

# Charlotte Staff Council

## Minutes

September 13, 2023



Meeting Called to Order: 9:02am

Present: Jessica Waldman, Mary McLean, Adrienne Lee, Alyssa Toshimitsu, Amparo Ramos, Amy Hart, Arianna Harper, Ashleigh Venezia, Ashley Langan, Catherine Butt, Ceaton13, Celeste C, Cheryl Whitley, Chris Duncan, Christelle McKinney, Christopher Muellenbach, CJ Johnson, Devrim Ozdemir, Dornette Scott, Heather Bastian, Imani Williams, JD Mosley-Matchett, Jamie Shephard, Jerena McNeil, Jill Rogers, Khadija Khalid, Kristen Siarzynski, LaTonja Miller, Madison Sledge, Michelle Srubar Howell, Monika S, Natasha Walton, Nathaisa Jones, Pablo Best, Pamela Bragg, Ragean Hill, Rebekah Hartberger, Rochelle ..., Sara King, Sara Richardson, Sharisse Stafford, Vivian Cherry, Pablo Best, Jerry Lecomte, Kelly Ortiz, Anne Brown, Carrie DaSilva, Sally Mesibov, Amy Browns, Latonya Newbill, Amy Epting, Katie Russo, Pearl Brown, Jill Gosnell, Lora Bassett, Jennifer Campbell, Debra Bunker, Christine Young, Ellie Ivey, Stephanie Collins, Patrick Jones, Tim Johnson, Michael Spivey, Tracy Beauregard, Audra Esposito, John Daniels, Deb Thomas, Krissy Kaylor

Guest Speakers:

**Dr. John Daniels, Interim Vice Chancellor for Research**

**Dr. Deb Thomas, Interim Associate Vice Chancellor for Research**

**Please see Drs. Daniels and Thomas's Powerpoint presentation attached here as Appendix I.**

As the Division of Research is taking shape, our interim Vice Chancellors have taken a look at where we came from, where we are, and where we want to go. Drs. Daniels and Thomas reinforced that the Office of Research is interested in doing research the 'Niner Way' - what does this mean? They explained that this means using the information gathered by looking at the past and present, they aim to create the framework for facilitating our process to becoming an R1 institution in a way that maintains our values, community, and supporting all areas of our University. It is a framework that depends upon the Niner Way to work.

Dr. Daniels reinforced that our transition to R1 is not a decision that has been made arbitrarily... Charlotte is the largest city of North and South Carolina - there is a need and an opportunity for UNC Charlotte to be the premier research university in the Carolinas and we have the resources locally to do so.

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Dr. Gaber's vision for UNC Charlotte places research and development, along with the transition to an R1 institution in her top three priorities for the University. Enrollment falls within these three priorities as well. This is the driving force in the decoupling of enrollment management and research offices to create two new units which each support either enrollment or research.

Transitioning to an R1 institution has benefits for all members of our communities on campus - staff, faculty, administration, students - and off campus in the surrounding areas.

It was highlighted that Charlotte is the 15th largest city in the country, and the city you have to drive furthest from to reach an R1 designated institution. Why allow this to be the case when we could have our own R1 institution right here in Charlotte?! Dr. Daniels pointed out that we aren't really serving the city of Charlotte or the state of North Carolina if we aren't growing our apparatus, refining our tools, and harnessing the resources around us to become a top tier research institution.

### **Krissy Kaylor, Director of Benefits**

Krissy Kaylor came to discuss the upcoming benefits open enrollment period, which will begin on October 9th and run through October 27, 2023.

Some reminders:

- There is a difference between your selection and your effective date - changes go into effect as of Jan 1, 2024, as long as you make your elections during the open enrollment period.
- [The Benefits Website](#) will be updated and webinars with more information about open enrollment will be posted.
- The Novant Health Mobile Breast Center will be on campus and taking appointments for mammograms on October 19th. You must schedule an appointment in advance, to do so please call 704-384-7226.
- Benefits will also have a booth at the Fall Festival so please come by with any questions and encourage those in your area to do so as well.

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- There are no changes for the State Health Plan premiums this year. These will remain the same, assuming you have completed your tobacco attestation that is required during open enrollment to offset the cost of premiums.
  - You must take action whether you are a tobacco user or not, to save on the premium... the tobacco attestation is only for you, you do not have to attest to dependents or partners.
  - A question was asked as to whether or not vaping is considered tobacco use... Krissy send this excerpt from the tobacco attestation which does include vaping:
    - I attest that I am NOT a tobacco user (includes cigarettes, cigars, pipes, chewing tobacco, snuff, **vaping or any product containing nicotine**). Or if I am a tobacco user, I agree to complete at least one tobacco cessation counseling session within the first 90 days of my hire date. (Please note: You may lose your \$60 monthly premium credit if you do not visit an in-network Primary Care Provider for a tobacco cessation counseling session within 90 days of your hire date.) As part of this attestation, I understand that making a false statement, representation or attestation could result in my termination from State Health Plan coverage. I also agree to cooperate with the Plan in any efforts to verify my tobacco status.
- Don't forget!! If you're enrolled in the State Health Plan currently, you will automatically be re-enrolled in the 70/30 plan. If you want 80/20 you must take action to update your enrollment to the 80/20 plan.
- The dental plan with NC FLEX will have premium increases this year for the high plan and the low plan. The classic plan will remain the same, with no increase.
- The amount of money in your flexible spending account that can roll over will be increasing as well - meaning you can continue to roll over any FSA funds that go unused up to a certain amount, and that amount is higher in the coming year than it has been.

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- Don't forget - you can use FSA monies on healthcare expenses for partners and dependents that are not on your insurance plan. The spending just has to be FSA eligible.
- The accident plan names are changing, but there will be no changes to the actual plan themselves.
- **REMINDER!** Benefit elections are made on two different platforms.
  - E-Benefits will be used for health insurance only.
  - All other elections will be made through Imperian. Make sure you receive a confirmation once you have made your elections - if you do not receive a confirmation your elections did not go through!
  - If you have a qualifying life event that requires you to make changes to your elections you must do so within 30 days on BOTH platforms.
- Please use these online resources during the open enrollment process...
  - [hr.charlotte.edu/open-enrollment](http://hr.charlotte.edu/open-enrollment)
  - [shpnc.org/2024-benefit-information](http://shpnc.org/2024-benefit-information)
  - [NC Flex Website - Open Enrollment Guide and Rate Sheets](#)

Staff Council Chair Report

Submissions for the Janet Royster scholarship close on September 30th. Please keep an eye out for an email to send to your areas with the link to more information regarding applying for the scholarship! This opportunity is available to all permanent employees.

We are in need of another volunteer to play in the Chancellor's Golf Tournament. If you are interested and able to volunteer please let Audra, Tracy, or Patrick know as soon as possible.

