



# DIVISION OF INSTITUTIONAL INTEGRITY LEGAL SYMPOSIUM

*Barnhardt Student Activity Center Salons  
October 10, 2024*

## AGENDA

**8:15 – 8:50 Continental Breakfast**

**8:50 – 9:00 Welcome and Introductions**

**9:00 – 9:50 Session One (Plenary)**

**Speak Now: Free Speech Principles and Policies in the Protest Era.** *Jesh Humphrey, Vice Chancellor for Institutional Integrity and General Counsel; Chris Gonyar, Interim Associate Vice Chancellor for Safety & Security; and NiCole Lynch, Interim Head of the Demonstration Activity Resource Team.*

Jump Then Fall into the intersection of free speech law, university policies, and de-escalation protocols designed to turn down the temperature when Sparks Fly. The session will explore real-world examples attendees may recognize All Too Well, with the goal of encouraging meaningful dialogue as to how we can all be Fearless in expressing ourselves, confident we are supported by a safe campus environment.

**9:50 – 10:00 Break**

**10:00 – 10:50 Session Two**

**2A. Passport to UNC Charlotte: Guiding International Students and Scholars.** *Denise Medeiros, Associate Director, International Student and Scholar Office; and Erica Solosky, Associate General Counsel and Director of Ethics, Policy, and Compliance.*

Embark on a journey to empower and support international students and scholars! This session, co-hosted with the International Student and Scholar Office (ISSO), will cover the essentials of international student and scholar visa requirements, discuss common challenges, and share success strategies. We will also navigate the voyage of visa sponsorship for international researchers and teaching faculty and provide an anchor of valuable resources for faculty and staff to support our international community.

**2B. Putting the Pieces Together: UNC Charlotte's Strategic Management of Escalating Behaviors.** *Dr. Heather Kloeker-Webster, Threat Assessment and Management Coordinator, and Sarah Edwards, Associate Vice Chancellor for Legal Affairs and Deputy General Counsel.*

Join the presenters as they discuss how UNC Charlotte identifies, assesses, and manages escalating or threatening behaviors that affect the university community. The presenters will walk through the relevant policies and processes before analyzing real world scenarios. And of course, the audience will walk away with the tools they need to be an active participant in keeping the university community safe.

**10:50 – 11:00 Break**

**11:00 – 11:50 Session Three**

- 3A. **Signed, Sealed, and Delivered: Navigating UNC Charlotte's Contracting Process.** *Isabel Alele, Associate General Counsel.*

This training session is all about making sure your contracts are "signed, sealed, delivered" — and done right! The speaker will break down UNC Charlotte's Contract Checklist for staff and faculty, guiding you through each step to ensure that every agreement meets the university's standards. Learn to spot red flags, understand key terms, and avoid common pitfalls. By the end, you'll be equipped to handle contracts with confidence and precision, ensuring they're ready to be delivered without a hitch!

- 3B. **How to Avoid a Meeting Meltdown: Robert's Rules to the Rescue!** *Jonathan Harrison, Assistant General Counsel.*

Say goodbye to meeting madness with Robert's Rules made simple. Join us to uncover pro tips for running meetings that stay on track, avoid unnecessary drama, and wrap up on time—because no one likes a marathon meeting! In this session, we will also discuss North Carolina's open meeting laws and other important nuances of institutional transparency. Whether you're a community leader, a committee member, or just someone who's tired of unproductive meetings, this presentation is for you.

**11:50 – 1:00 Buffet Lunch**

**1:00 – 1:50 Session Four**

- 4A. **Risk Wrangling: How to Keep Calm and Carry On!** *Steven Dunham, Chief Risk Officer, and Joe Fiorelli, Director of Risk Management and Insurance.*

Ever dropped your laptop and wondered if insurance has your back? Have you ever stopped to consider if critical information or inventory in your department would survive a fire? What if your car is damaged on a business trip, or if a power outage affects your freezers? Join us for a whirlwind seminar where we tackle these questions and more! From international research mishaps to road trip emergencies, we'll dive into proactive strategies to keep you and your team out of trouble. Discover campus resources, emergency planning tips, and best practices to turn potential chaos into choreographed responses. Don't wait for disaster to strike—learn how a little foresight now can save you a ton of headaches later!

- 4B. **From Chaos to Control: Taming the Wild World of Higher Education Records with a Dash of Public Records and FERPA.** *Tina Dadio, Public Records Officer/Legal Specialist, and Maya Hood, Paralegal.*

In this presentation, we will explore how to transform chaotic higher education record systems into organized, efficient processes. We will cover challenges in record retention, compliance with public records laws and the Family Educational Rights and Privacy Act (FERPA), and best practices for maintaining student privacy. Additionally, we will discuss effective records management strategies and emerging trends, providing real-world examples and scenarios that illustrate successful records management practices within our institution.

**1:50 – 2:00 Break**

**2:00 – 2:50 Session Five**

- 5A. **There's No Going Back Now: Embracing the Transformative Power of Artificial Intelligence in Teaching, Learning, Research, and the Workplace.** *Beth Rugg, Assistant Vice Chancellor for Client Engagement, OneIT; Kiran Budhrani, Director of Teaching & Learning Innovation; Deb Thomas, Ph.D., Associate Vice Chancellor for Research; and Amy S. Kelso, Senior Associate General Counsel.*

While the proliferation of artificial intelligence is snowballing in all areas of our personal and professional lives, the [University is committed to engaging AI technology](#) in positive ways to transform teaching, learning, research, and administrative processes. The presenters, members of the [AI Steering Committee](#), will discuss the University's commitment to the ethical and responsible use of AI to enhance academic and administrative endeavors. They will review the University's AI resources for faculty, staff, and students, including the newly established AI Guiding Principles, Security Checklist, and Software Guidance.

- 5B. **Creating a Supportive Workplace & Navigating the New Norms in the World of Employee Accommodations.** *Samantha Floyd, ADA Consultant, and André Lindsay, Senior Associate General Counsel.*

Join us for an insightful session where our presenters will explore common and complex issues related to workplace accommodations for employees with disabilities, pregnancy, or pregnancy-related conditions. We will also cover the new federal regulation effective June 2024 under the Pregnant Workers Fairness Act (PWFA), and discuss how it impacts managers and employees, as well as relevant University policies. Additionally, you'll have the opportunity to meet our new ADA Consultant, who will introduce the updated workplace accommodation process and share valuable tips for both managers and employees on effectively engaging with her office. Don't miss this chance to enhance your understanding and ensure compliance with the latest regulations and best practices.

**2:50 – 3:00 Break**

**3:00 – 4:00 Session Six (Plenary)**

6. **Staying Safe in the Age of AI.** *Adam Dodge, founder of EndTAB (End Tech-Enabled Abuse).*

The online spaces inhabited by students, faculty, and staff consistently manifest emerging threats to their digital safety and well-being - which now include addictive chatbot relationships, AI-generated nude images, AI-powered catfishing scams, facial recognition stalking, and more. This session offers a comprehensive exploration of these digital challenges, equipping participants with practical strategies to confidently discuss and strengthen the digital well-being of modern students. Attendees will walk away with actionable steps to effectively counter these emerging threats and foster a safer campus environment.