CHARLOTTE
THE GRADUATE SCHOOL

GRADUATE EDUCATION
SUMMIT

September 23, 2022
Today’s Agenda

● Welcome
● Introductions of the Graduate School Leadership Team
● Enrollment Management Updates
● Overview of a New Diversity Initiative
● Discussion of Graduate Student Mental Health
  ○ SAMHSA Grant
  ○ Center for Integrated Care
● New Policy on Graduate Student Compensation
● Update from the Graduate Council
● Q & A
Welcome | Meet the Graduate School’s Leadership Team

Dr. Tom Reynolds, Associate Provost and Dean of the Graduate School
Johnna Watson, Associate Dean, Graduate Enrollment Management & Funding
Katherine Hall-Hertel, Associate Dean, Graduate and Academic Student Affairs
Sandra Krause, Assistant Dean for Graduate Academic Services
Jill Huerta, Executive Director, The Graduate Center for Life and Learning

Dr. Julie Goodliffe, Director of Funding and Fellowships
Maryanne Maree-Sams, Director of Graduate Recruitment & Post-Bac Student Advising
Janet Morse, Director of Graduate Academic Affairs
Steve Penouilh, Director of Finance & Business Affairs
Dr. Lisa Rasmussen, Graduate Faculty Fellow
Christi Skerlak, Executive Assistant to the Dean

Sam Finley, Director of Marketing and Communications
Kathy Giddings, Director of Graduate Admissions
Dr. Julie Goodliffe, Director of Funding and Fellowships
Maryanne Maree-Sams, Director of Graduate Recruitment & Post-Bac Student Advising
Janet Morse, Director of Graduate Academic Affairs
Steve Penouilh, Director of Finance & Business Affairs
Dr. Lisa Rasmussen, Graduate Faculty Fellow
Christi Skerlak, Executive Assistant to the Dean
UNC System Estimates: Graduate Enrollment

(Institutions with >10K total enrollment)
Fall 2022 Graduate Enrollment

5-Year Fall Enrollment by College

<table>
<thead>
<tr>
<th>Year</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6,332</td>
<td>6,090</td>
</tr>
</tbody>
</table>

Number of Students

- Fall 2018: 5,323
- Fall 2019: 5,545
- Fall 2020: 5,971
- Fall 2021: 6,312
- Fall 2022: 6,090

Legend:
- College of Arts + Architecture
- College of Liberal Arts & Sciences
- College of Business Administration
- College of Education
- College of Engineering
- College of Health & Human Services
- College of Computing & Informatics
- Graduate School
- Undesignated / University College
### Enrollment Snapshot

#### Graduation Totals

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Total</th>
<th>% of Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021-2022</td>
<td>2,648</td>
<td></td>
</tr>
<tr>
<td>2020-2021</td>
<td>2,530</td>
<td></td>
</tr>
<tr>
<td>2019-2020</td>
<td>2,119</td>
<td></td>
</tr>
<tr>
<td>2018-2019</td>
<td>2,250</td>
<td></td>
</tr>
<tr>
<td>2017-2018</td>
<td>2,139</td>
<td></td>
</tr>
<tr>
<td>2016-2017</td>
<td>2,064</td>
<td></td>
</tr>
<tr>
<td>2015-2016</td>
<td>2,167</td>
<td></td>
</tr>
<tr>
<td>2014-2015</td>
<td>1,895</td>
<td></td>
</tr>
<tr>
<td>2013-2014</td>
<td>2,020</td>
<td></td>
</tr>
</tbody>
</table>

#### 2022 vs. 2021

<table>
<thead>
<tr>
<th>Category</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Enrollment</td>
<td>6,090</td>
<td>6,332</td>
</tr>
<tr>
<td>% of University Enrollment</td>
<td>21%</td>
<td>21%</td>
</tr>
<tr>
<td>Student Credit Hours</td>
<td>45,605 (+352)</td>
<td>45,253</td>
</tr>
<tr>
<td>Total New</td>
<td>2,441</td>
<td>2,577 (2,201 in &quot;19)</td>
</tr>
<tr>
<td>Total Continuing</td>
<td>3,649</td>
<td>3,755 (3,344 in &quot;19)</td>
</tr>
<tr>
<td>Doctoral-Research</td>
<td>978</td>
<td>1,013</td>
</tr>
<tr>
<td>Doctoral-Professional</td>
<td>142</td>
<td>114</td>
</tr>
<tr>
<td>Master’s</td>
<td>3,854</td>
<td>3,956</td>
</tr>
<tr>
<td>Certificates</td>
<td>842</td>
<td>959</td>
</tr>
<tr>
<td>Post-Master’s Certificates</td>
<td>72</td>
<td>78</td>
</tr>
<tr>
<td>Post-bacs</td>
<td>202</td>
<td>212</td>
</tr>
<tr>
<td>Female</td>
<td>3,677 (60%)</td>
<td>3,839 (61%)</td>
</tr>
<tr>
<td>Male</td>
<td>2,413 (40%)</td>
<td>2,493 (39%)</td>
</tr>
<tr>
<td>Underrepresented Groups</td>
<td>1,853 (30%)</td>
<td>1,857 (29%)</td>
</tr>
</tbody>
</table>
Academic Analytics Alumni Insight

*Academic Analytics* provides ten years of doctoral alumni employment data that may be accessed for actionable efforts to forge research, recruitment, and collaboration opportunities.