There will be an open house hosted by the Campus Master Planning Committee in the SAC Salons on Wednesday, September 27th. All faculty and staff are encouraged to attend, please plan to do so if you are able. (More information about this can be found under the 'New Business' section of the minutes.)

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Staff Assembly HR Updates, Patrick Jones

*No updates at this time!*

Treasurer's Report

General Fund: \$3,843.75

Discretionary Fund: -\$1,919.08

Total Staff Council Funds: \$1,924.67

Secretary's Report, Jessica Waldman

No updates were requested for the July minutes. I received two emails about changes that needed to be made to the August minutes, and those have been completed.

July and August minutes have been approved - Lora Basset made the motion for approval and Tracy Beauregard seconded the motion.

Communications Officer Report, Carrie DaSilva

There were 17 Golden Nuggets for August. Please remind your areas that they are welcome to submit Golden Nugget nominations at any time for any reason!

The flyers for the homecoming decorating contest and the Fall Festival will be sent out to area representatives this week, please make sure to keep an eye out for those and get them forwarded to your areas as soon as possible.

Education and Events Committee Report, Lora and Jill

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### 1. Fall Festival Food (Servers 2 \$ 25 hour 3 per hour)

Baked Potato Bar & Salad  
Popcorn  
Cotton Candy  
Drinks  
Cookies

### 2. Vendors Full at this Time

1. SEANC
2. Credit Union
3. Parking
4. Auxiliary Services
5. Action Plus Ideas
6. Police
7. Benefits
8. EHS
9. Breast Cancer Hub
10. Staff Council
11. Learning and Development
12. Ombudsman (Scott Deyo)
13. UREC
14. Graduate School
15. TIAA ? Waiting
16. Athletics ? Waiting

### 3. Games

1. Minute games (Ghost stack, Bottle rattle, small puzzles, Spider web, ring hook game)
2. Bingo
3. Ladder Ball
4. Cake Walk See Debra Bunker
5. Bean Bag Toss

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6. Lawn Darts
7. Jenga
8. Acronyms see Amparo

#### 4. Contest

1. Photography
2. Craft
3. Scavenger Hunt
4. Halloween Costume

#### 5 Scanners:

Does anyone know where we can borrow these?

Norm appearance 11-1 Put in a request for Fall Festival

**Charity: CAMINO**

More Information Coming Soon.

Everyone Please continue to ask for Donations. Thanks to those who have gotten donations.

Operational Support Committee, Audra Esposito

*No updates at this time!*

Staff Relations Committee, LaTonja Miller

*No updates at this time!*

# Charlotte Staff Council Minutes September 13, 2023



## Discussion of New Business

Amparo from Area 17 is seeking volunteers for tailgating and football games. Please check your email for more details from her, including the perks you can receive if you volunteer!

The UNC Charlotte Master Planning team will host a Campus Forum open to all faculty, staff, students, and community members on Wednesday, Sept. 27, from 4-6 p.m. in the Student Activity Center. The planning team will share progress to date on the master plan and ask for feedback as they plan for the future of the UNC Charlotte campus. The University's transportation and parking consultant, Nelson\Nygaard, will participate in the forum to respond to questions and comments about parking and mobility systems.

An aerial photograph of the UNC Charlotte campus, showing several large brick buildings, green trees, and a prominent building with a white dome. The image is used as a background for a promotional graphic.

**UNC CHARLOTTE**  
CAMPUS MASTER PLAN COMMUNITY FORUM

**SAVE THE DATE**

**WEDNESDAY  
SEPT. 27, 2023**  
from 4-6 pm

Student Activity Center,  
3rd Floor

*Niners - We want to hear from you!*  
Join us for the latest updates and share your thoughts.

Adjournment:



**Charlotte Staff Council**  
**Minutes**  
**September 13, 2023**



Meeting adjourned 10:25am.

