. The tournament will be in Greensboro this year, much closer to us than usual so the opportunity to volunteer is more realistic. You can use service leave to volunteer for this event.
- Results for the Erskin Bowles award will be forthcoming.
- It was stressed during this meeting that it is important for all campuses to build relationships with local HR departments, Chancellors, Board of Trustee members, Administrative Staff, Staff Senates, etc.

### **Board of Trustees Meeting:**

- UNC Charlotte has been recognized for excellence in several publications - our programs were ranked well in the USNWR - please see Appendix II for specific programs and rankings.
- The College of Education was specifically recognized for teacher preparation at UNC Charlotte.
- Charles Bowman came to discuss the Charlotte Strategy for connecting the University to the greater Charlotte area. He spoke about maximizing the two major economic drivers in Charlotte, the University and the Airport, increasing employee knowledge of the University to create an environment of more experience and enthusiasm, local community being allies to the University but not yet being passionate advocates, and better defining the metrics of the university.
- Evan Wantland and Lisa Walker presented on the upcoming Quality Enhancement Plan for undergraduate education. The big push for this QEP is called "NINERways: Math Pathways to Student Success". There will be an evaluation of teaching, equity gaps, and learning gaps in the current math programs and will allow the QEP to advance math learning before students begin at UNC Charlotte and once they are here.
- Claire Kirby attended the meeting as well, and presented some enrollment updates for Spring 2023 - the University is down 393 students from the previous year. Moving forward the University will employ an aggressive re-enrollment campaign for returning students, and summer enrollment incentives.
- The University will be examining performance metrics for graduate Hispanic and LatinX students' success initiatives. This will include one-on-one advising with Niner Finance to address affordability and to help students better understand finances and decision making - not just financial aid! Transition support is critical to retention.

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- There will be a new peer advising hub developed for Summer/Fall semesters All new students will be offered a mentor from this hub to work with.
- The Office of Transition Programs discussed how to set ourselves up for success, who to talk to about challenges for support, and building quality connections.
- New Student Orientation (formerly SOAR) will now be housed under Enrollment Management, no longer under Student Affairs.
- A Strategic Enrollment Planning (SEP) process will start in February. This will include the creation of working groups to focus on the full student population.
- Fall application deadlines have been announced - please see Appendix II for specific dates.
- There is a push to support 49erFinish students - this includes students who left the institution prior to graduating who are in good academic standing and have a manageable balance. There are scholarships available for these students so they can finish the degrees they start.
- Gold Rush goals include evaluating current enrollment of seniors and providing aid to bridge students into their senior year.
- Susan Harden provided a Faculty Report and introduced the incoming Faculty Council president, Dr. Newton. Dr. Harden indicated that faculty and staff are high performing and need to continue to be rewarded for their work, especially in light of the current inflation rates. She also indicated that the free expression initiative is progressing.
- Tatiyana Larson presented the Student Government Association Report which included information about upcoming student events.
- Additional reports presented included Executive Committee, Audit, Compliance, and Enterprise Risk Management, Academic and Student Life, Advancement and Public Relations, and Finance and Physical Properties Committee. Please see Appendix II for more details on these reports.

### Chancellor's Leadership Meeting:

- The Chancellor also touched on the LatinX Student Success program, Dr. Lisa Walker presented more information and indicated that the four year graduation rate of LatinX students is the selected metric as part of the new funding formula. As of Fall 2022 LatinX students represented about 12% of the student body and graduation rates stand at 47%, 3% lower than the general campus population. We are retaining more LatinX students, however they are graduating at a lower rate than other students.
- The Office of Undergraduate Education also announced that they have plans for peer advisors, peer mentors, success coaches, a Forty Niner Intensive Transition Cohort,

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more major exploration for transfer students, and other possibilities coming in the future. They also plan to form partnerships with FAFSA workshops and financial literacy training, SAFE expansion, and OIP engagement.

- An update was given regarding the search for a Dean of the College of Arts and Architecture. See Appendix II for the names of the search committee members. The search officially began in February 2023 and is expected to conclude with a hire in Spring 2024. Updates can be found at <https://provost.charlotte.edu/COAADean>.
- More information was shared regarding the new bonus parameters for sign-on and retention bonuses. The new bonus policy with information regarding FAQs, forms, and policy information can be found here: <https://hr.charlotte.edu/bonus-policy>.
- Alongside information about sign-on and retention bonuses, the parameters for performance bonuses were discussed. These types of bonuses are only available to EHRA staff and are intended to reward **extraordinary achievements**. See Appendix II for additional details.
- A CATS transportation update was shared, for On-Demand Phase 1. This is exploring a new "micro-transit" model, in addition to a pilot program and an autonomous vehicle pilot program.
- Members of the UNC Charlotte legal and communications teams presented information regarding understanding University Statements. Included in Appendix II is a rubric of considerations to determine if a statement may or may not be recommended by University officials.
- Information about Niner Nation Gives was also shared! This can be found in Appendix I and II, with more information online at <https://ninernationgives.charlotte.edu/>

Staff Council Vice Chair Report

*Nothing to report at this time!*

Treasurer's Report, Brenda Shue

**Please see attached Treasurer's Report, Appendix III**

- General Fund: \$3,581.40
- Discretionary Fund: \$3, 573.50
- **Total: \$7,154.90**

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Secretary's Report, Jessica Waldman

Jessica indicated that she updated the February minutes to include the appendices. Debra Bunker made a motion to approve, and Carrie Linquist seconded.

