



CHARLOTTE

THE GRADUATE SCHOOL

*GRADUATE
EDUCATION*

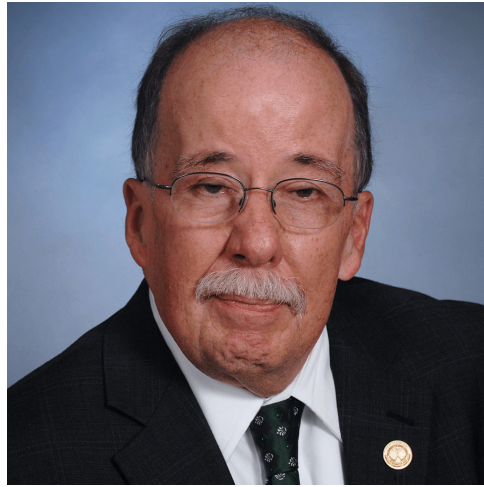
SUMMIT

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



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

GPDNet: News & Resources for Program Directors

gpdnet.charlotte.com

[Home](#) [GPD News/Resources](#) [Calendar](#) [Program Dashboard](#) [Graduate School Data](#) [Login](#)

Latest news and information....

Featured

Participate in 2022-23 Recruiting Events
September 22, 2022

Graduate Admissions staff participate in several recruiting fairs each year and maintain a list of high quality events that provide great [...]

Seeking Nominations: First Citizens Bank Scholars Award and the Harshini de Silva Graduate Mentor Award
September 21, 2022

The Graduate School is seeking nominations for the First Citizens Bank Scholars Award and the Harshini de Silva Graduate Mentor [...]

Mentoring Session Offered
September 19, 2022

Graduate Faculty Mentor Training will be offered Oct. 14 from 9:30-4 in the Student Union. As part of efforts to improve the research [...]

[More Featured »](#)

Admissions

Participate in 2022-23 Recruiting Events
September 22, 2022

Graduate Admissions staff participate in several recruiting fairs each year and maintain a list of high quality events that provide

Funding

Student Funding Questions Answered in New FAQ
September 21, 2022

A new set of FAQs were recently added to the Graduate School Student Funding site that provide answers to the most common questions on [...]

[More Funding »](#)

Student Affairs

CGLL Offers Virtual Dissertation Writing Workshop
September 20, 2022

The Dissertation Writing Group (DWG) is a supportive writing group that helps dissertation writers form or refine productive writing and [...]

[More Student Affairs »](#)

Academic Affairs

Mentoring Session Offered
September 19, 2022

Graduate Faculty Mentor Training will be offered Oct. 14 from 9:30-4 in the Student Union. As part of efforts to improve the research [...]

SITE SEARCH

Search ...