# UNC Charlotte's Research is on the Rise!

## Division of Research Update: Staff Council Meeting

*September 13, 2023*

**John Daniels**

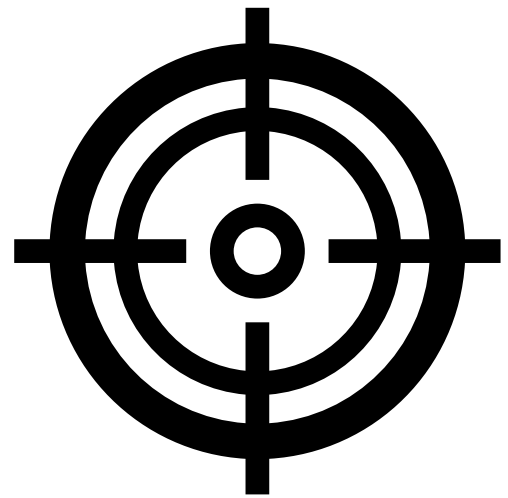
Interim Vice Chancellor

**Deb Thomas**

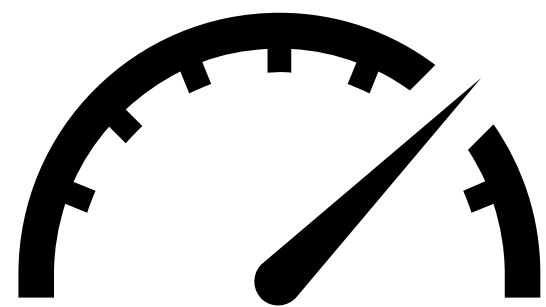
Interim Associate Vice  
Chancellor



Where we are  
updates & current trends



Where we want to be



How we get there



**CHARLOTTE**  
DIVISION OF RESEARCH



DIVISION OF RESEARCH

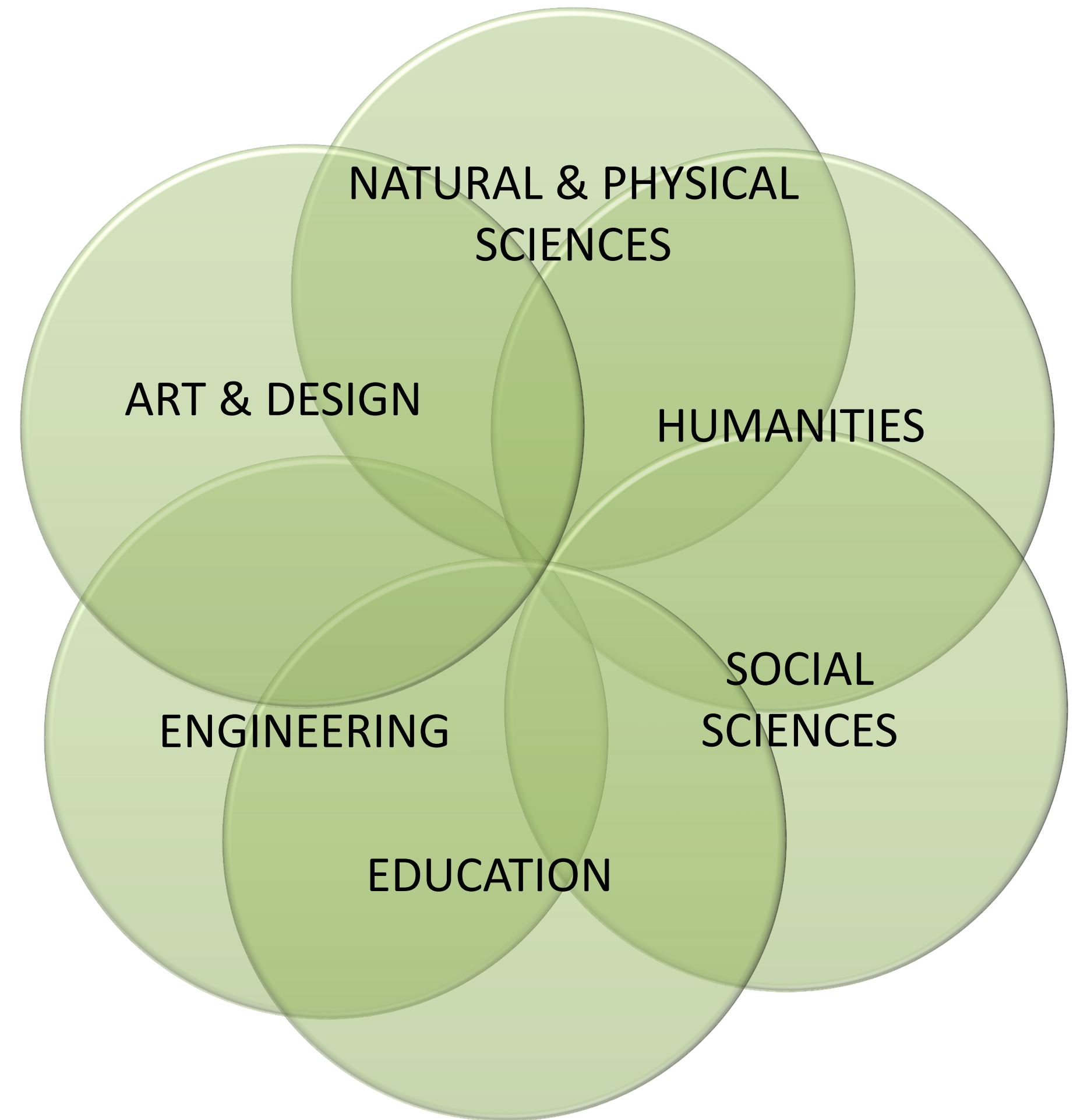
# Leading at the Speed of Trust

*“research activity in all its forms, including scholarly inquiry, discovery, exploration, innovation, entrepreneurship, creative activities, community engagement and/or interdisciplinary endeavors”*



## DR Connecting: outcomes

- Research and creative activities spanning disciplines in ways that fits the passions of everyone
- Interdisciplinary teams working for the betterment of society
- Undergraduate and graduate research
- Partnerships with community
- Education ↔ Research
- Intentionally inclusive and diverse



Achieving R1 the Niner Way



# Updates

## Major Reorganization

- Cost Analysis and Cash Management move to Business Affairs
- Economic Development moves and joins External Relations and Partnerships
- Ventureprise becomes the Center of Entrepreneurship & Innovation and moves to Belk College of Business
- Shared services from colleges to Division

## Research Administration Staffing

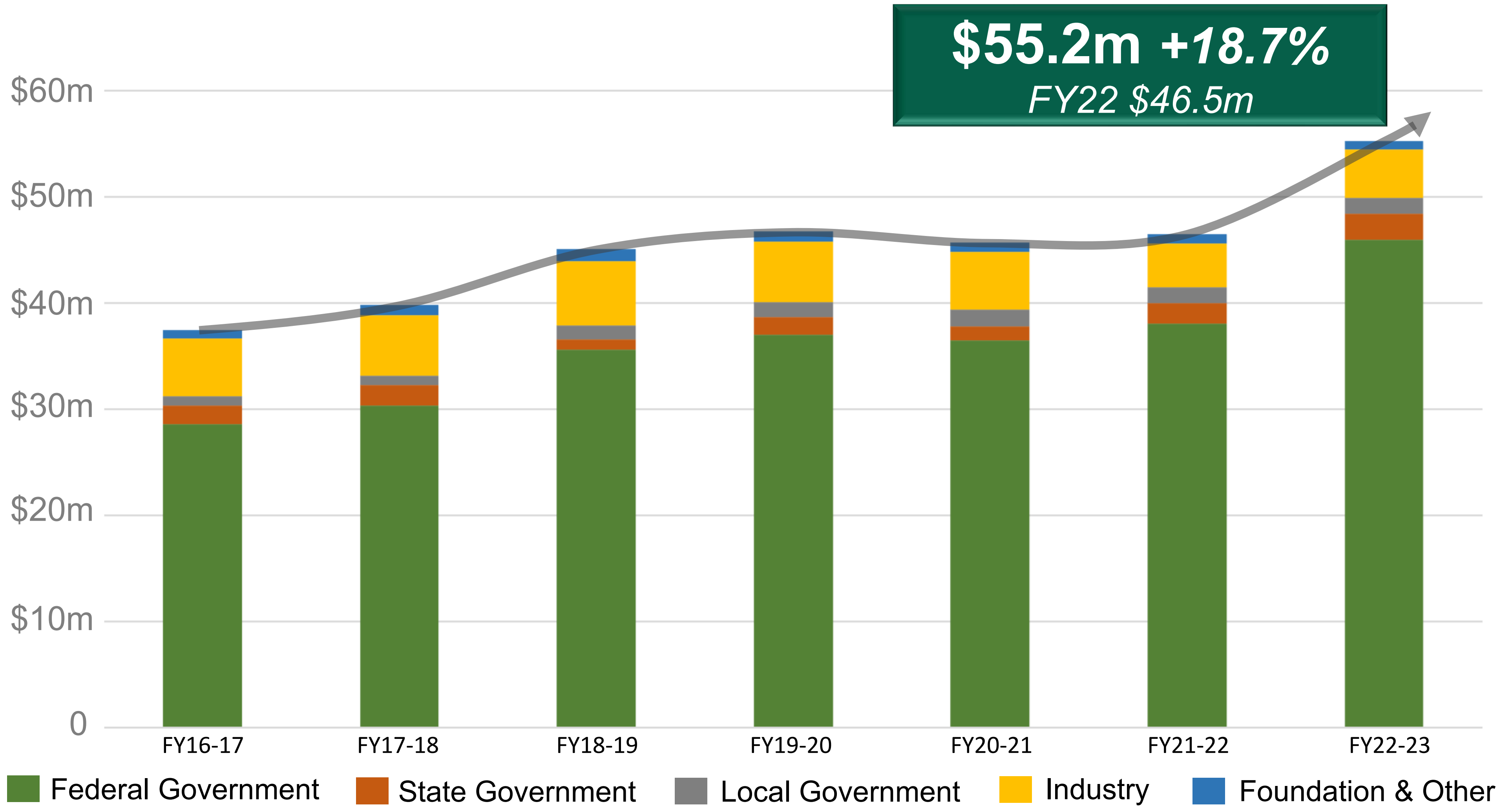
- National challenge
- We are now nearly fully staffed!
- Approximately ~50% of 60 employees have been in position <10 months