Communications Officer Report, Jennifer Hicks

The Provost Webinar Series for Charlotte employees, launched in Niner Insider at the end of February. Each webinar is free, interactive and hands-on with open discussion and activities, and will run from 12 p.m. to 1 p.m. All sessions will be recorded and available to registered participants and bonus content will be emailed after each webinar.

[Morale/Burnout Track](#): A four-course track tackling issues concerning well-being and self-care, with courses on the following Wednesdays: March 15, April 5, June 14, and August 23. [Register](#).

[Productivity/Efficiency Track](#): A four-course track on becoming more productive and planning your time, with courses on the following Wednesdays: April 19, May 17, July 19, and August 16. [Register](#).

[For Managers](#): A five-course track addressing leadership challenges faced by managers, with courses on the following Wednesdays: March 22, April 26, May 24, June 21, and July 26. [Register](#).

Golden Nugget Awards for February: 34 nominations, 28 awards (multiple nominations for the same people 😊)

Updated copy of employee listing can be found in the Staff Council Google Drive. This includes an update to listing where issue between areas 15A and 15B were brought to my attention

Education and Events Committee Report, Le'Aira Hames

Carrie Lindquist provided details regarding the upcoming Chili-Cook Off on Behalf of the Educations and Event Committee.

Don't forget, the Chili/Soup/Cornbread Cook-off will be on March 13, 11:30am-1:00pm. Please attend to support your fellow staff and staff council members!

Operational Support Committee, Celeste Corpening

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The operations committee met to discuss the following items, please see further details in the Chair's Report information above and in Appendix II.

- Election Dates
- Staff Council Retreat Survey
- Admin Appreciation Day
- Spotlight
- Faculty/Staff Relations SubCommittee

Staff Relations Committee, LaTonja Miller

### **Staff Relations Report**

March 8, 2023

Staff Relations met on March 1st at 2PM.

Our next meeting is April 5th at 2PM.  
We received four concerns last month.

A staff member was interested in starting a department staff council and asked how that group could interface with the university's Staff Council.

Staff Relations advised to follow up with the current area representative to discuss group goals. The current representative(s) will continue to interface with the Staff Council. It was also advised not to use the name "Staff Council" for the department group to avoid confusion.

A staff member requested a way for employees to communicate with each other that is not directly related to University business to discuss groups, sales, etc. The staff member also suggested additional locations for bulletin boards to post notices and information.

We consulted with University Communications and advised the use of social media for communications and Swap-N-Shop for personal sales. It was also recommended to contact immediate supervisors to request additional locations for bulletin boards.

A request to update meeting minutes was received.

The website was updated. It was explained that meeting minutes are usually updated after approval of the minutes in the following month's meeting which causes the current minutes to appear to be a month behind.

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The final concern requested monthly meeting reminders and updated links to join each meeting. We advised that the link on the Staff Council website is the same to join each meeting. The website was updated to reflect this clearly. We also suggested setting a personal monthly reminder to join meetings using the Google calendar.

### Updates to previous concerns are as follows:

Textbook loan and faculty staff only dining concerns were submitted to Auxiliary Services. The request for an on-campus day care was submitted to HR Benefits.

Reconsideration regarding weather advisories for staff was submitted to Emergency Management and Employee Relations.

Discussion of New Business

Jerry Lecomte is our Niner Nation Gives representative for Staff Council - please follow up with him if you would like him to share information about events and opportunities directly with you. He is happy to follow up and be a direct contact for the campaign!

Adjournment:

**Motion to adjourn was made by Jerry Lecomte , Shannon Zurell seconded. The meeting adjourned at 10:11am.**





# #NINERNATIONGIVES

March 28 - 30, 2023

## GOALS

- **Generating necessary support for UNC Charlotte programs and priorities**
- **Show appreciation to donors and all alumni**
- **Build UNC Charlotte pride**
- **Engage the University community**



# AUDIENCES

## UNIVERSITY-WIDE CAMPAIGN

- Alumni
- Faculty & Staff
- Students (focus on graduating seniors)
- Parents
- Friends



## CAMPUS UNITS REPRESENTED

- Academic Affairs
- Advancement
- Arts + Architecture
- Athletics
- BCOB
- Business Affairs
- CCI
- Chancellor's Office
- CHHS
- CLAS
- COED
- Engineering
- Graduate School
- Onelt
- Research
- School of Professional Studies
- Student Affairs
- UCOL

