



## HR Spotlight

### Kelley Koch - HR Specialist (Benefits)

Hello BraveNation! My name is Kelley Koch and I am an HR Specialist with the benefits team in the Office of Human Resources. With over 28 years in the human resources field, I am here to assist you with benefits enrollment, answer your questions and discuss your benefits options. Please reach out to me at 910.775.4046 or [kelley.koch@uncp.edu](mailto:kelley.koch@uncp.edu).

With the new academic year in full swing, and as we are all getting settled into our routines, it is time to start thinking about Annual Open Enrollment for the 2024 plan year. Open Enrollment is just 5 weeks away, October 9-27. This is your time to take stock of your health care needs and select the health insurance plan that works best for you and your family.

ALL members of the State Health Plan will AUTOMATICALLY default to the Base PPO Plan (70/30). If you wish to enroll in the Enhanced PPO Plan (80/20), you must take action! In the upcoming weeks, you will receive open enrollment communications and reminders from the Office of Human Resources.

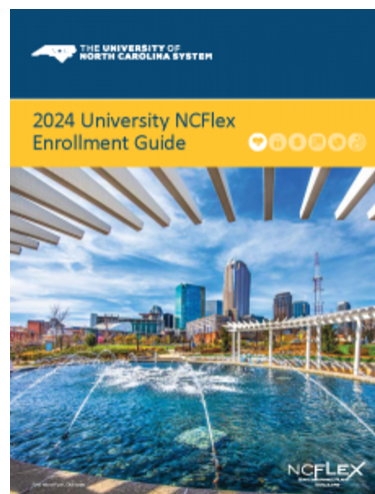
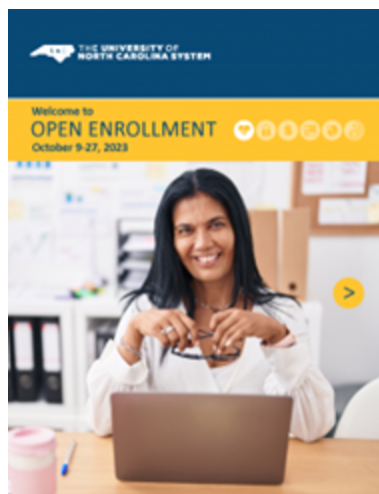
### Some highlights for 2024 are as follows:

- **No Premium increases for the sixth year in a row!**
- **Members who select a Clear Pricing Provider as their Primary Care Provider will continue to enjoy \$0 copay!**
- **Members will continue to enjoy a reduced copay when visiting a Clear Pricing Project Provider!**
- **Preferred and non-preferred insulin continues to have a \$0 copay for a 30-day supply!**
- **Preventive Services remain covered at 100% - no copay or deductible on either plan!**

In addition to open enrollment information provided to employees by the Office of Human Resources, open enrollment materials will be mailed to employees' homes from the State Health Plan and NCFlex. Be sure to click on the enrollment guides below for additional information about the upcoming open enrollment and 2024 plan updates.

Don't forget about your retirement. This is also a great time to start thinking about either starting a Supplemental Retirement Plan or updating your current one. [Click Here](#) for more information regarding the Supplemental Retirement Plans you may choose from.

If you have any questions or concerns regarding your benefits, please don't hesitate to contact your benefits team at [benefits@uncp.edu](mailto:benefits@uncp.edu).



## Get a Head Start on Open Enrollment



**SAVE THE DATE:**  
State Health Plan 2024 Open Enrollment  
**OCTOBER 9-27, 2023**

**STATE HEALTH PLAN MEMBERS**  
who use tobacco have convenient options  
to earn their 2023 premium credit.

*Take action **NOW** to save money  
throughout 2024!*

*See back for details.*



### **Are you a tobacco user? Get a head start on Open Enrollment!**

No need to wait! Active members who are tobacco users and want to earn their monthly premium credit for 2024 don't have to wait until Open Enrollment this fall. You can take action now to save money throughout 2024!