**CHARLOTTE**  
DIVISION OF RESEARCH



# Grant and Contract Expenditures



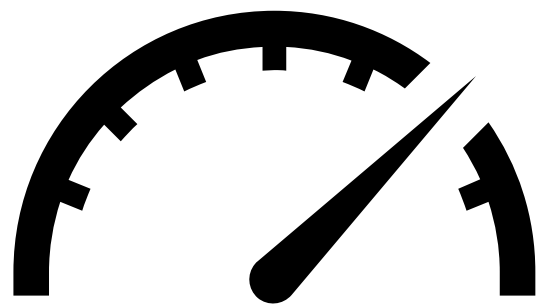
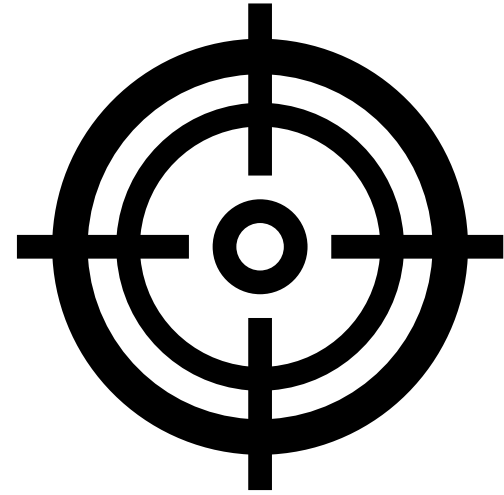


## Organizing for success

updates & current trends

## Where we want to be

- high level of research activity in all its forms, including scholarly inquiry, discovery, exploration, innovation, entrepreneurship, creative activities, community engagement and/or interdisciplinary endeavors
- linked to student success
- meaningful to the community
- \$125m expenditures in 2030