# 2023 GOAL BREAKDOWN



**4,300**  
DONORS



**\$3,000,000**  
TOTAL DOLLARS



**5,800**  
TOTAL  
GIFTS



**2,000**  
Alumni Donors



**1,300**  
STUDENT GIFTS



**\$525,000**  
IN CHALLENGES



**900**

Faculty &  
Staff Donors



**175 AMBASSADORS**



**50 STATES**

# ENGAGEMENT

## Engaging with Faculty/Staff

- University wide communication - emails, Niner Insider, etc
- Mailer
- Unit Ambassador communication (emails)
- Events (Kickoff luncheon and unit tabling opportunities)
- Unit Communicators & Unit Leadership priorities
- Unit Challenges

## WAYS TO SUPPORT

### 1 SHARE

As faculty & staff, you know the importance of our students' experiences and our campus priorities more than anyone! SHARE why you think it's important to support students and programs at UNC Charlotte with your network. Whether via social media, personal communication, or showing Niner Pride, every story matters!

### 2 ATTEND

There are multiple events and opportunities to show support during #NinerNationGives. Check out a list of events by visiting this QR CODE >



### 3 GIVE

Faculty and staff have two easy ways to give to where they are passionate. Check out the areas of support card for more information.

# SAVE THE DATE



## Faculty/Staff Kick-Off

**DATE:** Tuesday, March 28th

**TIME:** 11 a.m - 1 p.m.

**LOCATION:** PMSU Multipurpose

BE PART OF THE BIG  
LAUNCH OF OUR  
GIVING DAY!  
THERE WILL BE FOOD,  
GAMES, SPECIAL  
SPEAKERS, & MORE!



**RSVP**  
& BRING A FRIEND!



**SAVE THE DATES**



**#NinerNationGives  
Celebration at Discovery  
Place**

**DATE: Tuesday, March 28**

**TIME: 5:30 - 7:30 p.m.**

**LOCATION: Discovery Place Science,  
301 N Tryon St, Charlotte, NC 28202**

**LINK TO RSVP:  
[nng.charlotte.edu](https://nng.charlotte.edu)**

# SAVE THE DATES



(Image courtesy of <https://www.lakenormanpublications.com>)

## **Benefit Concert featuring John Sullivan '10**

**DATE: Wednesday, March 29**

**TIME: 6:30 - 9:00 p.m.**

**LOCATION: Hauser Alumni  
Pavilion**

**LINK TO RSVP:  
[nng.charlotte.edu](https://nng.charlotte.edu)**



# #NINERNATIONGIVES CONTACTS

**Shayna Long**

Sr. Director of Annual Giving

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Director of Leadership Giving

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**Natalie Huie**

Asst. Director of Annual Giving

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**Nicholas Hunt**

Donor Experience Officer

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COED, CHHS, BCOB, Graduate School, & COAA

**Katey Ayres**

Donor Experience Officer

[kayres@uncc.edu](mailto:kayres@uncc.edu)

CLAS, CCI, Engineering, Library, & Honors

*Thank You!*





UNIVERSITY OF NORTH CAROLINA  
CHARLOTTE

Appendix II

# **Staff Council Chair's Report**

Celeste Corpening

March 08, 2023

# Announcements

- DEI: Staff Resource Page: [https://diversity.charlotte.edu/staff\\_resources](https://diversity.charlotte.edu/staff_resources)
- Spotlight Suggestions
- Staff Council Retreat Survey:  
[https://docs.google.com/forms/d/e/1FAIpQLSdA\\_-7TqtjwKbeKMZ8EYsWRi5YQkO3BCwht8QmIFxPbAmvOFG/viewform](https://docs.google.com/forms/d/e/1FAIpQLSdA_-7TqtjwKbeKMZ8EYsWRi5YQkO3BCwht8QmIFxPbAmvOFG/viewform)
- [Staff Council Elections](#) – starting process in early (May)
- [Provost Webinar Series](#) (Morale/Burnout, Productivity/Efficiency, Managers)
- Admin Appreciation Event – April 27 from 8 to 9:30a in the Lucas Room
- Next Staff Assembly Meeting: April 3-4, 2023
- Area 1 Alternate: Cynthia (Cyndi) Autenrieth

# Staff Assembly Chairs Meeting

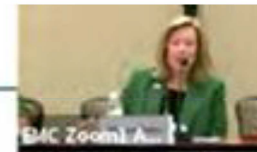
- HR Update
  - Bonus Update: flex and clarify for sign on SHRA employee
  - Reference Check Policy: more consistent (e.g. disciplinary can be asked of e/o not just state employees)
  - Flexible search firms usage for SHRA
  - Recruitment selection: included National Guards in veteran hiring preference
  - Separation policy: Written requirement from authority figure for verbal resignations
  - Referral Bonus (pilot program) for police officer positions

# Staff Assembly Chairs Meeting

- BOG ruling
  - Perceived conflict with DEI efforts
    - hiring practices
    - freedom of speech in classroom
- RETF
  - no updates; conversations with President Hans
- Golf tournament
  - volunteers
- Erskine Bowles award – results forthcoming
- Importance of building relationship with local HR dept, Chancellor, BOT, administrative, Staff Senates, etc..

