

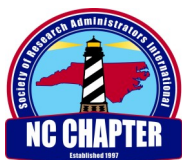
SRA International

North Carolina

2023 Chapter Meeting

“Back Together Again”

July 24–25, 2023
The Friday Conference Center
100 Friday Center Drive
UNC-Chapel Hill
Chapel Hill, NC



**NORTH
CAROLINA**
CHAPTER

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Back Together Again! ***Welcome from the President***



Welcome to the 26th Annual SRAi North Carolina Chapter Meeting. We are thrilled to be hosting this conference on the beautiful University of North Carolina Chapel Hill campus in the Friday Conference Center.

As our meeting theme says—we are excited to be “Back Together Again!” - Over the past few years, research administration has been pushed to the forefront by leading and supporting world-renowned researchers to investigate, discover, and solve many of today’s public health issues while training students. I want to thank each of you for your hard work, dedication, and commitment!!

Join us for a reception in the Friday Center to welcome all our attendees on Monday evening. It will be a great time to reconnect with colleagues and meet new ones from across the state and around the region.

Our Executive and Planning Committees created a comprehensive program covering various topics within our field. I am grateful to the committee members and volunteers who worked feverishly to organize this extraordinary conference. We value your support and are thankful you are here for professional development and career advancement. I wish you all the best in your present and future endeavors. It has been a great honor to serve as your president.

Kindest Regards,

Denise Wynn, President—SRA International North Carolina Chapter

2023 SRAI North Carolina Chapter Officers

President: **Denise Wynn**
Duke University

President-Elect: **Ellen Brearley**
Tufts University

Treasurer: **Karen McFarland**
UNC-Chapel Hill

Past Present: **Renee Vaughan**
Duke University

Secretary: **Mimi Davis**
Duke University

Thank you to the 2023 NC Chapter Meeting Planning Committee

Ellen Brearley, Tufts University
Denise Wynn, Duke University
Mimi Davis, Duke University
Windy Batten, Duke University
Cassandra Jones, UNC Chapel Hill
Lisa Walker, UNC Greensboro

Renee Vaughan, Duke University
Karen McFarland, UNC Chapel Hill
Pamela Montgomery, Duke University
Zarrin T. Brooks, Duke University
Ida Stavenger, UNC Charlotte
Tisha Wallace, UNC Systems

About SRAI North Carolina Chapter

Welcome to the North Carolina Chapter of the Society of Research Administrators International (SRAI). We proudly serve the state of North Carolina with education, professional development, and networking opportunities. We are a vibrant network providing access to the changing research management landscape and fostering relationships among collaborating institutions. The North Carolina Chapter is one of the largest of 13 state chapters. Like SRAI, our scope is broad. We offer a wide range of resources for those in North Carolina who are involved in the development and administration of all sponsored projects – not just research projects.

Background and Mission: The North Carolina Chapter was established in 1997 with the vision of providing opportunities for training, networking and collaboration to the community of program developers and administrators seeking methods to provide resources to people within their organizations, targeting those for whom attendance at a regional or national conference is often difficult, if not impossible. Our mission is to be a valuable resource to the sponsored project community through several avenues: a meeting, a wide network of members, and a national website with extensive online resources.

Collaboration: One of the key assets of the North Carolina Chapter is the diversity of our membership. This diversity greatly enhances the opportunities for collaborative efforts on both the programmatic and administrative levels.

Complete information about the North Carolina Chapter organization and the resources available to our members can be found on the SRA International website: <https://www.srainternational.org/northcarolinachapter/home>