How we get there



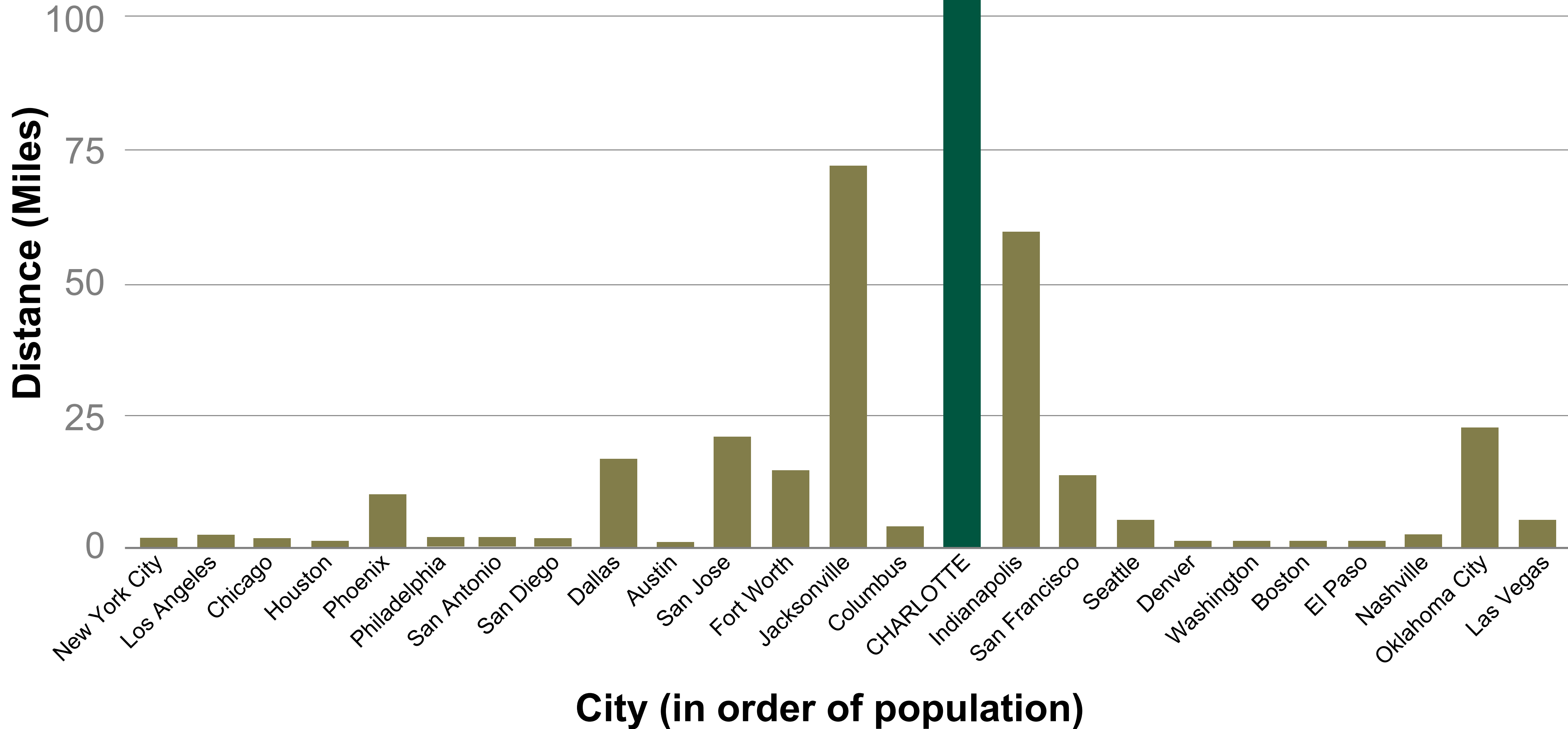
**CHARLOTTE**  
DIVISION OF RESEARCH



***‘AT THE CORE OF  
EVERY GREAT CITY IS  
A GREAT UNIVERSITY.’***

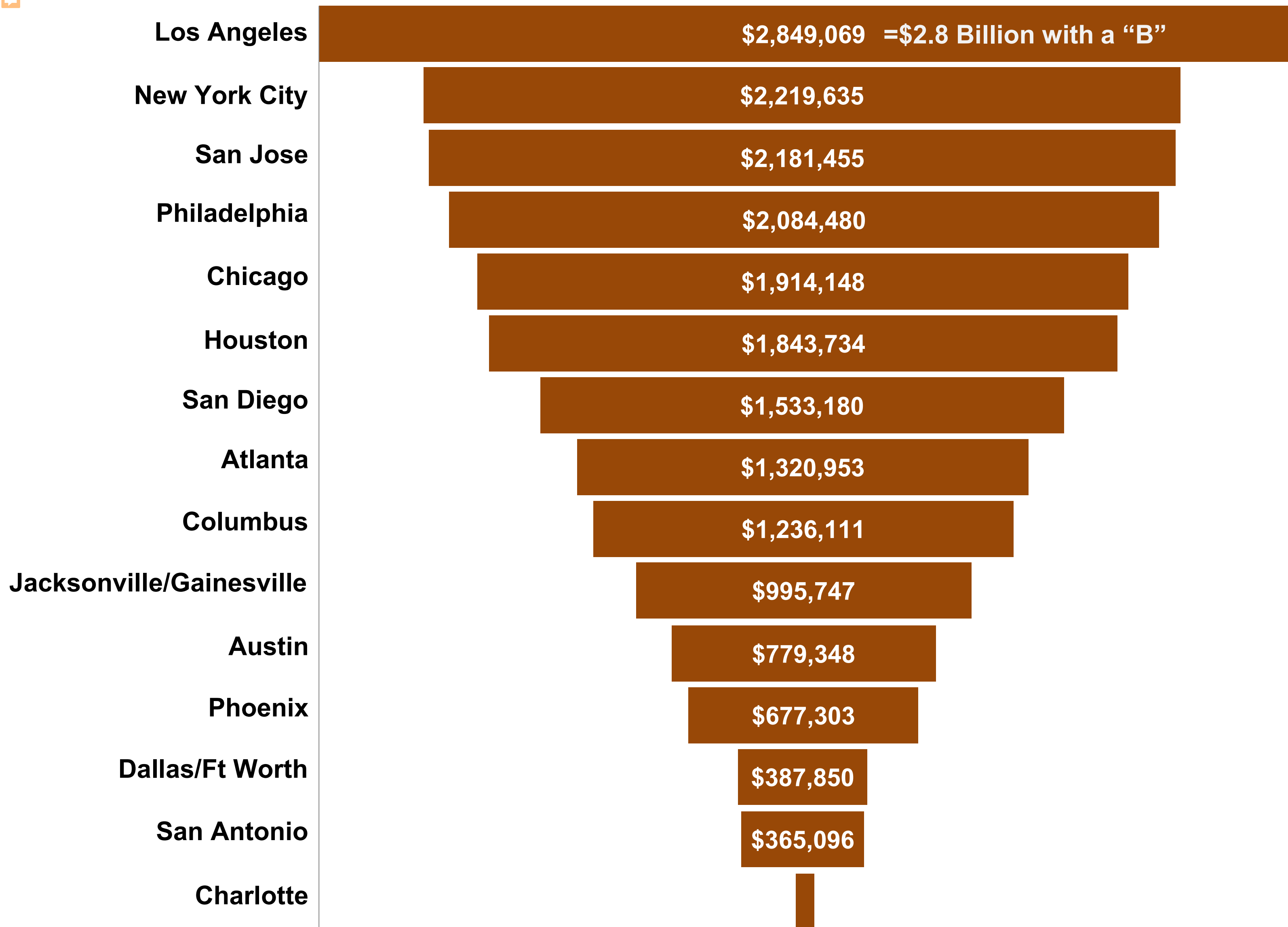


# Distance to the Nearest R1 University





# Research Expenditures in Metro Areas

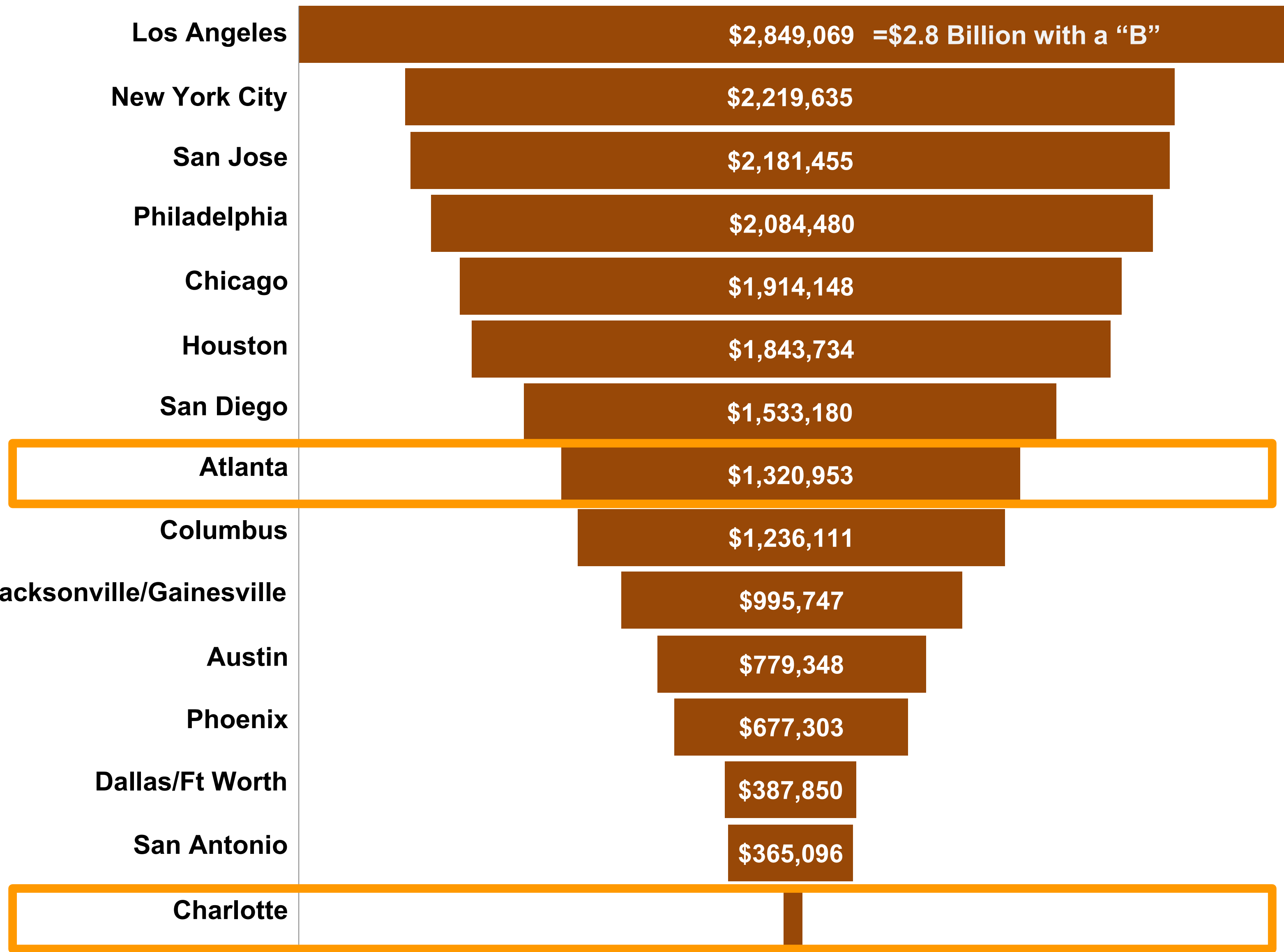


## Caveats:

- Many have multiple universities
- Not the only form of economic impact – e.g., UNC Charlotte plays an important role in workforce development with 70% of graduates remaining in the region