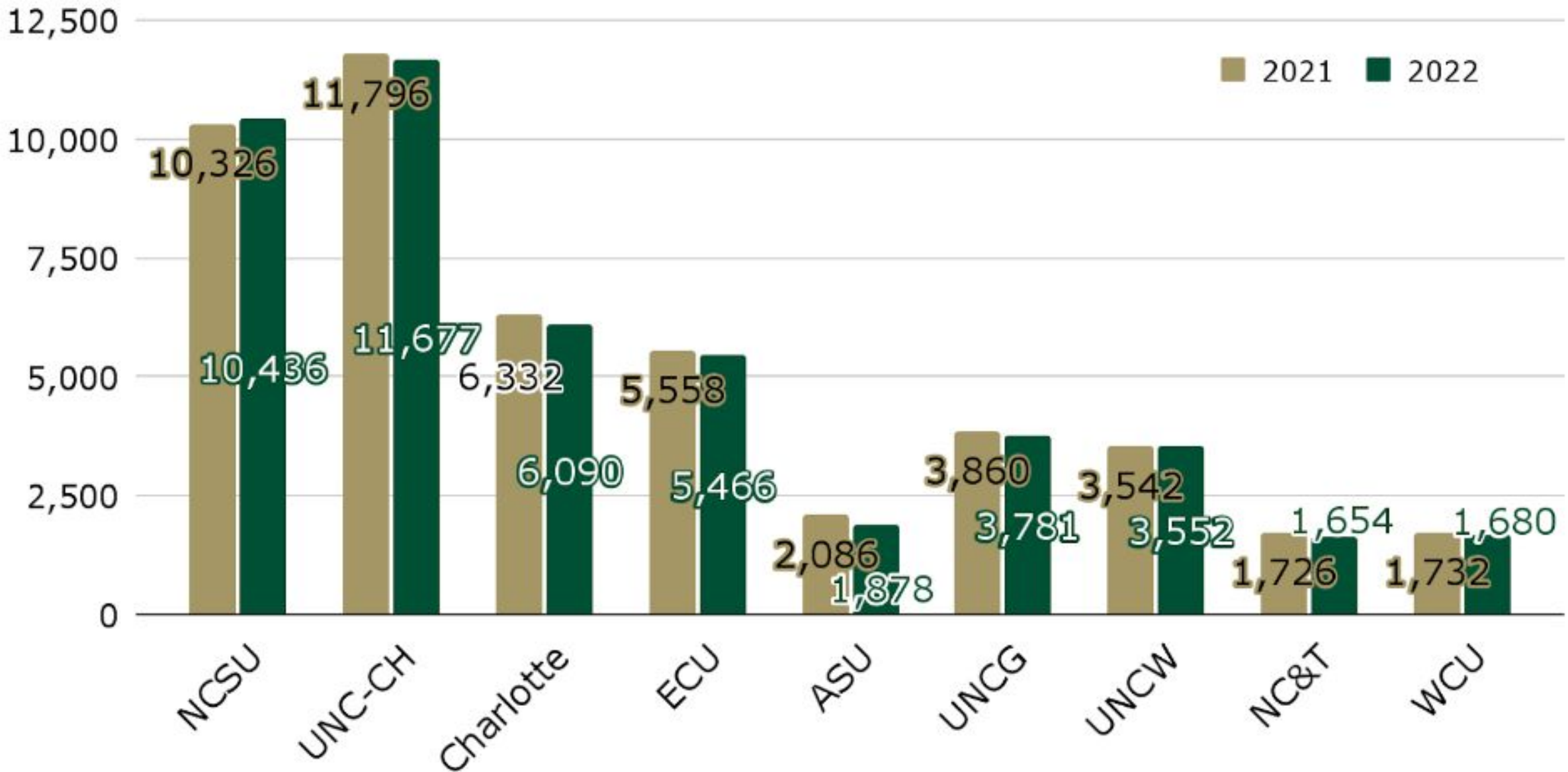
IMPORTANT DATES + DEADLINES

SEP 23 Fri	10:00 am Grad Ed Summit @ Online
OCT 3 Mon	3:00 pm Funding Q&A Session for Faculty ... @ Zoom Webinar
OCT 14 Fri	9:30 am Faculty Mentor Training
OCT 17 Mon	3:00 pm Funding Q&A Session for Faculty ... @ Zoom Webinar
NOV 7 Mon	3:00 pm Funding Q&A Session for Faculty ... @ Zoom Webinar
NOV 21 Mon	3:00 pm Funding Q&A Session for Faculty ... @ Zoom Webinar
DEC 5 Mon	3:00 pm Funding Q&A Session for Faculty ... @ Zoom Webinar

[Add](#) [View Calendar](#)

