Creating a Campus Voice: UNC Charlotte’s Path to a Latino/Hispanic Faculty/Staff Caucus

2nd Annual UNC Hispanic/Latino Faculty Forum
September 14, 2013
UNC Wilmington

Benny Andres, Cathy Blat, Sam Lopez and Yvette Huet
Steps in Forming the UNC Charlotte Hispanic/Latino Faculty/Staff Caucus
UNC Charlotte Latino History

Full-time Faculty

• 1995: 6 Latinos of 627 FT Faculty (1%)
• 2005: 22 Latinos of 859 FT Faculty (3%) 
• 2012: 24 Latinos of 1019 FT Faculty (2%) 

Students (UG and Grad Headcount):

• 181 Latinos of 15,895 (1%)
• 541 Latinos of 20,772 (3%)
• 1705 Latinos of 26,232 (6%)
• October 2012  Sam Lopez and Yvette Huet attended the First UNC system Latino/Hispanic Faculty Forum

• REVELATION – there are a lot more of us here than we may know
• Discussion leads to email to faculty and staff (known to Sam and Yvette)
  • meet and discuss possibility of forming a faculty/staff group at UNC Charlotte
  • Request to forward to others that were missed (19 on the email)
• Used a doodle poll to set up meeting time
November 2012, first meeting (9 people)

Agree to start a group

- Discuss goals
- Should be formal organization
  - Constitution
  - Communication
  - Membership
  - Dues
- Important to interface with Student Organizations
- ADVANCE Faculty Affairs and Diversity Office to Facilitate initial meetings and host Reception
Second Meeting – 2 weeks later (7 can attend)

- Set up listserv
- Constitution drafting to be done ASAP
- How to get involved with other UNC Charlotte events and community groups
- Identify next meetings of student groups
RECEPTION FOR LATINO/HISPANIC FACULTY AND STAFF INTEREST GROUP

MCMILLAN GREENHOUSE (POTTING ROOM)

DECEMBER 6, 2012
1:00-3:00 PM

PLEASE RSVP (POSITIVE RESPONSES ONLY) TO ADVANCEUNCC@UNCC.EDU BY DECEMBER 3rd.
Reception held on December 6
• List has grown to 24 with request to forward to others
• Reception has two purposes
  • Gathering with food and drink
  • Further discussion of Latino/Hispanic Faculty and Staff Interest Group

17 people RSVP, not all Latino but interested in an Interest Group
Listserv goes live on January 9th - communication expands

- Draft Constitution circulated (thanks to volunteer) – based on other similar models
- Student events identified
- Community Event announced
3rd Meeting in February – now have 28 people

- Draft Constitution discussed and revisions made
- Officers nominated (with additional nominations to be allowed via email)
- Funding sources discussed
  - Dues set and later account set up
- Discussion of speakers to campus
- Announcements i.e. Student Activities on campus
• Mid-March 2013 - Constitution and Officers voted on via email (18 voters respond)
  • Major elements of constitution:
    • Membership:
      • Regular member is anyone of Latino/Hispanic descent who is interested in the mission and goals of the Caucus
Major elements of constitution continued:

- Associate member is not Hispanic/Latino but has desire and interest to share the objectives and goals of the Caucus and actively participate in activities

- Officers
- Committees
- Meetings
- Elections etc.
• Further announcement continue to be sent to listserv

• Latino/Hispanic Faculty and Staff Caucus President to meet with both the President of The African and African-American Faculty/Staff Caucus and the Chancellor Sept, 19, 2013

Next meeting of Caucus set for Oct 1, 2013

Website in process
Obstacles:
- Identification of potential members
- Time crunch for all involved
- Support staff – without ADVANCE who?
- Funding