SRAI-NC Chapter Meetings & Presidents

Date	Location	President
2022	UNC-Charlotte, Charlotte	Renee Vaughan, Duke University
2021	Virtual Meeting	Annemarie Delgado, Elizabeth City State University
2020	Virtual Business Meeting	Pamela Montgomery, Duke University
2019	Embassy Suites, Winston-Salem	Paul Tuttle, NC A&T State University
2018	Duke University, Durham	Tim Linker, NC A&T State University
2017	Wake Forest University, Winston-Salem	Lisa Walker, UNC Greensboro
2016	NCSU McKimmon Center, Raleigh	Kimberly McKoy, UNC Wilmington
2015	Embassy Suites, Concord	Nora Shively, Wake Forest University
2014	Pinehurst Resort, Pinehurst	Margo Gross, UNC Charlotte
2013	Koury Center, Greensboro	Maryellen O'Brien, East Carolina University
2012	Durham Convention Center	Charna Howson, Appalachian State University
2011	Koury Center, Greensboro	Ellen Zavala, UNC Charlotte
2010	Embassy Suites, Concord	Phillip Grosshans, Duke University
2009	Koury Center, Greensboro	Debbie Hunt, NC State University
2008	Embassy Suites, Concord	Dorothy Duke, NIEHS, NIH
2007	Embassy Suites, Cary	Katrina Coble, UNC Chapel Hill
2006	Koury Center, Greensboro	Valerie Howard, Winston-Salem State University
2005	Grandover Hotel, Greensboro	Judith Dillon, Duke University
2004	Millennium, Durham	Linda Jackson, NC State University
2003	Sheraton, Raleigh	Edith Hubbard, UNC Chapel Hill
2002	Sheraton, Raleigh	Beverly Maddox-Britt, UNC Greensboro
2001	Grandover Hotel, Greensboro	Annie Schilling, UNC Chapel Hill
2000	Koury Center, Greensboro	Susan Howard, Duke University
1999	Friday Center, Chapel Hill	David Mineo, NIEHS, NIH
1998	UNC Charlotte	Pamela Whitlock, UNC Wilmington
1997	Wake Forest University, Winston-Salem	

2023 Keynote Speaker

Ira David Wood III



David wrote and directed the Opening Ceremonies for the Summer Olympic Festival - the largest single event ever held in North Carolina. He directed the premiere production of the outdoor drama *First For Freedom* in Halifax, NC. His original production, *A Capitol Idea*, was the highlight of Raleigh's Bicentennial celebration. Four of his original productions have aired on WRAL-TV. Two of his original plays (*Eros & Illinois* and *Requiem For a King*) have had extended runs Off-Broadway. His script, *Requiem For a King*, was optioned by Motown Productions.

He has often been credited with raising the bar of theatrical excellence in the Triangle area, as well as initiating dynamic outreach programming now adopted by many other theatre organizations. When Memorial Auditorium sat largely unused and undervalued, David produced the first series of theatrical productions on its stage, beginning a process of rediscovery and expansion which eventually resulted in the renovation and expansion that has resulted in the current Progress Energy Center for the Performing Arts. In honor of his many achievements, Raleigh's City Council voted unanimously to rename the theatre's facility "The Ira David Wood III Pullen Park Theatre." In September of 2010, he was inducted into the Raleigh Hall of Fame.

For North Carolina Theatre, David's starring roles include *Man Of La Mancha* (Don Quixote - in three productions), *Funny Girl* (Flo Ziegfeld), *Peter Pan* (Captain Hook), *La Cage aux Folles* (Georges), *Oliver* (Fagin), *The Wizard of Oz* (Wicked Witch of the West), *The Full Monty* (Harold), *Grease* (Mrs. Lynch), and *The Sound Of Music* (Captain Von Trapp).

A partial list of honors includes The North Carolina Award in Fine Arts, The Order of the Long Leaf Pine, The Halifax Resolves Award, The Morrison Award, Distinguished Alumni Award from the University of The NC School of the Arts, Distinguished Eagle Scout Award, & the Builder of Bridges Award from the Babcock Center Foundation. He has been presented three keys to The City of Raleigh and honorary citizenship awards from Columbia, SC, and Compiègne, France. Consistently voted Best Local Actor in decades of public opinion polls, David has managed to accumulate impressive film and television credits, having appeared on screen with such stars as Christopher Walken, Natalie Wood, Neil Patrick Harris, Cliff Robertson, Matthew Modine, James Earl Jones, Burt Reynolds, and Louise Fletcher.

Though his list of acclaimed theatre roles is unrivaled in our area, David is probably best known and loved for annually portraying the miserly Ebenezer Scrooge in his own musical adaptation of *A Christmas Carol*, which celebrated its 49th year of consecutive production this past December. With three international tours to its credit and having played to over one million people, the production is now cited as "... one of the most successful shows in North Carolina theater history."