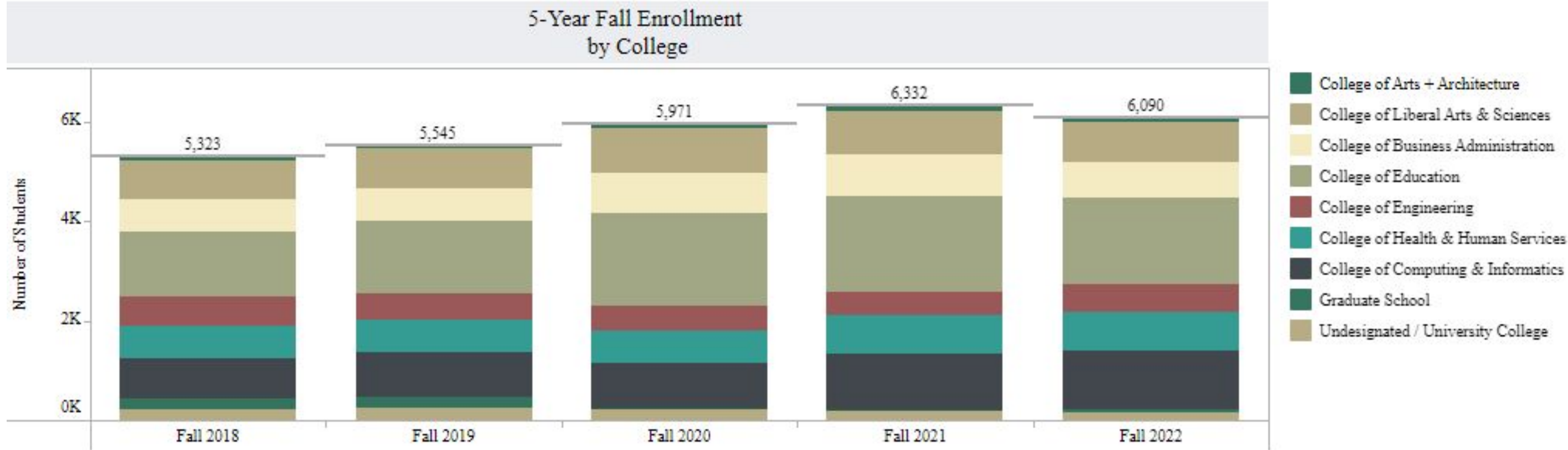
UNC System Estimates: Graduate Enrollment

(Institutions with >10K total enrollment)



Fall 2022 Graduate Enrollment

2021	6,332
2022	6,090



Enrollment Snapshot

Graduation Totals

Academic Year	2022
2021-2022	2,648
2020-2021	2,530
2019-2020	2,119
2018-2019	2,250
2017-2018	2,139
2016-2017	2,064
2015-2016	2,167
2014-2015	1,895
2013-2014	2,020

	2022	2021
Graduate Enrollment	6,090	6,332
% of University Enrollment	21%	21%
Student Credit Hours	45,605 (+352)	45,253
Total New	2,441	2,577 (2,201 in '19)
Total Continuing	3,649	3,755 (3,344 in '19)
Doctoral-Research	978	1,013
Doctoral-Professional	142	114
Master's	3,854	3,956
Certificates	842	959
Post-Master's Certificates	72	78
Post-bacs	202	212
Female	3,677 (60%)	3,839 (61%)
Male	2,413 (40%)	2,493 (39%)
Underrepresented Groups	1,853 (30%)	1,857 (29%)

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.

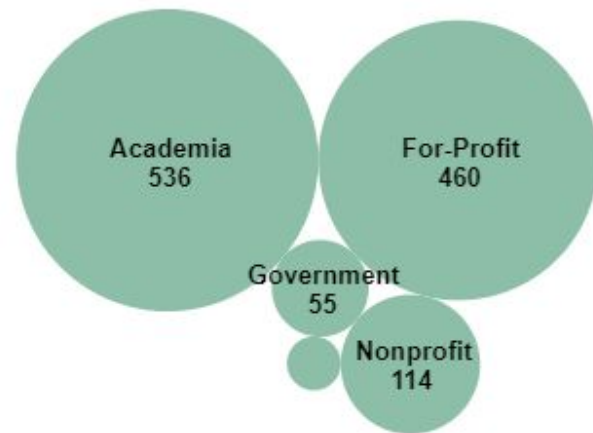
To access the portal, email Cherie Ellerbe at: cellerb4@uncc.edu

<https://portal2.academicanalytics.com/sso/uncc>

Academic Analytics

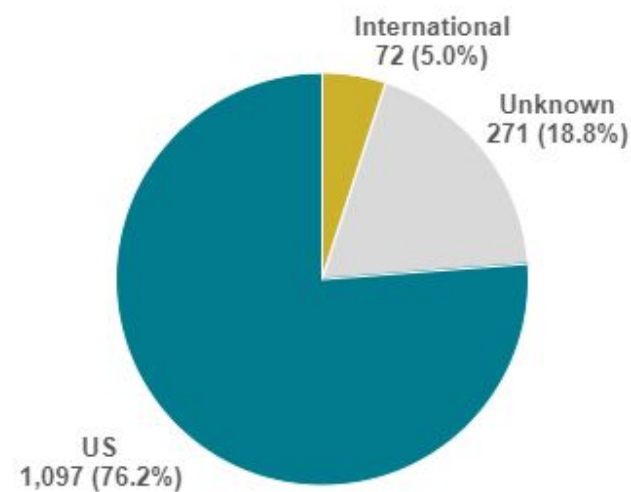
ALUMNI TYPE: Doctoral Alumni |
 DEGREE: (All) |
 DEGREE/DEPARTURE YEAR: (All) |
 DEGREE COLLEGE/SCHOOL: (All) |
 DEGREE DEPARTMENT/PROGRAM: (All)

INDUSTRIES OF EMPLOYMENT



Employers found for 1,182 of 1,440 selected alumni (82.1%)

LOCATION



TOP FIVE

EMPLOYERS

- 1 University of North Carolina Charlotte
- 2 Atrium Health (Carolinas 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