Starting now, tobacco users can attend a tobacco cessation counseling session at any provider's office that offers the service for FREE to earn a lower premium for 2024. You have until November 30, 2023 to take action. (Note: If members combine their tobacco cessation visit with another service, there may be a copay.)

This convenient option means there's no need to wait for Open Enrollment in October to secure your monthly premium credit for 2023!

How it works.

- After members visit a provider for their tobacco cessation session, the provider will submit a claim on their behalf. To ensure they receive credit for their visit, members can upload their office visit summary to the “Document Center” located in e-Benefits through the BraveWeb portal. They should make sure to request a copy of their summary during their visit.
- This action is **ONLY** for tobacco users who want to reduce their monthly premium by \$60 per month in 2024.
- **If members are NOT tobacco users, they will simply attest to that online during Open Enrollment, October 9-27, 2023.**
- During Open Enrollment, members will need to complete the attestation during the online enrollment process. This step is critical to ensure members receive the lower premium for 2024.



## A Look Ahead...

Aetna will become the State Health Plan’s new TPA on January 1, 2025. Over the next two years, the Plan and Aetna will work to create a smooth process and make the transition as seamless as possible for our members.

During the 2025 Open Enrollment period, which will take place in the fall of 2024, members will begin to receive additional information.

## What is a TPA?

A TPA, Third-Party Administrator, provides a comprehensive network of health care providers—including doctors and specialists—and processes claims for the Plan. The Plan has always had a TPA. Taxpayers like you pay the claims, not the TPA. The Plan’s Board of Trustees sets Plan benefits and premiums, not the TPA.

For additional information regarding this transition, [click here](#) to visit the SHP website.

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## FREE FINANCIAL CONSULTATIONS AVAILABLE

CAPTRUST Financial Advisors, the independent advisory firm that works on the UNC retirement programs, will be conducting free phone consultations **September 12, 13 & 14 and 19, 20 & 21**. If desired, there are video/screensharing capabilities available at the time of your appointment.

[Click here for additional information and to schedule an appointment.](#)

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## Important Update Regarding UNC Retirement Plan Recordkeepers

This past spring we communicated that the UNC System was exploring a move from two recordkeepers (TIAA and Fidelity) to a single retirement plan recordkeeper for our UNC Retirement Plans. The RFP process is complete and the contract to manage all participant retirement plan assets has been awarded to TIAA. This impacts all UNC Retirement Plans.

These plans include:

- UNC Optional Retirement Program (ORP)
- UNC System 403(b) Plan
- UNC System 457(b) Plan

A single retirement plan recordkeeper will offer many potential advantages

- Streamline and simplify the enrollment process
- Better leverage the university's \$10 billion in defined contribution retirement plan assets to reduce recordkeeping expenses
- Consider investment solutions that better fit the unique aspects of our employee demographics
- Provide employees with a clear and consistent financial education and advice program
- Lower-cost investment options, including mutual funds and collective investment trusts
- Consider plan pricing structures that further optimize investment returns for participants
- Contribution planning and investment selection advice
- Enhanced participant engagement on issues related to financial planning
- Customized retirement income solutions
- Consistent messaging about how the various plans work

## WHAT'S NEXT

Beginning September 1, 2023, for all new employees who elect to participate in the UNC Retirement Plans, retirement contributions will only be made to accounts with TIAA. Additionally, if you currently have your UNC Optional Retirement Program (ORP) employer and employee funds split between TIAA and Fidelity, all contributions effective on or after January 1, 2024, will be required to be sent to TIAA. No action will be required by you.

**UNC Retirement Plan participants do not need to take any action at this time. The UNC System Office is working on an implementation schedule to make all the required changes and anticipates that assets will be moved from Fidelity to TIAA sometime in the spring of 2024.**

In the upcoming months, you will receive more information about the change, including a transition guide that highlights details about the fund lineup available through TIAA, the fund mapping process, key dates and the decision-support resources available to you.

