



UNC CHARLOTTE

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**



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Steps in Forming the UNC Charlotte Hispanic/Latino Faculty/Staff Caucus

ADVANCE Faculty Affairs Office



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



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- **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.



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- 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