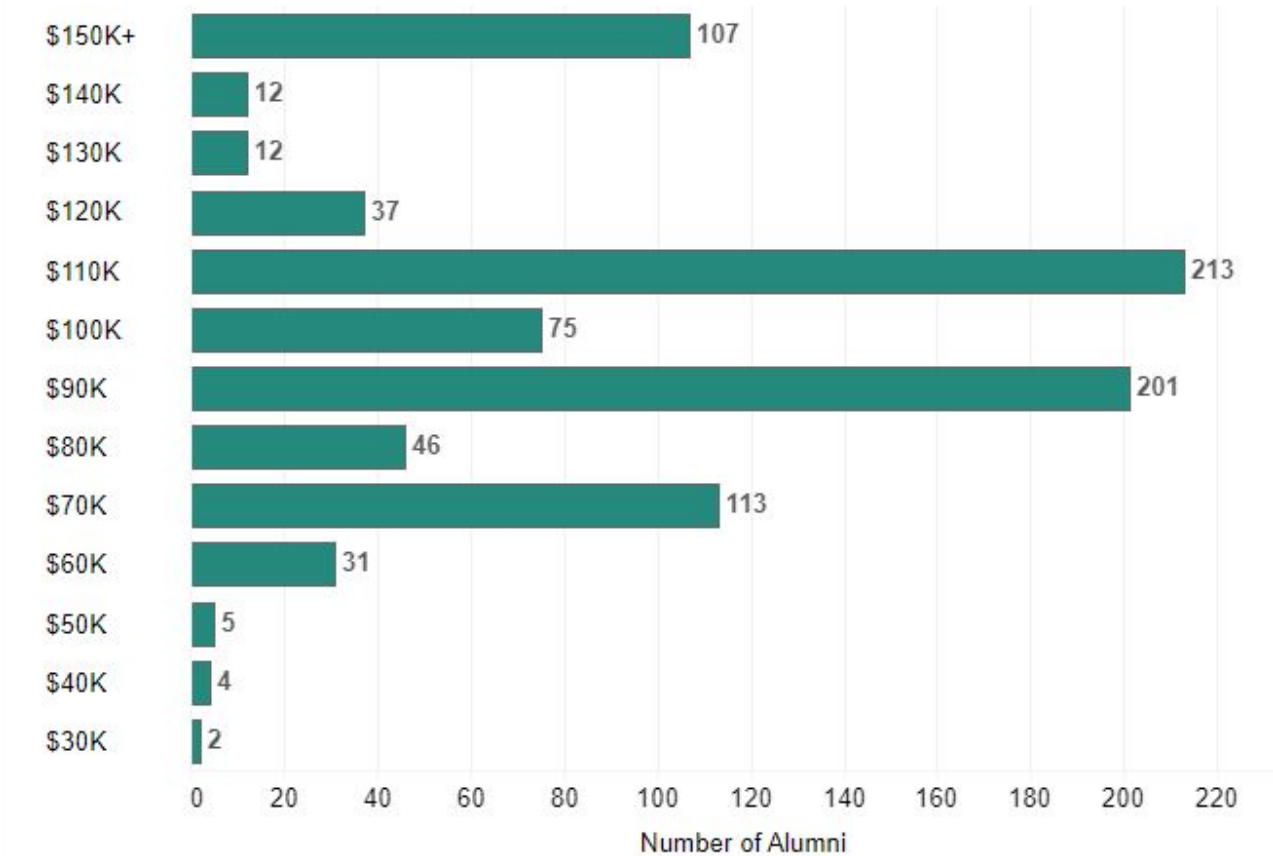
COUNTRIES

- 1 United States
- 2 China
- 3 Turkey
- 4 Germany
- 5 India

ESTIMATED SALARY

SHOW ESTIMATES BASED ON

- Occupation and Industry
- Occupation and US State of Employer
- Occupation and US Metro Area of Employer



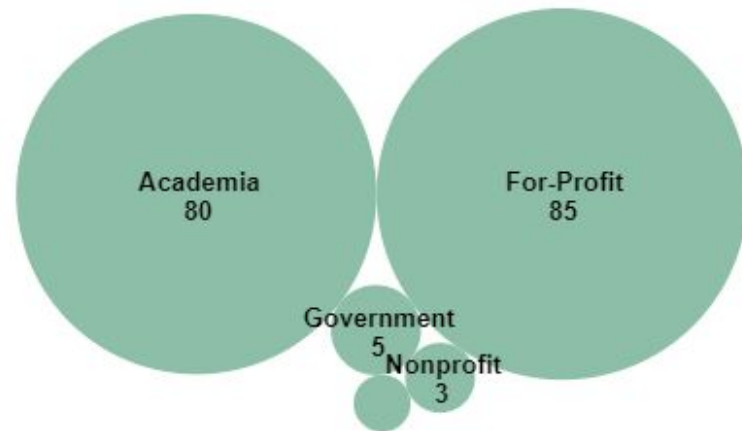
These are estimates from the US Bureau of Labor Statistics that have been applied to your alumni based on their standard occupation classification (not actual reported alumni salaries). The estimates are available for 858 of 1,440 selected alumni (59.6%).



Academic Analytics

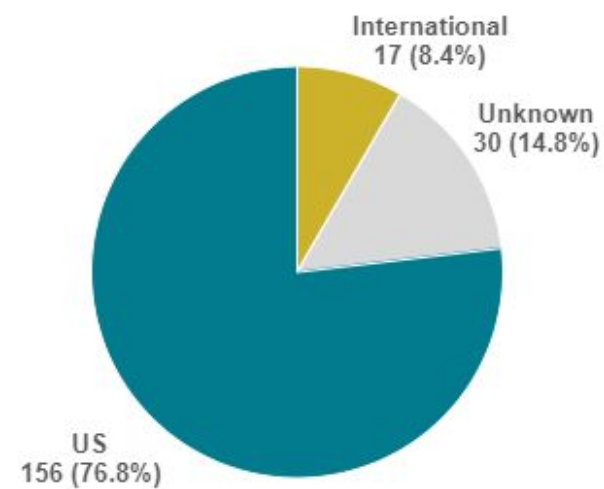
ALUMNI TYPE: Doctoral Alumni |
 DEGREE: PhD |
 DEGREE/DEPARTURE YEAR: (All) |
 DEGREE COLLEGE/SCHOOL: Computing and Informatics |
 DEGREE DEPARTMENT/PROGRAM: (All)

INDUSTRIES OF EMPLOYMENT



Employers found for 175 of 203 selected alumni (86.2%)

LOCATION



TOP FIVE

EMPLOYERS

- 1 University of North Carolina Charlotte
- 2 Google
- 3 AMAZON
- 4 Harvard University
- 5 Microsoft Corporation

JOB TITLES

- 1 Assistant Professor
- 2 Associate Professor
- 3 Software Engineer
- 4 Data Scientist
- 5 Assistant Teaching Professor

US METRO AREAS

- 1 Charlotte-Concord-Gastonia, NC-SC
- 2 Seattle-Tacoma-Bellevue, WA
- 3 San Francisco-Oakland-Hayward, CA
- 4 Boston-Cambridge-Nashua, MA-NH
- 5 New York-Newark-Jersey City, NY-NJ-PA

US STATES

- 1 North Carolina
- 2 California
- 3 Washington
- 4 Massachusetts
- 5 New York

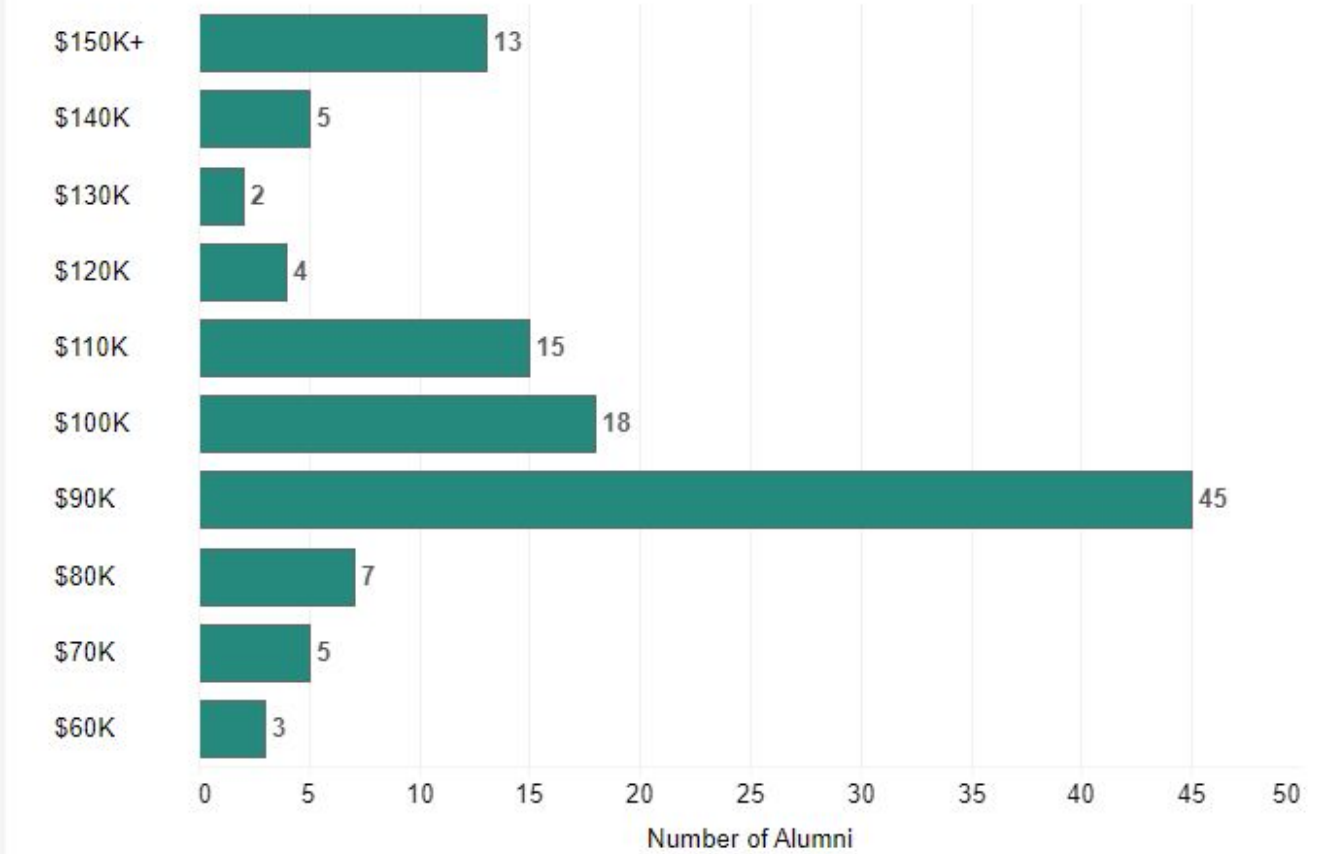
COUNTRIES

- 1 United States
- 2 China
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- 4 Canada
- 5 Turkey