We encourage you to take full advantage of the guidance and tools available to help you maximize your savings and plan for a successful retirement. If you have questions, contact your university benefits administrators at [benefits@uncp.edu](mailto:benefits@uncp.edu) or email them directly at [nicole.snipes@uncp.edu](mailto:nicole.snipes@uncp.edu) or [kelley.koch@uncp.edu](mailto:kelley.koch@uncp.edu).

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## PREGNANT WORKERS FAIRNESS ACT

The Pregnant Workers Fairness Act (PWFA) is a new Federal law that went into effect June 27, 2023. This law requires covered employers to provide reasonable accommodations to a worker's limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship. The PWFA applies to all employees and to job applicants.

A reasonable accommodation may be any change to the work environment or the way things are usually done at work. For example, reasonable accommodations under the PWFA may include the ability to sit or drink water; receive closer parking or additional break time; flexible scheduling; and the ability to be excused from strenuous activities or activities that include exposure to compounds not safe for pregnancy.

The PWFA applies only to accommodations and does not replace existing laws that make it illegal to discriminate against or fire workers on the basis of pregnancy, childbirth, or related conditions.

If you have any questions, you may contact the Office of Human Resources (x6279), Nicole Snipes (x4443) or Dr. Nicolette Campos (x4341).



**ComPsych Campus Workshop:  
Preventing Employee Burnout.**  
Monday, October 2, 2023, at 3 p.m.  
in the James B. Chavis Student  
Center, Room 213.



## ComPsych Campus Workshop:

**Stress: A Way of Life or a Fact of life?** Wednesday, November 1, 2023, at 3 p.m. in the James B. Chavis Student Center, Room 208.



## CPR Certification Course:

**Get Certified. You could save someone's life!**

## Fall 2023 Class Dates:

September 8 - 8 a.m.-noon

October 20 - 8 a.m.-noon

November 10 - 8 a.m.-noon

**All classes will be held in the Weinstein Health Sciences Building, Room 101**

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## Green Zone Training for Faculty and Staff

Academic and Military Outreach (AMO) is offering four virtual training opportunities in fall semester 2023 for you to complete Green Zone Training. Participants only need to attend one training session to be Green Zone certified. This training will help you to better understand ways to support military-affiliated students inside and outside of the classroom. Upon completion, participants will be able to lend a sympathetic ear and help military-affiliated students connect with the appropriate resources they need to be successful at UNCP. Individuals who complete the training will receive a sign to display identifying them as Green Zone trained and supplemental materials they can reference after the training. Access the link below to register for one of the available sessions.

Time: 2-3 p.m.

Facilitator: Jasmine Coleman

Location: Zoom. [Green Zone Training Registration Page](#)

For more information please contact Jasmine Coleman at [jasmine.coleman@uncp.edu](mailto:jasmine.coleman@uncp.edu).

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## Conflict of Commitment and Interest at UNCP

Although the primary interests of UNC Pembroke include teaching, scholarship and service, sometimes our Covered Employees (EHRA employees, including faculty, non-faculty and designated SHRA employees who are paid with sponsored research funds) have secondary interests that may affect objectivity in conducting their duties as employees.

### Who needs to disclose?

- All faculty (including adjunct faculty members)
- EHRA non-faculty
- Designated SHRA employees who are paid with sponsored research funds.

### FY '24 Fall Campaign

Reporting will take place within the Cayuse platform

Covered Employees will receive an email reminding them to complete the annual disclosure within the reporting period current fiscal year (July 1, 2023 - June 30, 2024).



Faculty researchers and key senior personnel working on sponsored projects need to submit separate project-related disclosures.

For questions about using Cayuse, please contact the Office of Sponsored Research and Programs at [osrp@uncp.edu](mailto:osrp@uncp.edu).

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## **Pembroke Day**

[Pembroke\\_Day\\_Flyer\\_2023.pdf](#)

Pembroke Day is Thursday, September 28, from 3-7 p.m.