David is the author of *A Lover's Guide To The Outer Banks*, *Confessions Of An Elf*, and his recently published novel - *The Russian Galatea*. He is also a contributing author to *Murder In Dealey Plaza: What We Know Now That We Didn't Know Then*. An award-winning playwright, David's additional stage works continue to be produced throughout the United States.

The proud father of three—Evan Rachel Wood, Ira David Wood IV, & Thomas Miller Wood—David and his wife Ashley remain proud to call North Carolina "home."

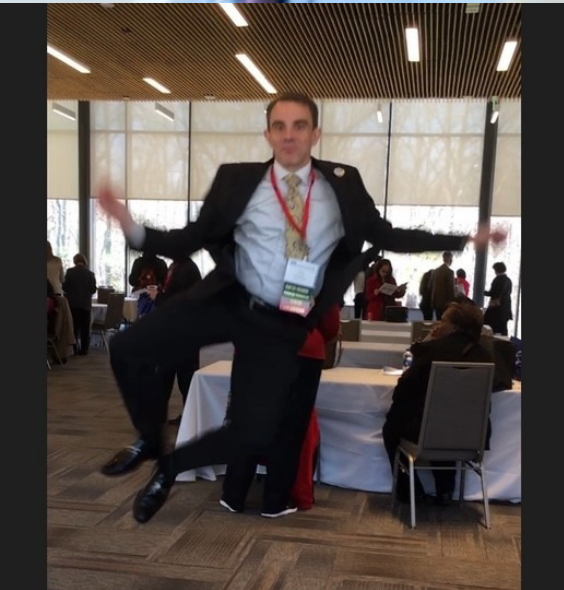
IN TRIBUTE

TIM LINKER

The NC Chapter mourns the passing of our dear friend and colleague Tim Linker on August 30, 2022.

Tim was a Past President of the North Carolina Chapter, former editor of the Journal of Research Administration, and a Distinguished Faculty Member. His infectious humor, love for the profession, and spirit of mentorship will forever be treasured.

In honor of Tim, the NC Chapter will conduct a 50/50 raffle to support
The Tim Linker Foundation.



NCBiotech: Transforming Your Life Science Business



The North Carolina Biotechnology Center has worked for three decades to transform life science in North Carolina. From translating ideas to creating companies, we implement a continuum of programs to help support companies from startup to product launch and beyond.

Company and Technology Development

Funding | These programs catalyze technology development and company growth, enabling companies and university researchers to conduct critical studies and reach milestones. Available to companies based in N.C. ncbiotech.org/funding

Space | Life science companies have specific needs for spaces and labs. NCBiotech's team helps you find the right place to land, perhaps in the Landing Pad at our RTP headquarters. ncbiotech.org/spaces

Market Research | NCBiotech's life science intelligence team works at the intersection of bioscience innovation and business, delivering data, analysis and resources needed to inform strategic decisions. ncbiotech.org/index.php/resources/lsi

Networking

Life science thrives in North Carolina because of our powerful ecosystem. But there's something extra in North Carolina's formula for success - connections. The NCBiotech team has amassed a great list of resources and connections that will help your business continue to grow. Talk to us about the right connection for you.

Unique Partnerships

As companies large and small move forward with product development, manufacturing and distribution, new and specific needs arise. NCBiotech specializes in creating solutions to meet those challenges:

Economic Development Awards | From training to infrastructure support, this unique program works with companies and local governments to fund solutions that will catalyze a company's success.

Pfizer-NCBiotech Distinguished Postdoctoral Fellowship in Gene Therapy | This partnership between Pfizer, Inc. and NCBiotech develops the next generation of scientific researchers in gene therapy, perhaps for careers at Pfizer.

*In North Carolina, transformation isn't just an idea, it's reality.
Talk to us about transforming your next idea.*

North Carolina Biotechnology Center

Bill Bullock, MBA, senior vice president of statewide operations and economic development (bill_bullock@ncbiotech.org)
Laura Rowley, Ph.D., director, life science economic development (laura_rowley@ncbiotech.org)

15 T.W. Alexander Drive | Research Triangle Park, NC 27709-3547 | ncbiotech.org
Asheville · Charlotte · Greenville · Wilmington · Winston-Salem

MONDAY, July 24

7:30 am—4:30 pm		Registration	
7:30—8:30	Workshop Breakfast		
	Windflower	Redbud	
8:30—12:00	WS1: Orientation to RA— Part I <ul style="list-style-type: none"> • Charna Howson—Appalachian State • Ellen Brearley—Tufts Medical Center 	WS2: Leadership—Critical Thinking Skills <ul style="list-style-type: none"> • Dave Mineo—DL Mineo Consulting 	
10:30—10:45	Morning Break—Blueberry Hill		
12:00—1:00	Lunch—Blueberry Hill		
	Windflower	Redbud	
1:00—4:30	WS4: Orientation To RA— Part II <ul style="list-style-type: none"> • Charna Howson—Appalachian State • Ellen Brearley—Tufts Medical Center 	WS5: Leadership—Managing Yourself While Managing Others <ul style="list-style-type: none"> • Denise Wynn—Duke University 	
3:00—3:15	Break - Blueberry Hill		
4:45—5:00	Networking		
5:00—6:00	Reception—Atrium		

TUESDAY, July 25

7:30 am—5:00 pm		Registration		
7:30—8:30	Networking, Continental Breakfast—Blueberry Hill			
WORKSHOPS				
	Azalea	Bellflower	Windflower	Redbud
8:45—9:45	S1: Managing and Discerning Emotional Intelligence in a Digital World <ul style="list-style-type: none"> • Windy Batten—Duke University • Rebecca Hausmann—Duke University • Zarrin Brooks—Duke University 	S2: Budget Development <ul style="list-style-type: none"> • Amy Elliott—UNC-Chapel Hill • Esther Thompson—UNC-Chapel Hill 	S3: NIH's Data Management and Sharing: Are you ready? <ul style="list-style-type: none"> • Alison Krauss—Huron Consulting • Marissa Clarkson—North Carolina State Univ 	S4: Leading Diverse Teams: Leading Change, Inspiring Excellence <ul style="list-style-type: none"> • Pam Montgomery—Duke University • Renee Vaughan—Duke University

TUESDAY, July 25—Continued

WORKSHOPS

	Azalea	Bellflower	Windflower	Redbud
10:15— 11:15	S5: Work Life Balance: Is it just a buzz word? <ul style="list-style-type: none"> Betty Morgan— Duke University 	S6: Departmental Research Administrators—Crucial Resources for Supporting PIs <ul style="list-style-type: none"> Amanda Ross— Huron Consulting Jessica Foster— Huron Consulting 	S7: Key Strategies for Investigators, Research Administrators, and University Administrators in Developing Institutional Grants Capacity <ul style="list-style-type: none"> Paul Tuttle— Hanover Research 	S8: NIH Update: Proposal and Award Policy Update <ul style="list-style-type: none"> Diane W. Dean— Office of Policy for Extramural Research Administration / NIH
11:15— 11:45	Transition			
11:45— 12:30	Lunch / Business Meeting—Trillium Dining			
12:30— 1:15	Keynote Speaker: Ira David Wood III—Trillium Dining			
1:15— 1:45	Transition			

WORKSHOPS

	Azalea	Bellflower	Windflower	Redbud
1:45— 2:45	S9: Leadership: Coaching <ul style="list-style-type: none"> Dave Mineo— DL Mineo Consulting 	S10: All Things Effort: Other support, effort distribution etc. <ul style="list-style-type: none"> Denise Wynn— Duke University 	S11: Do's and Don'ts of Cost Share <ul style="list-style-type: none"> Purshotam Aruwani— Huron Consulting Alison Krauss— Huron Consulting 	S12: NSF Update: Proposal and Award Policy Update <ul style="list-style-type: none"> Jeremy Leffler— Policy Office, NSF
2:45— 3:30	Afternoon Break with Exhibitors—Atrium			
3:30— 4:30	S13: Future of SRAI <ul style="list-style-type: none"> Pam Montgomery— Southern Section President Duke University 	S14: Subaward Compliance <ul style="list-style-type: none"> Amanda Varone— Huron Consulting 	S15: Conducting a Privacy Program Assessment Using the Eight Elements of an Effective Compliance Program <ul style="list-style-type: none"> Micki Jernigan— Huron Consulting Mallory Ball— Western Carolina Univ 	S16: Effective Communication utilizing Emotional Intelligence and Diversity, Equity and Inclusion (DEI) <ul style="list-style-type: none"> Mary Lisa Pories— East Carolina Univ Ebonie Baugh— East Carolina Univ
4:30— 5:00	WRAP UP, NETWORKING, CLOSE			