# Board of Trustees Meeting

- Recognition of Excellence
  - USNWR Ranking
    - #4 online Bachelors degrees
    - #23 online Masters Education
    - #37 Online Masters Nursing
    - #62 Online Master's Engineering
  - UNCC College of Education – Teacher Preparation
    - 1 (only) school of 15 that rated Strong
    - 9 were needs improved/inadequate
    - 5 were good
    - Legislation passed ruling on improving literacy/reform program
      - improve child literacy; too many NC students do not read at grade level by 3rd grade
      - reason for report request from Universities
      - Note: important to BOG and Legislature



# USNWR Rankings



**#4**  
Online Bachelor's Degrees

**#23**  
Online Master's Education

**#37**  
Online Master's Nursing

**#62**  
Online Master's Engineering





## Point of Pride: College of Education



RESOLUTION OF  
THE BOARD OF GOVERNORS OF  
THE UNIVERSITY OF NORTH CAROLINA  
January 18, 2023  
(Excerpt)

WHEREAS, a legislatively-mandated review of adherence to the legal requirements of the Excellent Public Schools Act across 30 educator preparation programs in the state, including the 15 UNC System programs, has found that **just one UNC program was rated “strong”**, five were rated “good”, and the remainder were rated “needs improvement” or “inadequate”;



# Board of Trustees Meeting

- Charlotte Strategy (Charles Bowman, BOA President/Executive of Residence
  - 2 economic drives in Charlotte
    - airport
    - university
  - Employee knowledge of university varied greatly; more experience more enthusiasm
    - 25 interviews and findings
    - knowledge varied based on personal experiences with University
    - many did know reached 30,000 student
  - Everyone is an ally but not yet passionate advocates
  - metrics not defined yet (# of ppl engaged, #programs, fundraisers, current/future perceptions)
  - Goal: Look to UNCC to be talent, researcher, problem solver

# Charlotte Strategy

## Charlotte Strategy: Why, What, Action

### WHAT

**Fulfill our commitment of service to Charlotte and NC**  
→Strengthen position as Charlotte's Research University and key influencer

### WHY

**Growth of Charlotte and its University are inextricably linked**  
→City and University mutually attract both intellectual and financial capital

### ACTION

**Amplify tactics in Charlotte to support our Strategic Plan**  
→Engaged Charles Bowman to advise and assist our effort

## ROADMAP TO SUCCESS

Simple, specific, measurable action steps with accountabilities across campus

- Embed University leaders in civic organizations
- Raise profile of already successful programs
- Leverage current and planned speaker series
- Activate entire campus community
- Hold ideation sessions on campus with top University and Charlotte business leaders
- Motivate, energize and reward success

# Board of Trustees Meeting

- Quality Enhancement Plan (QEP) Evan Wantland, Lisa Walker
  - NINERways: Math Pathways to Student Success – QEP 2023-2033
    - evaluate how classes are taught
      - program, materials, how teaching, etc..
      - review equity gaps, etc.
      - analyze degree and need for math pathway
      - team work, group work, leadership,
      - dress gaps (learning gaps in math, transfer, first time generation students)
    - New Active Learning classroom - Fretwell
- Enrollment Update (Claire Kirby)
  - Spring 2023 down 393 students
    - enrollment strategies
      - aggressive re-enrollment campaigns
      - summer enrollment incentives

# Ninerways Pathways



## History and Alignment

- 2014: Graduation Initiative
- 2017: Math Pathways (National & UNC System)
- 2021 - 2031 Strategic Plan: Shaping What's Next
- 2023: New General Education Implementation



## Common Goals

- Increase Success Rates
- Address Success Gaps
- Expedite Graduation



## Isolated Strategies

- Many Levels: Faculty to Department to University
- Many Projects: Training, Support, Resources
- Pathways Pilot: STATways

# Math Pathways



## NINERways Pillars

1. Math Pathways Structure and Alignment
  - Algebra to Calculus (Engineering, Chemistry, STEM)
  - STATways (Psychology, Political Science)
  - QUANTways (Arts and Humanities)
2. Course and Material Coordination
3. Evidence-Based Teaching and Classroom Practices



## Student Success Goals

- Successful Completion of Gateway Math/Stat Courses
  - Increase across the board
  - Reduce variation among sections
  - Reduce success gaps
- Increase "First time in College" 4-year graduation rate


# Board of Trustees Meeting

- performance metric:
  - focus: grad Hispanic and Latinx student success initiatives
  - partner with Niner Finance (1 on 1 advising)
  - address affordability
  - understand finances and decision making
  - not just get financial aid
  - Target populations: Hispanic, Pell grant eligible, all transfer
- peer advising hub starting in summer/fall (Niner Central, etc..)
  - all new student offered mentor
- transition programs (49r intensive prog)
  - set up for success
  - who to go to for challenges for support
  - build quality connections
- orientation office is under EM now

# Board of Trustees Meeting

- Strategic Enrollment Planning (SEP) process – starting in February
  - working groups
  - focus of full student population
- Fall app deadline:
  - incoming first year: June 1
  - early action: Nov 1
  - reg decision: Feb 1 (Feb 15 requirements; decision: April 1, tell college by May 1)
  - transfer: open well into summer
- 49er Finish
  - left before graduation
  - good academic standing with manageable balance
  - scholarships associated with that program
- Gold Rush
  - evaluate current enrollment seniors
  - aid provided to bridge senior year

# Enrollment Update





## Spring 2023 Enrollment Update

Spring enrollment is largely dependent on the previous Fall's continuing population.

	Spring 2022	Spring 2023	▲ YoY
<b>Total Headcount</b>	<b>28,036</b>	<b>27,643</b>	<b>-393</b>
New Undergraduate	1,049	1,014	-35
Continuing Undergraduate	20,606	20,325	-281
New Graduate	558	643	+85
Continuing Graduate	5,124	4,971	-153
<b>NC Resident SCHs</b>	<b>298,168</b>	<b>295,535</b>	<b>-2,633</b>
<b>Freshmen Fall to Spring Retention</b>	<b>93.7%</b>	<b>94.9%</b>	

SCH=Student Credit Hours. While Headcount is down compared to previous spring, the decrease in SCHs is not as significant, an indication that "15 to Finish" messaging has had an impact and students are taking an increased credit load.







## Strategic Enrollment Planning (SEP) Process

The four-phase recursive process will take 9-12 months and kicks off officially in February.



The diagram shows a four-phase recursive process:
 

- PHASE 1: PREPARATION & DATA ANALYSIS**
  - Build structure
  - KPI identification
  - Data collection
  - Situation analysis
- PHASE 2: STRATEGY DEVELOPMENT**
  - Strategy development
  - Tactic identification
  - Strategy prioritization
  - ROI considerations
- PHASE 3: GOAL DEVELOPMENT**
  - Enrollment projections
  - Goal setting
  - Written plan finalization
- PHASE 4: IMPLEMENTATION & CONTINUATION**
  - Implementation of SEP
  - SEP council reconstituted to include SEM functions
  - Monitor, evaluate, and update the plan





# Enrollment Update

## Summer/Fall 2023 Enrollment Strategies

### Applications and admits for Fall 2023 are up compared to 2022

- Undergraduate North Carolina Resident applications are up by 9% over last year
- Focus on yield strategies with the academic colleges
- Offer earlier registration opportunities for transfer students who deferred enrollment from spring to fall

### Aggressive reenrollment campaigns

- Actively recruiting stop-outs with emphasis on more recent online degree completion programs
- 49erFinish recruitment campaigns

### Summer enrollment incentives

- Readmission for COVID stop-outs
- Identify and promote summer courses that will help students make progress



## Summer/Fall 2023 Enrollment Strategies

### Transition and support is critical to retention

- Hispanic and Latinx student success initiatives
- Niner Finances 1:1 coaching opportunities for newly admitted students
  - Three target populations: Hispanic, Pell eligible, ALL transfers
- Peer advising hub in Niner Central / Undergraduate Education
- Transition programs, i.e. FIT (Forty-Niner Intensive Transition Program)
- Extended orientation and registration support for first-semester students



# Board of Trustees Meeting

- Faculty Report (Susan Harden)
  - Introduce Dr. S. Newton
    - president elect of faculty; next Fall
  - Charlotte faculty and staff are high performing; we need to continue to reward them
  - inflation - extremely concerned of what inflation has done to their life (no affording housing, cost of groceries, etc..)
  - free expression initiative - progressing
  - healthcare benefits increases cost
- Student Government Association Report (Tatiyana Larson)
  - Hoops and Academics
  - ASG: A&T 1/20-21
  - Events: Charlotte Day, Health and Well being Block Party, Financial Literacy Extra Credit Opportunity, RSA Collaboration

# Faculty Report

Table 19: FY 2021-22 Federal Revenue by Campus

Institution	Federal operating grants and contracts	Federal nonoperating grants (student financial aid and HEERF)
Appalachian State University	\$ 6,993,755	\$ 73,561,113
East Carolina University	44,205,241	84,464,344
Elizabeth City State University	179,205	26,182,423
Fayetteville State University	10,557	58,662,152
NC A&T State University	27,596,243	52,771,578
NC Central University	13,038,679	88,808,977
NC State University	191,606,997	95,871,082
UNC Asheville	2,018,356	15,680,663
UNC-Chapel Hill	833,459,143	116,292,927
UNC Charlotte	46,320,296	107,068,044
UNC Greensboro	33,605,883	84,834,122
UNC Pembroke	53,476	46,244,322
UNC Wilmington	8,213,704	32,643,179
UNC School of the Arts	12,576	2,913,915
Western Carolina University	4,992,899	40,858,038
Winston-Salem State University	-	74,267,707
NC School of Science & Mathematics	-	-
UNC System Office	-	22,993,026
<b>Total</b>	<b>1,212,307,010</b>	<b>1,024,117,612</b>



Charlotte ranks 3<sup>rd</sup> in the UNC System for pulling in Federal Revenue.  
Charlotte ranks 2<sup>nd</sup> in the UNC System for Federal nonoperating grants.

Key Point: Charlotte is returning significant Federal dollars to the community and state.  
This is an important measure of Return on Investment.

## Sneak peak – Deloitte UNC System ROI Study

### UNC System ROI Study Preliminary Comparative Data

Institution	State Investment			State Return on Investment		
	Appropriations	% of System Appropriations	% of System Graduates	Median Incremental LTE to Student	Median Incremental Cost/Grad to State	Incremental LTE per Incremental State \$
App State	\$152,566,801	6%	8%	\$667,620	\$34,338	\$19.44
Charlotte	\$264,630,879	10%	13%	\$847,440	\$30,033	\$28.22
ECU	\$312,075,201	11%	11%	\$884,891	\$35,688	\$24.80
NCA&T	\$93,567,794	3%	4%	\$485,340	\$39,261	\$12.36
NCSU	\$528,297,642	19%	16%	\$1,109,322	\$45,639	\$24.31
UNCCH	\$537,409,229	19%	14%	\$1,083,005	\$42,185	\$25.67
UNCG	\$179,816,778	7%	8%	\$607,707	\$30,121	\$20.18
UNCW	\$156,718,682	6%	8%	\$837,216	\$26,724	\$31.33

**LESS APPROPRIATION; HIGHER ROI**

# Board of Trustees Meeting

- Executive Committee Report (Susan DeVore)
  - Sign on and retention bonus policy permitted by system office
- Audit, Compliance, and Enterprise Risk Management Report (Christine Katziff)
  - No major findings (NCAA, audits)
  - retention primary drivers review
  - Cyperspace protections - OneIT/Mike Carlin
- Academic and Student Life Committee Report (Brett Keeter)
  - Veterans Services presentation by Bill Wilson
  - Inter-disciplinary studies and research
  - Coaching model on approving outcomes by Shelly Johnson
- Advancement and Public Relations Committee (Report Teross Young Jr.)
  - BOT needs to help engage financial contribution, communication, corporate engagement
- Finance and Physical Properties Committee Report (Fred Klein)

# Chancellor's Leadership Meeting

- BOG Update
- [Latinx Student Success Initiative](#)
- [College of Art + Architecture Update](#)
- [Bonus Policies and Parameters](#)
- [Transportation Updates](#)
- [Understanding University Statements](#)
- [Niner Nation Gives](#)

# Latinx Student Success

Lisa Slattery Walker  
Office of Undergraduate Education

- UNC Charlotte has chosen the four-year graduation rate of Latinx students as our selected metric as part of the new funding formula
- As of Fall 2022, Latinx students represented about 12% of the student body or 3599 students
- Four-year undergraduate graduation rates stand at 47% (as compared to 50% for the student body as a whole)
- First year retention for Latinx students is 86%, as compared to 84% for the overall student body
- In other words, we are retaining Latinx students disproportionately more in the first year, but once they return for the second year, their progression to graduation is negatively dissimilar to other students



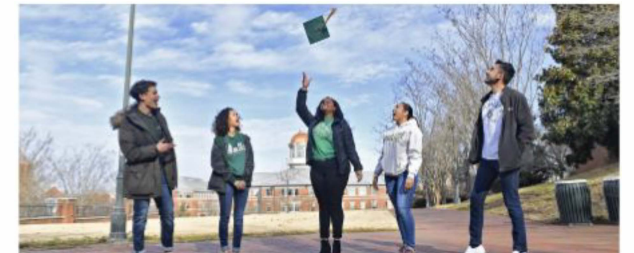


#### Office of Undergraduate Education Plans

- Peer advisors
- Peer mentors
- Success Coaches
- Forty-Niner Intensive Transition (FIT) cohort
- Major exploration for transfer students
- Other possibilities

#### Partnerships

- Welcome letter
- “First Day” event
- FAFSA workshops and financial literacy training
- SAFE expansion
- OIP engagement





# College of Arts + Architecture Dean Search Update

February 24, 2023

## Search Committee:

- Asher Haines, Associate Provost, School of Professional Studies, Chair
- Jennifer Troyer, Dean, Belk College of Business
- Marc Manack, Associate Professor, Architecture
- Lydia Thompson, Professor, Art and Art History
- Tamara Williams, Associate Professor, Dance
- Will Campbell, Professor, Music
- Robin Witt, Professor, Theatre
- John Boyer, Chair of the College of Arts + Architecture Advisory Council

## Timeline:

- February 2023:
  - Search Firm Secured (Isaacson, Miller)
  - Search Launch
- March 2023:
  - Search Committee Meetings
  - Search Firm Consultation Sessions
- Spring/Summer 2023: Active Recruitment and Identification of Candidates
- Fall 2024: On-Campus Interviews
- Spring 2024: Goal Hire Date

Website for Updates:

<https://provost.charlotte.edu/COAADean>



# Bonus Parameters

## **EHRA and SHRA Sign-On**

### **Bonus:**

- Discretionary recruitment incentive.
- Critical positions that have labor market shortages and impair business needs
- Specific, demonstrated recruitment needs for a specific job class or individual position

## **EHRA and SHRA Retention**

### **Bonus:**

- Discretionary when an employee would be likely to leave in the absence of a retention incentive.

<https://hr.charlotte.edu/bonus-policy>

- New policy
- Policy Summary
- Sign-On Bonus Request Form
- Retention Bonus Request Form
- FAQs

# Bonus Parameters

## Performance Bonuses

- Discretionary and intended to reward **extraordinary achievements**:  
“exceptional performance beyond normal expectations of the employee’s position”
  - Extraordinary Contributions
  - Extraordinary Collaboration/Creativity
  - Extraordinary Results
- Only available for EHRA staff and faculty
- Working on procedures for implementation
- For FY 24 performance (July 1, 2023 to June 30, 2024)
- Pools of available Central Funding – potential for matching requirement



# Transportation Updates

## CATS On-Demand Phase 1

- University City (URP / UNC Charlotte)
- North End
- Incorporated in CATS-Pass app
- FM/LM “micro-transit” service provided by TNCs (Uber/Lyft)
- Modified hub-to-hub service
- Supplements existing services
- Free fare to and from LYNX stations
- Testing Late-Spring, 2023



Low Dispersibility

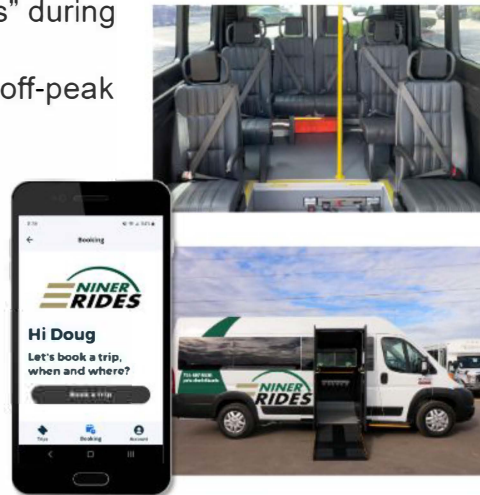
High Dispersibility

10  
Seater



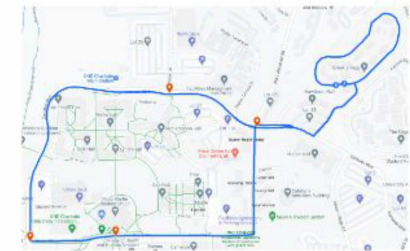
## PaTS On-Demand Pilot

- Addition of select campus “hubs” during peak hours
- Additional “hubs” added during off-peak hours
- Available to F/S/S
- Priority to para-transit
- On-campus service only
- Use of on-demand app
- Pilot launch est: Late-Spring, 2023



## PaTS Autonomous Vehicle Pilot

- True “PILOT”
- Partnership w/NCDOT
- 50/50 cost split
- Beep will operate (1) vehicle
- Supplement Greek Village Route
- On-board operator
- Collaboration w/Academics & Research
- Target: June – December, 2023
- Longest & most advanced pilot in NC





## Understanding University Statements

CLT Presentation  
Feb. 24, 2023



## PROCESS

Statement decisions are handled through standard protocols within our Crisis Communications and Issues Management Plan.

### Core Team (CCAT):

- Kim Bradley, Chief of Staff
- Jesh Humphrey, Vice Chancellor of Institutional Integrity and General Counsel
- Jen Ames Stuart, Chief Communications Officer
- Christy Jackson, Deputy Chief Communications Officer

*Note: CCO Or CoS serves as primary contact with Chancellor Gaber.*

### Expanded Team:

Other appropriate senior leaders are brought in based on the issue.

## Primary Considerations

<p>Is our campus directly impacted or is the magnitude of the event significant enough to affect a large portion of our community?</p> <p><i>If yes, statement likely recommended.</i></p> <p><i>If no, statement likely not recommended.</i></p>	<p>Is this event unique enough in nature that we are unlikely to be establishing an unsustainable precedent by issuing a statement?</p> <p><i>If yes, statement likely recommended.</i></p> <p><i>If no, statement likely not recommended.</i></p>	<p>Do we have another protocol in place to meet this need?</p> <p><i>If yes, statement likely not recommended.</i></p> <p><i>If no, statement likely recommended.</i></p>	<p>Are we taking actions to support our statement?</p> <p><i>If yes, statement may be recommended.</i></p> <p><i>If no, statement may not be recommended.</i></p>
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## Secondary Considerations

<p>Can we take a position on this issue?</p>	<p>What are the external environmental risks for issuing a statement? For not issuing one?</p>	<p>What are the internal environmental risks for issuing a statement? For not issuing one?</p>
--	--	--



## NINER NATION GIVES March 28 - 30, 2023

### GOALS

- Generate necessary support for UNC Charlotte programs and priorities
- Build UNC Charlotte pride
- Engage the University community
- Show appreciation to donors and all alumni