# Research Expenditures in Metro Areas



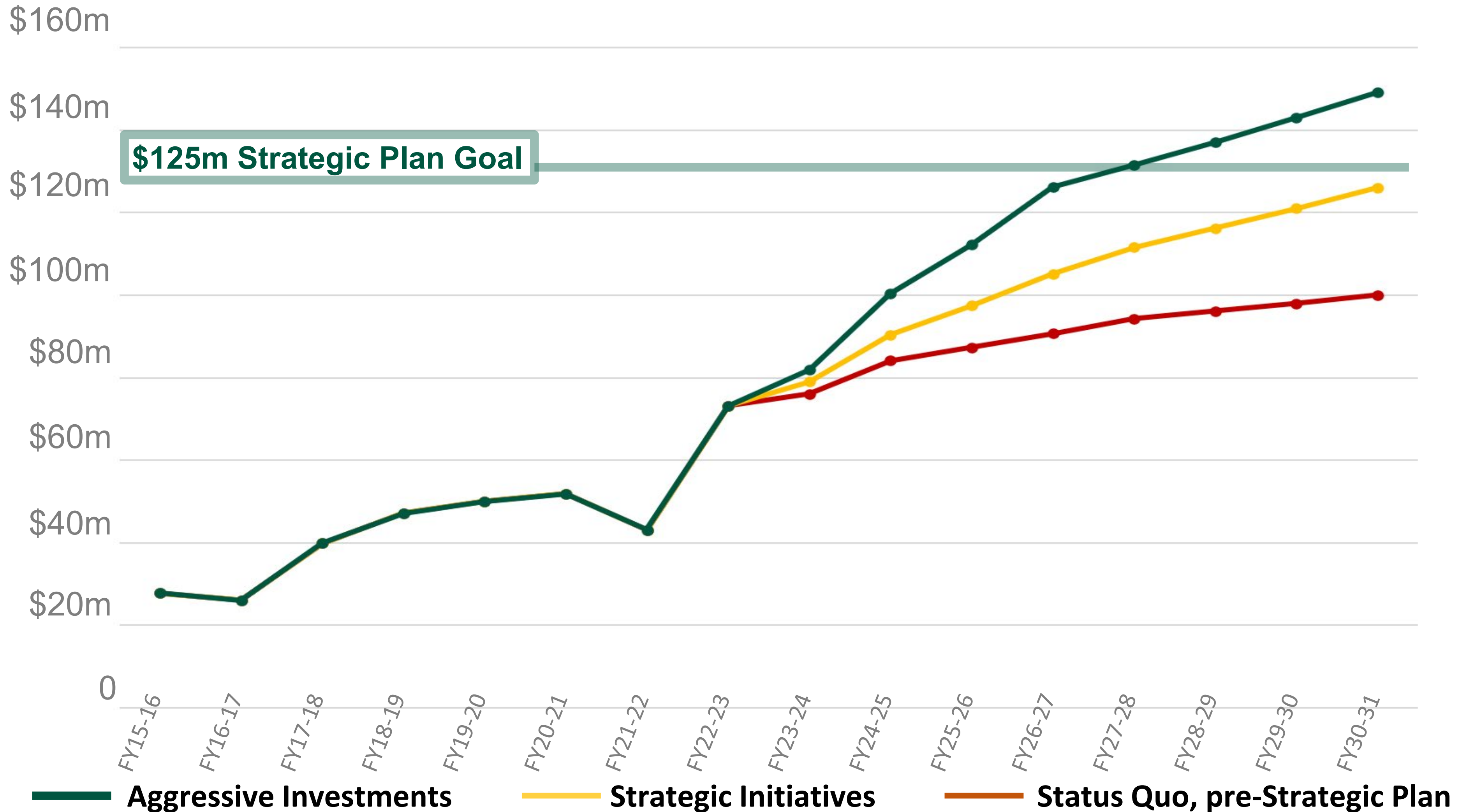
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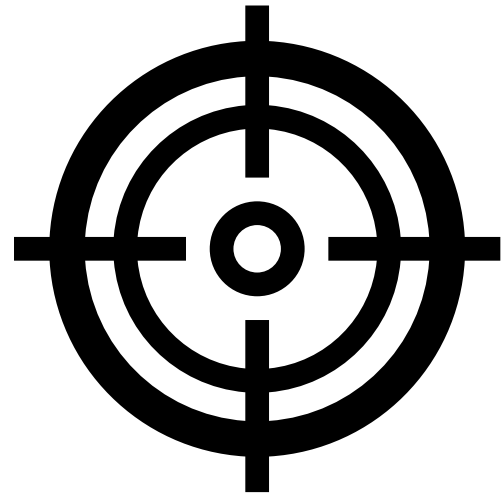
- Many have multiple universities
- Not the only form of economic impact – e.g., UNC Charlotte plays an important role in workforce development with 70% of graduates remaining in the region