Concurrent Sessions - Tuesday, July 25

S1: Managing and Discerning Emotional Intelligence in a Digital World

Emotional Intelligence (EI), the ability to control one's own emotions and to perceive the feelings of others, is an invaluable skill to aid in the collaboration and management of successful research administration teams. Self-awareness and the ability to manage emotions also benefits managers faced with implementing continuous changes in institutional and sponsor guidelines and processes. Developing a proficiency in EI gives managers insight into leadership and team members' moods, well-being, job satisfaction, strengths and limitations. EI awareness allows employees to customize communications, adapt for inclusivity and respond appropriately to the emotions of others. This ability to lead, adapt, perceive and support is especially critical to the retention of skilled research administrators given the current workplace personnel shortage. In this session we will define the components of EI and provide added focus on discerning emotion in the remote work environment through verbal and non-verbal cues. By the end of this session/workshop, participants will be able to:

- * Define emotional intelligence and understand its importance in management.
- * Interpret body language to identify emotions on virtual calls.
- * Determine ways to gauge employee well-being and satisfaction.

Management/leadership; Basic

- Windy Batten, Duke University
- Rebecca Hausmann, Duke University
- Zarrin Brooks, Duke University

S2: Budget Development

This session will discuss the basic information needed to create a proposal budget and budget justification. We will review how to read the request for proposal for details regarding formulating the budget. By the end of this session/workshop, participants will be able to:

- * Learn how to read, interpret, and implement the sponsor budget guidelines in creating the project budget.
- * Creation of a basic project budget

PreAward; Basic

- Amy Elliott - UNC Chapel Hill
- Esther Thompson - UNC Chapel Hill

S3: NIH's Data Management and Sharing: Are you ready?

NIH is now requiring compliance with new data management and sharing policy for applications received after January 25, 2023. This policy seeks to make research data more publicly accessible for increased transparency, replicability, and integrity of the science. However, compliance will require institutions to rethink their current security, privacy, and research data monitoring processes/systems. This session provides an overview of the NIH Data Management and Sharing Policy. By the end of this session/workshop, participants will be able to:

- * Participants will be able to identify the key elements of a compliance Data Management and Sharing Plan for NIH applications.
- * Participants will be able to take best practices and actionable steps back to their institutions.
- * Participants will learn how privacy practices can be woven into their data sharing and monitoring plan

Compliance; basic

- Alison Krauss, Huron Consulting
- Marissa Clarkson, NC State

S4: Leading Diverse Teams: Leading Change, Inspiring Excellence

Diversity in research means that people of different ages, different social and ethnic groups, and different genders participate in the research enterprise. Research has shown that organizations that build an inclusive culture, with individuals from different cultures and backgrounds, have higher market share, better brand visibility, and an

Concurrent Sessions - Tuesday, July 25

(Continued from page 10)

increased ability to serve diverse populations. U.S. workforce is more ethnically diverse than ever before. According to a Pew Research Center report on demographic trends, the U.S. will not have a racial or ethnic majority by 2055. While having a diverse workforce is good business, leading a diverse team presents unique challenges for research administrators. This chat acknowledges implicit bias and the crucial conversations this unique moment affords us as a result of self-awareness. Case studies are offered to help facilitate becoming comfortable with "the uncomfortable." By the end of this session/workshop, participants will be able to:

- * Discuss diverse thoughts and experiences of the research administration community.
- * Acknowledge implicit biases through authentic self-reflection.
- * Get comfortable doing "the uncomfortable."