### 2023 GOAL BREAKDOWN



4,300  
DONORS



\$3,000,000  
TOTAL DOLLARS



5,800  
TOTAL GIFTS



2,000  
ALUMNI DONORS



1,300  
STUDENT GIFTS



\$525,000 (94)  
IN CHALLENGES



50 STATES



175 AMBASSADORS



FEB. 27: VIRTUAL AMBASSADOR TRAINING

MARCH 21: LET ME PLAY LUNCHEON (ATHLETICS)

**MARCH 28**

#NNG  
KICKS OFF AT NOON  
F/S LUNCHEON  
Popp Martin Student Union  
&  
EVENING CHARLOTTE  
ALUMNI EVENT  
(IN TOWN)

**MARCH 29**

UNIT TABLING  
&  
EVENING CHARLOTTE  
ALUMNI EVENT  
(HAUSER PAVILION)

**MARCH 30**

BIG Student Event,  
COAAPALOOZA  
&  
STUDENT EVENT AND  
CAMPAIGN FINALE  
9 A.M - 1 PM  
CHHS / COED Quad

\*ALL EVENTS SUBJECT TO CHANGE\*

APRIL 5 : F/S Social/Celebration at Hauser Pavilion

How you can help?

**Make a Gift**

- Consider a Challenge Gift (**Due March 1<sup>st</sup>**)
- Make a multi-year pledge
- If you are in the multi-year pledge commitment, consider making a small gift during the 49 hour period

**Be an Ambassador**

- Encourage your team to participate
- Post on Social Media (**we will provide you with a tool kit**)
- Talk about it during the 49 hour period

**Ensure Success from your Unit**

- Make sure your unit has two ambassadors
- Have your needs been identified and clearly articulated?
- **Unit Challenges Due March 14th**

**Stewardship**

- Consider being a part of a video sent to donors, especially if you have created a challenge
- Send out thank you emails during the 49 hours

Attend Events!

# Thank You!



# Operations Committee Meeting

- Election Dates
- Staff Council Retreat Survey
- Admin Appreciation Day
- Spotlight
- Faculty/Staff Relations Sub-committee



## Staff Council Treasurer's Report 3/8/23

	BANNER General Fund 117561	BANNER Discretionary Fund 139234	BANNER TOTAL Staff Council Funds
Previous month ending balance	2,964.88	3,573.50	6,538.38
Expenses	-624.61	0.00	-624.61
ENC expenses (encumbered)	8.09	0.00	8.09
Ending Actual Balance	<b>3,581.40</b>	<b>3,573.50</b>	<b>7,154.90</b>

### General Fund Expenses

UNC SO reimbursement	-372.25
UNC SO reimbursement	-46.00
UNC SO reimbursement	-221.48
Jennier Hicks - Repros Copy Center	15.12
	<b>-624.61</b>

### General Fund Expenses in Process

4-pack plastic table cloths for chili cook off	\$8.09
	<b>8.09</b>

### Discretionary Expenses

	<b>0.00</b>

### ENC Discretionary Expenses Encumbered

	<b>0.00</b>

*Brenda G. Shue*

Treasurer

Reconciled 03/03/2023

03/03/2023 screenshot

117561

**Budget Availability Status FGIBAVL 9.3.13 (BANPROD)** ADD RETRIEVE RE

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
918000	Optional Retirement Pool	129.00	0.00	0.00	129.00
919150	Social Security	72.00	0.00	0.00	72.00
925000	Domestic Travel Pool	2,600.00	0.00	0.00	2,600.00
927000	Fixed Purchased Services ...	0.00	0.00	0.00	0.00
928000	Other Purchased Services ...	200.00	157.42	0.00	42.58
930000	Supplies Pool	1,000.00	454.09	8.09	537.82
951000	Other Admin Expenses Pool	200.00	0.00	0.00	200.00
<b>Total</b>		4,201.00	611.51	8.09	3,581.40

139234

**Trial Balance Summary FGITBSR 9.0 (BANPROD)** ADD RETRIEVE RELATED TOOLS

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

**CURRENT FUND BALANCE** Settings Insert Delete Copy

Acct Type	Account	Description	Beginning Balance	Debit/Credit	*	Current Balance
AA	G11000	Interfund Claim On Cash	8,705.42	Debit		3,573.50
FA	G21100	Accounts Payable-Vendors	0.00	Credit		0.00
KA	79100	Budgeted Change to Fund Balance	0.00	Debit		25,516.00
KA	79110	Budgeted Expenditure Control	0.00	Credit		12,760.00
KA	79120	Budgeted Revenue Control	0.00	Debit		12,756.00
KA	79200	Encumbrance Control	0.00	Debit		483.85
KA	79300	Expenditure Control	0.00	Debit		6,426.50
KA	79600	Reserve for Encumbrances	0.00	Credit		483.85
KA	79800	Revenue Control	0.00	Credit		1,294.58
LA	G33010	Net Position	8,705.42	Credit		8,705.42
<b>Total</b>		ALL ACCOUNTS	0.00			0.00
					<b>Current Fund Balance</b>	3,573.50