**CHARLOTTE**  
DIVISION OF RESEARCH

# NSF HERD Projected Scenario Expenditures

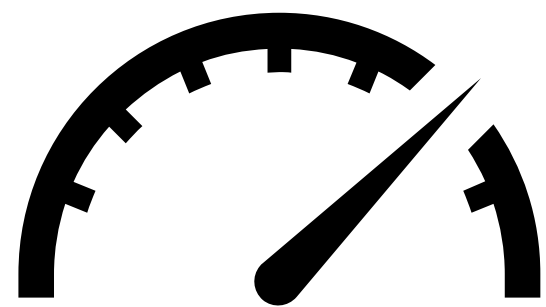




Where we want to be



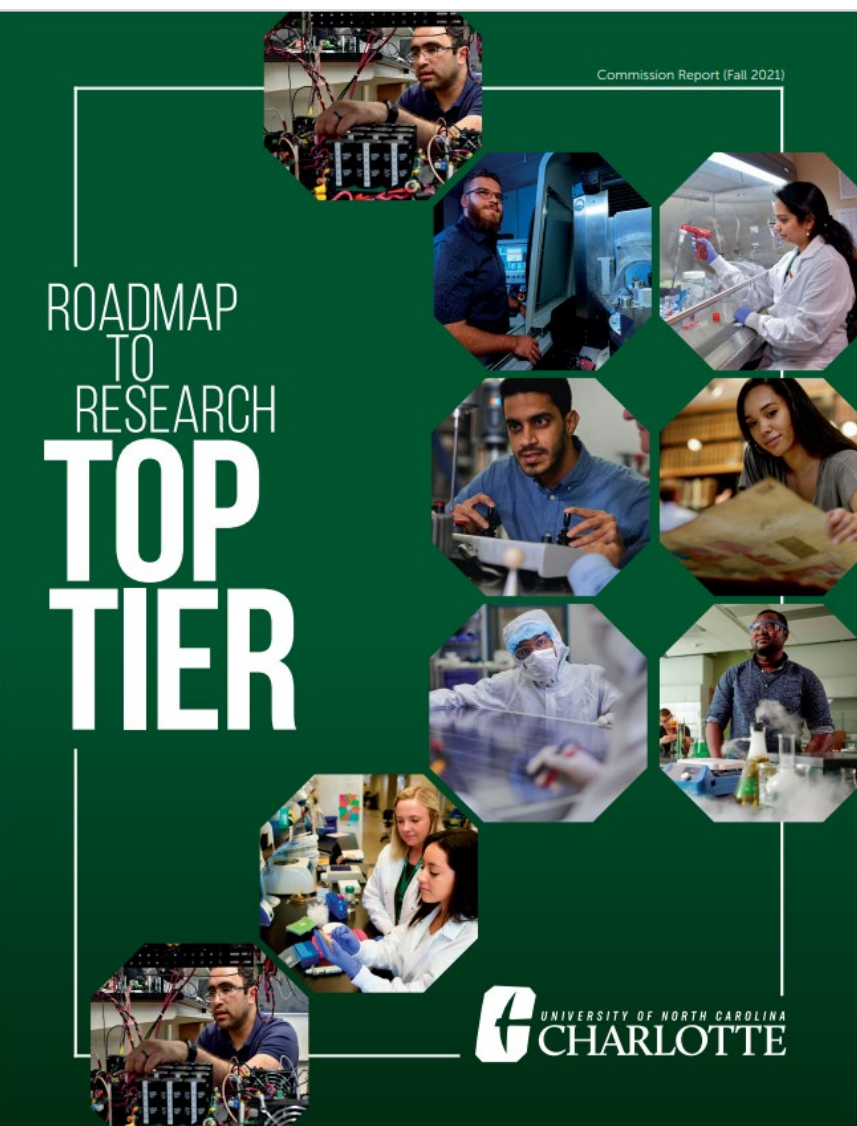
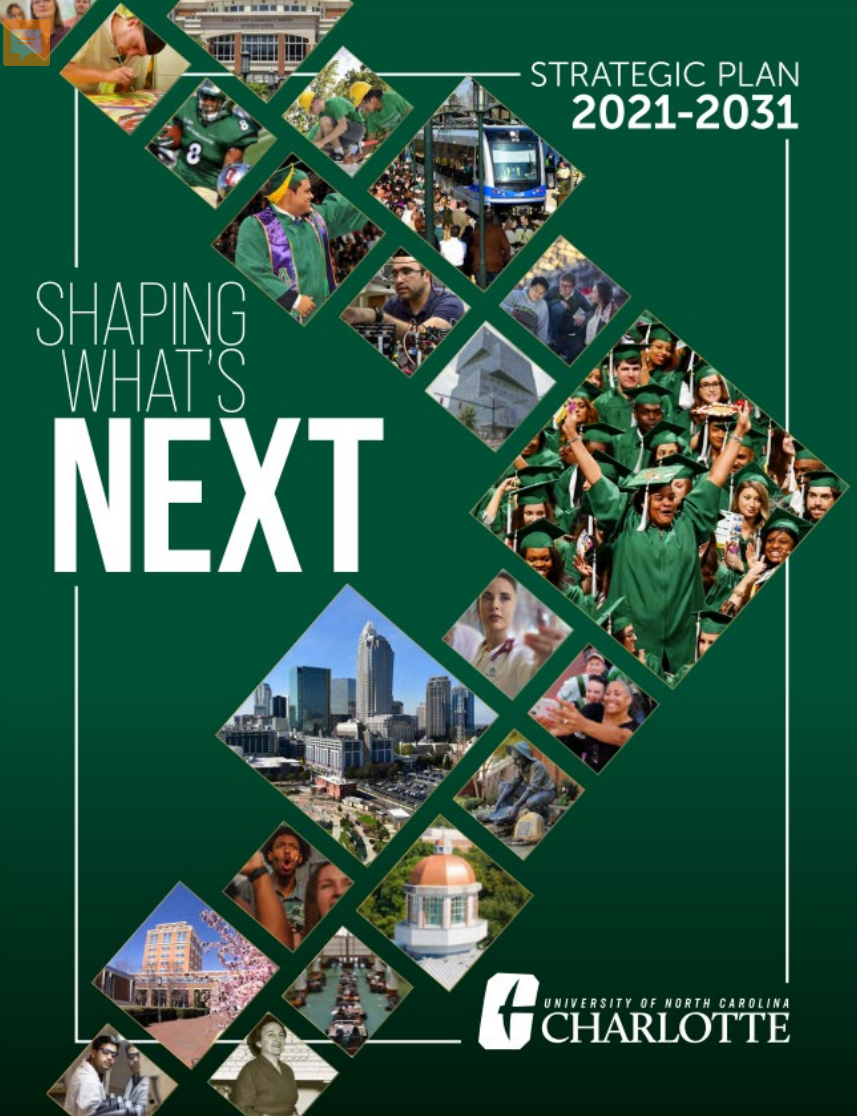
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How we get there