Content Level: All

- Renee J. Vaughan, MDiv, MA, CRA, CRU Financial Practice Manager, Duke University School of Medicine, SRAI Distinguished Faculty
- Pamela D. Montgomery, MPA, Assistant Director, Finance & Administration, John Hope Franklin Humanities Inst., Duke University, SRAI Board of Directors

S5: Work Life Balance, Is it just a buzz word

Work-Life balance is on the news, on social media, spoken by our colleagues, expressed in interviews by candidates. What does it really mean? Is it a thing? Can it be achieved? This session will explore what work-life balance really means from a global perspective, what it means to each individual, guidance on achieve such a "thing" and feedback from session participants through case study. By the end of this session/workshop, participants will be able to:

- * Define work-life balance, achieving work-life balance, Providing work-life balance as leaders

Leadership: basic

- Betty Morgan, Duke University

S6: Departmental Research Administrators – Crucial Resources for Supporting Principal Investigators

Department research administrators collaborate with the department head, Principal Investigators (PIs), and personnel from the school, department, and central research administration. While the central research administration office typically handles proposal submission to sponsors, it is the department or school-level research administrator who provides crucial support to PIs, offering assistance and expertise in finance/budgeting, managing compliance, personnel, and other pertinent aspects of research projects, ensuring effective administration and support. During this session, we will outline the roles and responsibilities of the department or school-level research administrator and discuss best practices, as well as tips and tricks for successful management of PIs and their projects, from proposal submission through closeout. Learning objectives:

- * Learn best practices for effective administration and support of research projects, including pre and post award management of compliance requirements, budgeting and financial oversight, and personnel management.
- * Identify strategies for effective communication and coordination among department administrators, PIs, and other stakeholders involved in research administration.
 - Purshotam Aruwani, Huron Consulting
 - Amanda Verone, Huron Consulting
 - Jessica Foster, Huron Consulting

(Continued on page 12)

Concurrent Sessions - Tuesday, July 25

(Continued from page 11)

S7: Key Strategies for Investigators, Research Administrators, and University Administrators in Developing Institutional Grants Capacity

Many institutions of higher education want to increase their faculty members' involvement in grants and sponsored programs or deepen/broaden their research enterprise. But what does that mean? During this session, the presenter will provide key strategies that investigators, research administrators, and university administrators should consider employing to reach this goal—all gleaned from 20+ years of the presenter's work at three UNC system institutions and two stints at a for-profit grant writing firm. By the end of this session/workshop, participants will be able to:

- Explain what "increased involvement in grants and sponsored programs" or "deepening/broadening an institution's research enterprise" might mean.
- Name at least one key strategy that investigators, research administrators, and/or university administrators might employ in targeting that goal of "increased involvement" or "deepening/broadening the research enterprise."

Level: Pre-Award; Intermediate

- Paul Tuttle, Hanover Research

S8: National Institute of Health – Proposal and Award Policy Update

This session will cover new developments at the National Institutes of Health (NIH) programs, policies, people, and budgets. NIH staff will provide a comprehensive review of what is new and developing at NIH. Participants will learn about current and future NIH budgets, agency priorities and involvement in electronic initiatives, including advances with proposal submission modernization and Research.gov. Participants will learn about the upcoming changes to NIH policies and procedures. By the end of this session/workshop, participants will be able to:

- * Basic overview information of the NIH its budget, its structure, and its funding opportunities
- * New and emerging initiatives at NIH, changes and implications for proposal development and project management

Basic and Intermediate,

- Diane W. Dean, Senior Advisor – Office of Policy for Extramural Research Administration, National Institutes of Health

S9: Leadership: Coaching

This short session will provide some of the critical elements for being a good coach. These are BE a good listener, BE Inquisitive, and BE objective and centered. These elements will be explored, and participants will be provided with a few new “tools” to use in their day-to-day activities. Participants will learn how to create a positive impact on business (IOB), resulting in higher morale, productivity, better communication.

Leadership, Coaching/Mentorship

- Dave Mineo DL Mineo Consulting

S10: All Things Effort: Other support, effort distribution etc.

This session will review the importance of managing effort. Salaries make up almost 80% of grant projects. It is imperative to understand the impact of effort distributions and effort certifications. We will discuss how the Other Support Document is used by sponsors and how it can also help with monthly reconciliations. By the end of this session/workshop, participants will be able to:

- ◆ Better understand effort and it's impact on projects

(Continued on page 13)

Concurrent Sessions - Tuesday, July 25

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- ◆ To connect the purpose of the Other Support/Current & Pending document used by sponsors.
Pre-Award; Post-Award: Basic
 - Denise Wynn, Duke University

S11: Do's and Don'ts of Cost Share

Cost sharing can be a challenging and burdensome process for research administrators, new and old. This session is designed to provide an overview of the cost sharing process and to recount horror stories of cost sharing gone wrong, along with tips for navigating cost share across the lifecycle, including at the proposal, award receipt, award management, and closeout stages in order to avoid common pitfalls with cost sharing.

Learning Objectives:

- * Help attendees define cost sharing and identify the various types of cost sharing.
- * Understand how cost sharing can go wrong and understand best practices based on experiences from the presenters' time in research administration.
 - Purshotam Aruwani, Huron Consulting
 - Alison Krauss, Huron Consulting

S12: National Science Foundation – Proposal and Award Policy Update

This session will cover new and upcoming developments related to proposal and award policy at the National Science Foundation. Participants will learn and be able to ask questions about NSF proposal and award policies and procedures, agency priorities and NSF systems. By the end of this session/workshop, participants will be able to:

- * Attending will learn the latest updates from NSF

All levels

- Jeremy A. Leffler, Outreach Specialist, Policy Office, National Science Foundation

S13: Future of SRAI

Join us as we discuss the future of the Society of Research Administrators International. We will talk about the upcoming transitions and how you can provide input into topics and areas of interest.

Learning Objectives:

- * Knowledge Acquisitions: Enhance participants' understanding of the new Special Interest Group format.
- * Collaboration and Communication: Foster effective collaboration and communication skills among SRAI members to facilitate the exchange of ideas, feedback, and resources.
- * Networking: Discuss opportunities for member participation and connections within the research community.
- * Problem Solving: Identify research gaps, subject areas and develop strategies for addressing them.

Content Level: All levels

- Pam Montgomery, Southern Section President – Duke University

S14: Subaward Compliance

This session will focus on the many compliance requirements when working with subawards. Compliance topics will include risk assessments, monitoring and reporting. Additionally we will discuss tools and best practice for financial management of subawards and mitigating risk for the institution such as including additional terms and conditions in the agreement, encumbering the funds, issuing partial funding or requiring more detailed financial invoices.

(Continued on page 14)

Concurrent Sessions - Tuesday, July 25

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Learning objectives:

- * Gain a better understanding of the compliance requirements when working with subawards including monitoring, oversight, reporting and financial management.
- * Learn about tools and resources to aid in risk management along with strategies to implement in your organization.
 - Amanda Varone, Huron Consulting

S15: Conducting a Privacy Program Assessment Using the Eight Elements of an Effective Compliance Program

Privacy of Personally Identifiable Information (PII) and Protected Health Information (PHI) is becoming increasingly complicated due to the patch work of U.S. consumer and state privacy laws and regulations, and, when applicable, international laws and regulations. This session will give an overview of how to review your privacy program to ensure your institution has the tools in place to be an effective program.

- * Participants will learn how to review their Privacy Program using the eight elements of an effective compliance program.
- * Participants will gain knowledge regarding state specific privacy laws and regulations that could impact research at their institution.
- * Participants will discover additional areas of privacy compliance focus based on recent data breaches and enforcement actions.

Level: Compliance; Intermediate

- Micki Jernigan, Huron Consulting
- Mallory Ball, Western Carolina University

S16: Effective Communication utilizing Emotional Intelligence and Diversity, Equity and Inclusion (DEI)

This session will focus on ways to incorporate DEI and utilize emotional intelligence to further effective communication. Identify Emotional Intelligence skills to improve communication. Identify DEI skills to improve communication

PreAward; Post Award - Basic

- Mary Lisa Pories, East Carolina University
- Eboni Baugh, East Carolina University

State Employees Association of North Carolina



Mission—SEANC is committed to protecting and enhancing the rights and benefits of current, retired and future state employees.

Purpose—Employees are the most important of state government's resources. Therefore, state salaries must remain competitive and state government working conditions must remain of the highest quality in order for North Carolina to attract and retain the best employees. SEANC's purpose includes ensuring these ideals.