ESTIMATED SALARY

SHOW ESTIMATES BASED ON

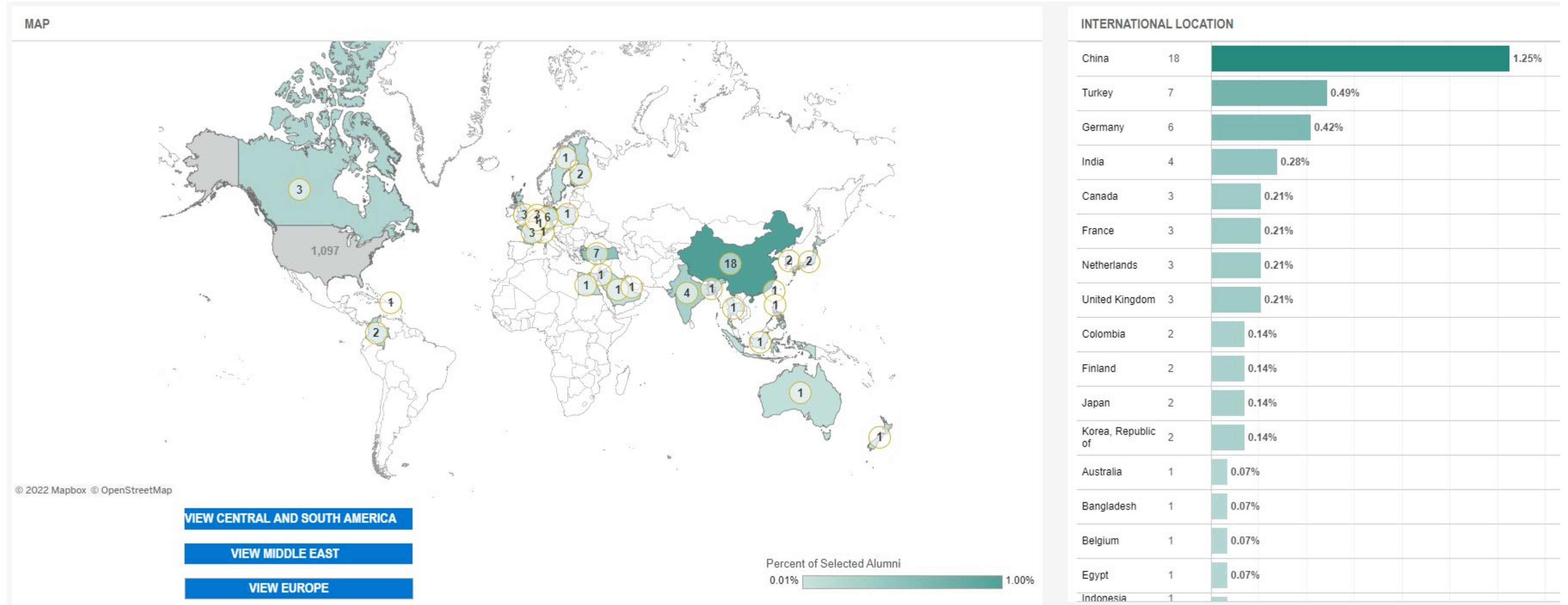
- Occupation and Industry
- Occupation and US State of Employer
- Occupation and US Metro Area of Employer



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 117 of 203 selected alumni (57.6%).



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 students' 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:

Student Contact

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



**Comprehensive
Access &
Resource
Planning**

Follow-up

- Individualized follow-up with students
- Monthly wellness reminders via social media, emphasizing campus resources, wellness tips.

Needs Assessment

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

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

Clinical Case Management

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



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:

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Director

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Associate Director of Training and Clinical Case Management

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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 training, 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 GAship).

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 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!

Niner Pride Photo

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. 🖐️