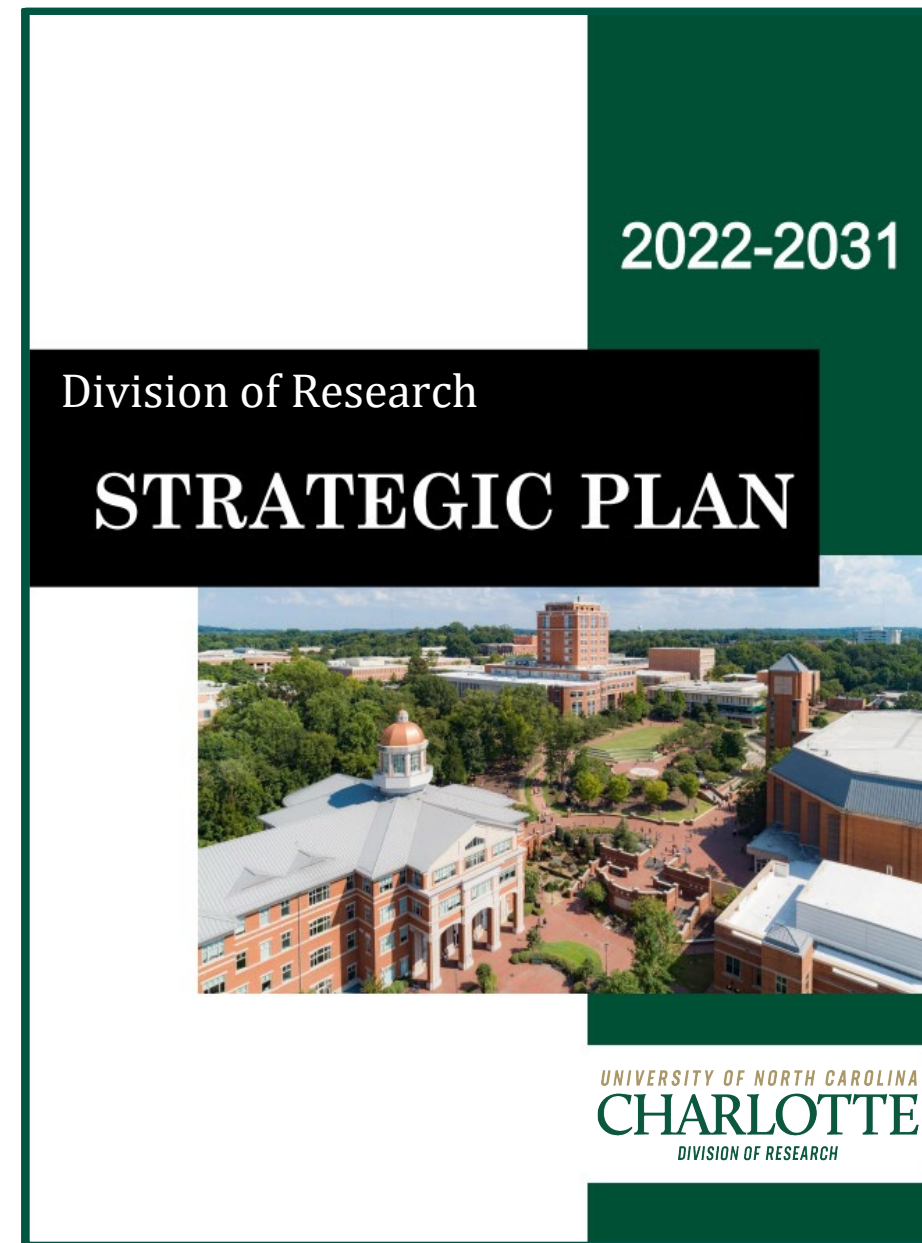
**CHARLOTTE**  
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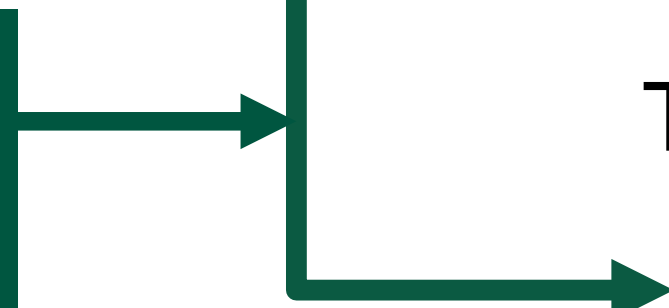
Fall  
2021



Summer  
2022



Additional faculty, staff, student, and administrative input!  
Survey April/May, 2023  
Focus Groups Aug/Sept, 2023



Top Tier Research  
Implementation  
Design  
Fall 2023

## Existing Excellence

- Advanced Manufacturing and Metrology
- Computational Life Sciences/Health  
Bioinformatics
- Cybersecurity
- Migration and Diaspora Studies
- Optics and Optoelectronics
- Transformational Energy

## Unique Distinction

- Educational Measurement and Evaluation
- Inclusive Leadership and Diversity
- Special Education and Exceptional Education

## Areas of Research Focus and Distinction

- Smart and Sustainable Cities
- Socioeconomic Mobility
- Transportation and Advanced Mobility
- Urban Health

## Emerging Impacts

- Artificial Intelligence
- Climate and Resilience
- Nanoscale Science and Materials
- Online Misinformation and Deception

## Future Opportunities





# Top Priorities



## Strategies and Tactics

- Start counting existing investments
- Increase seed grants with built-in return on investment
- Post-doc & TA/RA support
- Core facilities
- DoD funding
- Legislative support
- Philanthropic support
- Innovation space / tech hubs
- Cluster hiring...*need to hire advanced faculty with existing awards*



# Bold New Initiatives Leveraging Indirect Money

- **\$3 million investment in core facilities**
  - Working group to guide policies and processes
  - Required business plans
- **\$2 million investment in internal awards and support**
  - Expanding internal granting programs
  - Simultaneously increase proposal development support
  - Data analysis to ensure a higher conversion rate to external follow-on funding
- **\$3 million investment in a new postdoctoral scholar and research scientist support program**
  - Strategically invest in high granting and research generation areas
- **\$0.5 million investment in a fellows program**
  - Faculty fellows for initiatives that foster research growth
- **\$1 million commitment to Ignite Centers**



# Ignite for Centers

- **No new center established with the system since 2006**
- **In partnership with colleges launched 12 new pilot centers & supported two (2) existing centers**

## Existing Excellence

- Advanced Manufacturing and Metrology
- 2** • Computational Life Sciences/Health Bioinformatics
- Cybersecurity
- Migration and Diaspora Studies
- Optics and Optoelectronics
- Transformational Energy

## Unique Distinction

- Educational Measurement and Evaluation
- Inclusive Leadership and Diversity
- Special and Exceptional Education

## Areas of Research Focus and Distinction

- Smart and Sustainable Cities
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- 3** • Urban Health

## Emerging Impact

## Future Opportunities

- 2** • Artificial Intelligence
- Climate and Resilience
- Nanoscale Science and Materials
- Online Misinformation and Deception

- Fully funded six (6) across 5 colleges
- Partially funded eight (8) across 5 colleges
- All colleges represented



# Initiatives that Scale with our Ambition



***UNC Charlotte is 7<sup>th</sup> in the nation for startup companies per research expenditures***

# DR Connecting Results in:

- **Improved Quality of Support Services**
  - Fewer errors, fewer compliance risks/challenges, enhanced sponsor fluency
  - Greater cross coverage for illnesses and annual leave
- **Lower Faculty & Staff Burden**
  - Less Time on Administrative Tasks
- **Increased Equity**
  - Distributes the administrative burden more equitably and provide high-quality support to all
- **Increased Opportunity for Career Growth and Progression**

Creating and Discovering with Excitement....

Research Intensive Naturally Follows

Let's make it.....

Fun

Fulfilling

& Aspirational!

# DR Connecting with You

- What do you need?
  - Listening sessions (e.g., department meetings)
- Ways for faculty & staff to connect:
  - Take part in training & brown bag “open swims”
  - Staff Certificate Program (launching in February)
  - Work with your Associate Deans of Research
  - Participate in Staff or Faculty Council Committees
  - Serve on DR ad-hoc committees