Training and exploration workshops will be offered in October.

To access the portal, email Cherie Ellerbe at: cellerb4@uncc.edu

[https://portal2.academicanalytics.com/sso/uncc](https://portal2.academicanalytics.com/sso/uncc)
Academic Analytics

INDUSTRIES OF EMPLOYMENT

Employers found for 1,102 of 1,440 selected alumni (77.1%)

LOCATION

US 1,097 (76.2%)
International 12 (5.9%)
Unknowns 271 (18.3%)

TOP FIVE

EMPLOYERS
1. University of North Carolina at Charlotte
2. Athlon Health (Carolina Healthcare System)
3. Charlotte Mecklenburg Schools
4. WELLS FARGO
5. AMAZON

JOB TITLES
1. Assistant Professor
2. Director
3. Associate Professor
4. Postdoctoral Researcher
5. Lecturer

US METRO AREAS
1. Charlotte-Concord-Gastonia, NC-SC
2. Washington-Arlington-Alexandria, DC-VA-MD-WV
3. San Francisco-Oakland-Hayward, CA
4. San Jose-Sunnyvale-Santa Clara, CA
5. Seattle-Tacoma-Bellevue, WA

US STATES
1. North Carolina
2. California
3. South Carolina
4. Florida
5. Massachusetts

COUNTRIES
1. United States
2. China
3. Turkey
4. Germany
5. India

ESTIMATED SALARY

These are estimates from the US Bureau of Labor Statistics that have been applied to your alumni based on their standard occupation classification (not actual reported alumni salaries). The estimates are available for 856 of 1,440 selected alumni (59.6%).

SALARY ESTIMATES BASED ON
- Occupation and Industry
- Occupation and US State of Employer
- Occupation and US Metro Area of Employer

- $150K+: 107
- $140K+: 12
- $130K+: 12
- $120K+: 37
- $110K+: 75
- $100K+: 201
- $90K+: 46
- $80K+: 113
- $70K+: 5
- $60K+: 31
- $50K+: 4
- $40K+: 0
- $30K+: 0

Number of Alumni
Academic Analytics
Academic Analytics
New Slate Portal Demo for Faculty and Staff
Diversity Initiative: *Diversity Scholars Forum*

- Disseminate, elevate and celebrate DEIJ research being done by graduate students
- Highlight collaborations with community - either on campus or off campus - 2 categories
- $500 first prize, $250 second prize
- Timeline: October - Recruitment
  - November - Application deadline
  - December - Notification
  - February 17 - Forum held on campus
Graduate Student Mental Health

- Led by Dr. Robert Cramer, Public Health Sciences
- Partners in CGLL, CAPS, SASS, PPS, School of Social Work, ISSO, Veterans Affairs, UREC, Center for Integrated Care

Several grant-related activities, many of which are already occurring:

- **Certify more QPR Trainers** and increase the number of staff, faculty, administrators, law personnel trained in QPR
- **Design and pilot a bystander intervention program** to enhance recognition and intervention skills when students see problematic alcohol use
- **Enhance campus screen efforts** with an increased focus on high risk student groups
- **Conduct a needs assessment** of graduate and international students
Needs Assessment

Conducted to serve as a foundation for campus training, workshop development, and social activity resources for graduate and international students. Aimed to address:

- unique concerns faced by these groups
- general stressors
- pandemic-related concerns
- Mental health and well-being
- Coping and resilience
- Use of and barrier to using services and programming
Results

- Found mental health struggles in these groups despite strong coping skills and resilience.
- Differences between international and domestic students.
- The problems go beyond the individual to the systemic level and are not just the result of the pandemic.
- A significant number of supportive programming exists, but are not being utilized to the fullest extent. PhD Balance is conducting a user experience study to figure out why.
What Can We do?

- Advocate for system-level changes in areas such as finances
- Improve awareness of and accessing of campus resources and programs
- Enhance mentoring efforts, especially for international students—Mentor and Mentee Training
Addressing Student Health & Wellbeing

Graduate Program Director’s Summit

Fall 2022

Leigh Norwood, MSW, LCSW
Who We Are
Mission

To support all dimensions of wellbeing, as they intersect with one another and as they are shaped by a student’s identity, culture and student experience.

Vision

The Center for Integrated Care promotes the mission of the Health & Wellbeing Unit by offering 1). comprehensive campus & community resources, 2). continuity of care services and 3). outreach supports & programming, to address the nuanced needs of a student’s functioning; ultimately impacting all other dimensions of wellbeing, ultimately supporting academic goals to include retention and matriculation.
Services

Clinical Case Management

- Identification of the appropriate on-campus OR off-campus health and wellbeing resources
- “One-stop” shop!!!!!
- Expedited referrals to health & wellbeing support
- Assistance navigating off-campus resources (financial, etc.)