Join us on the Quad as we showcase our clubs, student organizations, and, most of all, our Brave Spirit. There will be free food, health screenings, entertainment and more.

Come out and join us as we give back to the community and collaborate with the town of Pembroke, local businesses and supporters. We expect vendor booths from more than 100 businesses, non-profits, health care agencies and student organizations.

Register online at [uncp.edu/pembrokedayonlineregistration](https://uncp.edu/pembrokedayonlineregistration).

Rain date is Thursday, October 5.

**See you on the Quad**



## 45th Annual International Folk Festival

All nationalities join together each year at The Arts Council's International Folk Festival to honor and celebrate our diverse cultural heritage as One Community.

September 22-24 at 335 Ray Avenue, Fayetteville, NC

[Read Here](#) for more information.

## Lumbee Tribe of NC Pow Wow

September 29-October 1 at the Lumbee Tribal Cultural Center, 683 Terry Sanford Road, Maxton, NC.

For more information, [Click Here](#).



## Robeson Regional Fair

Come on out with your family and enjoy the 2023 Robeson Regional Fair on September 29-October 7 at 3750 Martin Luther King Drive,

Lumberton, NC.

For more information, [Click Here](#).

Museum of the Southeast American Indian

9 | 9 OPENING RECEPTION

**Native South Art Show**

Culture | Identity | Heritage | Inspiration

Please join us in celebrating talented artists and great art.

September 9, 2023  
6-9pm

Museum of the Southeast American Indian  
Old Main - One University Drive  
Pembroke, NC 28372



## Museum of the Southeast American Indian

Join us for the opening reception of the 9/9 Native South Art Exhibit on Saturday, September 9, 2023, from 6-9 p.m.

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## *Staff Senate Announces Employees of the Month June and July 2023*



Gabriel Campbell  
DoIT



Courtney Page  
Facilities Operations





Abdul Ghaffar  
Campus Engagement  
& Leadership

Kaitlyn McMillian  
Accounts Payable

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## UNCP music professor honored with International Composition Award

Dr. Joanna Hersey, professor of music and associate dean of Student Success and Curriculum for the College of Arts and Sciences at UNC Pembroke, was honored at the International Tuba Euphonium Conference held May 29-June 3 at Arizona State University in Tempe, Arizona.

Read more: <https://www.uncp.edu/news/uncp-music-professor-honored-international-composition-award>

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## **UNCP Professor Tim Altman leads Italian conservatory masterclass**

UNC Pembroke music professor Tim Altman recently returned from Italy, where he performed a solo trumpet recital and led a masterclass at Conservatorio di Musica, Riva del Garda.

Read more: <https://www.uncp.edu/news/uncp-professor-tim-altman-leads-italian-conservatory-masterclass>

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**Nancy Fields Strickland**

**Her unusual path to the Museum of the Southeast American Indian**  
Read More: <https://www.robsonian.com/features/288611/an-intimate-journeyfrom-childhood-museum-curator-obsessed-with-southeast-american-indian-history>

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## **New Employees**

**July, August and September 2023**

### ***Academic Affairs***

Zanita Smith - Student Academic Support Coordinator - Interdisciplinary Studies

Millicent Brewer - Program Coordinator - Center for Student Success/Stars Grant

Diane Prusank - Provost and Vice Chancellor for Academic Affairs - Academic Affairs

Samuel Speir - Arts Production Specialist - Department of Art

Mark Aloisio - Visiting Assistant Professor - Department of History

Melanie Escue - Assistant Professor - Department of Sociology & Criminal Justice

Kevin Swift - Associate Professor - Department of Mass Communication

Cara Thompson - Assistant Professor - School of Education/Department of Counseling

Ashley Walker - Assistant Professor - Department of Kinesiology

Shaohu Zhang - Assistant Professor - Department of Mathematics and Computer Science

Daniel Bukin - Lecturer - Department of Music

Rajiv Dahiya - