



DIVISION OF INSTITUTIONAL INTEGRITY LEGAL SYMPOSIUM

*Barnhardt Student Activity Center Salons
October 23, 2025*

8:30 – 8:55 **Continental Breakfast**

8:55 – 9:00 **Welcome and Introductions**

9:00 – 9:50 **Session One**

- 1A. **Start Strong, Finish Clean: Managing Records during Onboarding and Offboarding.** *Pam Mason, Records Analyst (Atkins Library); Beth Rugg, Assistant Vice Chancellor for Client Engagement (OneIT); Tina Dadio, Public Records Officer/Legal Specialist; and Maya Hood, Paralegal.*

Onboarding and offboarding aren't just HR checklists...they're make-or-break moments for records management. From the first day on the job to the last, employees shape how well the University preserves knowledge, ensures compliance, and avoids disruption. This session shows how to set clear records expectations from day one, and how to close things out cleanly when someone departs. Departmental liaisons and University Archives staff will share the orientation tools, checklists, and exit practices that keep information organized, accessible, and policy-ready.

- 1B. **Equal Access 101: The Campus Guide to Disability Accommodations.** *Gena Smith, Director of the Office of Disability Services, and Jonathan Harrison, Assistant General Counsel.*

Disability rights may be rooted in law, but the real impact comes in how accommodations work on campus every day. This session goes beyond the legal framework to examine best practices for supporting students while maintaining academic and institutional integrity. Faculty and staff play a vital role in making the accommodation process effective. You'll learn how to recognize requests, respond appropriately, and create a more accessible and inclusive campus environment.

9:50 – 10:00 **Break**

10:00 – 10:50 **Session Two**

- 2A. **Using Generative AI in Your Daily Work: Legal and OneIT Perspectives.** *Beth Rugg, Assistant Vice Chancellor for Client Engagement (OneIT), and Amy Kelso, Senior Associate General Counsel.*

We'll kick off with a discussion about University guidelines and standards around using generative AI tools responsibly, followed by a hands-on presentation about how you can use generative AI to improve and enhance workplace efficiency and daily tasks. Together we'll brainstorm use cases you can take back to your daily work!

- 2B. **Defining Discriminatory Harassment in 2025: Evolving Standards, Enduring Principles.** *Dr. Michelle Reinken, Assistant Vice Chancellor for Civil Rights and Title IX/ Title IX Coordinator, and Sarah Edwards, Interim Vice Chancellor for Institutional Integrity and General Counsel.*

Federal nondiscrimination laws have long shaped the landscape of civil rights protections, but their application and interpretation continue to evolve. This session digs into how current federal guidance on racial and religious harassment is reshaping expectations in higher education. Presenters will trace key legal concepts, unpack recent case studies and enforcement trends, and highlight practical implications for daily work at UNC Charlotte. You'll also pick up campus resources to support a respectful, welcoming environment for students, faculty, and staff.

10:50 – 11:00 Break

11:00 – 11:50 Session Three

- 3A. **Whose Work Is It Anyway? Navigating University Policies Relating to Ownership of Intellectual Property.** *Dr. Elise Demeter, Director of Academic Research & Assessment and Associate Graduate Faculty, and Isabel Alele, Associate General Counsel.*

Who really owns the work produced at UNC Charlotte – students, faculty, staff, or the institution? This session will cover intellectual property issues in academia, including copyrights, patents, and authorship. Come for the legal insights, stay for the academic drama!

- 3B. **The Geography of Campus Safety: Charting Crime Reporting, Safety Policies, and Campus Hazing Prevention.** *Erica Solosky, Assistant Vice Chancellor for Ethics, Policy, and Compliance and Associate General Counsel.*

Erica will be your guide through the shifting terrain of federal campus safety regulations. From the foundational contours of campus safety laws to the newly charted territory of hazing prevention and reporting, you'll explore your role in contributing to campus safety, uncover hidden compliance pitfalls, and learn how to navigate obligations with confidence. Whether you're a seasoned traveler or new to the compliance map, this session will equip you with the tools to chart a safer, more transparent campus culture.

11:50 – 12:50 Buffet Lunch

12:50 – 1:50 Session Four (Plenary)

Between the Lines: Navigating Campus Challenges Under the Equality Policy. *Sarah Edwards, Interim Vice Chancellor for Institutional Integrity and General Counsel; and Jesh Humphrey, Interim Director of Athletics.*

Policies are written in black and white, but they're lived in shades of gray. Join Interim Vice Chancellor for Institutional Integrity and General Counsel Sarah Edwards, and Interim Director of Athletics, Jesh Humphrey for a conversation about what the UNC System's Equality Policy says, how its interpretation has shifted alongside the political landscape, and real-world examples that bring to life the legal and practical considerations UNC Charlotte balances to ensure compliance, transparency, and institutional trust.

1:50 – 2:00 Break

2:00 – 2:50 Session Five

- 5A. **Unpacking F&A Fees: What They Are, How They Work, and Why You Should Care.** *Dr. John Daniels, Vice Chancellor for Research; Dr. Deb Thomas, Associate Vice Chancellor for Research; and Adrienne Merriott, Assistant General Counsel.*

The presenters will trace the history of Facilities and Administrative costs (F&A), the crucial role they play in research support and development, and the updated University policy in the context of anticipated reductions in federally negotiated rates. Because changes to F&A rates have far-reaching effects across all areas of the University, researchers, faculty, and staff alike will benefit from understanding the ripple effects.

- 5B. **Leave It to Us: Navigating Employee Leave, FMLA & ADA with Confidence.** *Dosha Dacus, Director of Employee Relations; Krissy Kaylor, Director of Benefits; and André Lindsay, Senior Associate General Counsel.*

Decoding employee leave benefits can feel like navigating a maze. Whether you're requesting leave or helping to manage it, understanding how FMLA, ADA, and University policies fit together is essential. Presenters will break down the different types of leave available, clarify how they interact, and provide practical guidance for ensuring compliance. You'll walk away with tools to navigate leave confidently as both an employee and a manager.