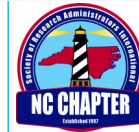
Goals—The primary goal of SEANC shall always be to encourage high quality work performance and professionalism by all state employees.

To this end SEANC shall seek the following:

- To establish and maintain salaries and working conditions for all state employees on a level sufficient to assure an adequate standard of living, as well as to reduce the possibility of the State of North Carolina being at a disadvantage in competing with other states, the private sector or other government agencies for competent personnel;
- To establish adequate and fair standards for the hiring, promoting, separating and awarding of performance-based pay of non-exempt state employees without regard to race, color, creed, religion, sex, age or political affiliation and without regard to the department, agency, or institution where they are employed;
- To treat equitably all groups of North Carolina state employees with regard to salaries, performance-based pay increases, retirement benefits and all other forms of compensation; To promote and maintain financial security for state employees upon retirement;
- To provide an adequate budget for the efficient and progressive operations of all state agencies, departments, bureaus or institutions;
- To establish and maintain fringe benefits, particularly longevity pay, health and accident insurance, life insurance, and retirement benefits for all state employees on par with those received by employees of other government agencies, the private sector, and employees of other states;
- To provide adequate in-service training and educational opportunities for all state employees; and,
- To solve any problem not herein specifically referred to but affecting the well-being of state employees or the State of North Carolina in general.

Back Together Again

2023 SRAI-NC Chapter Meeting— Schedule at a glance



**NORTH
CAROLINA
CHAPTER**



**SCAN ME
For Details**

Monday, July 24

7:30 am—4:30 pm Registration Open

7:30 am—8:30 am **Breakfast—Blueberry Hill**

8:30 am—12:00 pm **Workshops**

Windflower	Redbud
Orientation to RA Part I	Leadership: Critical Thinking Skills

12:00 pm—1:00 pm **Lunch—Blueberry Hill**

1:00 pm—4:30 pm **Workshops**

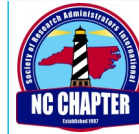
Windflower	Redbud
Orientation to RA Part II	Leadership-Managing Yourself While Managing Others

4:30 pm—5:00 pm **Networking**

5:00 pm—6:00 pm **Welcome Reception—Atrium**



Back Together Again



**NORTH
CAROLINA
CHAPTER**

2023 SRAI-NC Chapter Meeting— Schedule at a glance

Tuesday, July 25

7:30 am - 5:00 pm

Registration Open

7:30 am—8:30 am

Breakfast—Blueberry Hill

8:45 am—9:45 am

Concurrent Sessions I

Azalea	Bellflower	Windflower	Redbud
S1: Managing and Discerning Emotional Intelligence in a Digital World	S2: Budget Development	S3: NIH's Data Management and Sharing: Are you ready?	S4: Leading Diverse Teams: Leading Change, Inspiring Excellence

10:15 am—11:15 am

Concurrent Sessions II

Azalea	Bellflower	Windflower	Redbud
S5: Work Life Balance: Is it just a buzz word?	S6: Departmental Research Administrators — Crucial Resources for Supporting PIs	S7: Key Strategies for Investigators, Research Administrators, and University Administrators in Developing Institutional Grants Capacity	S8: NIH Update: Proposal and Award Policy Update

11:45 pm—1:15 pm

Business Luncheon, Keynote Speaker—Trillium

1:45 pm—2:45 pm

Concurrent Sessions III

Azalea	Bellflower	Windflower	Redbud
S9: Leadership: Coaching	S10: All Things Effort: Other support, effort distribution etc.	S11: Do's and Don'ts of Cost Share	S12: NSF Update: Proposal and Award Policy Update

3:15 pm—4:30 pm

Concurrent Sessions IV

Azalea	Bellflower	Windflower	Redbud
S13: Future of SRAI	S14: Subaward Compliance	S15: Conducting a Privacy Program Assessment Using the Eight Elements of an Effective Compliance Program	S16: Effective Communication utilizing Emotional Intelligence and Diversity, Equity and Inclusion (DEI)

4:30 pm—5:00 pm

Closing and Departure



**SCAN ME
For Details**