Health Equity

- Wellbeing task forces (Black Student Mental Health, LatinX, and LGBTQ) to assist in identification of needs, resources and to develop recommendations for improving care/services across campus
- Health Equity Officers to establish benchmarks and accountability measures for all services within the Health and Wellbeing Unit (CWP, UREC, SHC, and CAPS)
How to prepare your student:

**Comprehensive Access & Resource Planning**

### Student Contact
- Self-referral
- Campus partner referral (HWB units, SASS, Disability Services, Academic Affairs, etc.)

### Needs Assessment
- Identification of immediate psycho-social needs and impact on student success/functioning.
- Primary identification of applicable campus & community resources.

### Clinical Case Management
- Support student with accessing relevant resources
- Assist student with navigating mediating factors (financial, transportation, etc.)

### Continuity of Care Services
- Wrap-around HWB care to support persistence at the university, if appropriate (bridging counseling sessions, drop-in working groups, medical consultation, etc.)
- Wellness plans

### Follow-up
- Individualized follow-up with students
- Monthly wellness reminders via social media, emphasizing campus resources, wellness tips.
Health Equity & Other Programming

Health Equity Officers
Student Health Center, Center for Wellness Promotion, Counseling & Psychological Services, and University Recreation

Health Equity Task Forces
Black Student Mental Health, LatinX Student Health Equity, and LGBTQ Student Health Equity

Drop-In Workshops
Wrap-around support, community-based spaces, and Integrated Care Let’s Talk series

Co-sponsorship select Amplify initiatives
Charlotte IRL
Faculty/Staff Support

Consultation with CIC Staff about your concerns for the student*

Identification of on-campus resources for the student to support their holistic wellbeing

Identification of community resources for the student to support their holistic wellbeing

Psycho-education to address common barriers in access to care

Tips for follow-up & ongoing student support

*If concern is about a student at risk to the campus community, please submit a Care & Concern Referral and contact the Dean of Students NinerCare Team.
Faculty Staff Resources

- ComPsych (EAP)
  - 24/7; 5 free sessions

- Ginger
  - New online mental health resources- launch late this Fall

- UREC Membership
  - Faculty/Staff & families

- Amplify Campaign
  - tips via social media

- CAPS
  - social media tips

- Center for Integrated Care
  - consultation

- CALM app

- Shrink Space
  - online referral platform
For Questions:

**Leigh Norwood, LCSW**  
Director  
(704) 687-0331  
Leigh.Norwood@uncc.edu

**Daniela Recabarren, PhD**  
Associate Director of Health Equity & Direct Care  
(704) 687-1045  
drecabar@uncc.edu

**Aayla Alexander, LCSW**  
Associate Director of Training and Clinical Case Management  
(704) 687-1045  
aalex48@uncc.edu

cic.charlotte.edu
Graduate Student Compensation

New Policy on Graduate Student Compensation

Graduate students represent a significant portion of the university's instructional and research staff. As such, they should be adequately compensated, properly trained, fairly treated, and given equitable work assignments. This policy defines the categories of support, funding sources, amounts of compensation for graduate students as well as the workload, and summer support.

Compensation Policy FAQ

Student Temp Workload: Domestic graduate students may work up to 29 hr/wk during the academic year (if they do not hold a GAs hip).
Graduate Student Compensation Guidelines

● What is new?
  ○ Beginning with the 2022-2023 academic year, the Graduate School will request that each college provide updated standard compensation packages for every academic program for two academic years, regardless if the program has extramural awards that support graduate students.

● What is the timeline?
  ○ By November 1st, associate deans should complete information for the programs in their colleges for the 2023-2024 academic year.
Graduate Student Compensation Guidelines

- Who is eligible?
  - Doctoral and master's students in campus-based (non-distance education) programs may be hired on graduate assistantships.

- What is considered part of “compensation”?
  - Stipend (salary), full tuition, health insurance, and the education and technology (E&T) and health services fees for doctoral students.
  - Stipend and tuition at the rate for NC residents for master's students. Other educational expenses may be added if funding is available for packages.
Graduate Student Compensation Packages

Programs, Departments, and Associate Deans determine the current and future funding packages

- Types of funding
  - Stipend (salary)
  - Tuition support
  - Health insurance premium, E&T and health services fees

- Students in the same program should have the same total package with differentiation allowed for:
  - GA type (RA, TA)
  - Student experience/degrees earned
  - Milestone accomplishment
  - Assistantship responsibilities (Instructor of Record, Advanced research)
Graduate Council Chair - Dr. David Dalton
Questions and Answers
New Graduate School Home
Reese Hall - 1st & 5th Floor
Coming soon!
If your schedule allows, please make your way to the front of the room to gather for a photo to show our Graduate Niner Pride. 🙌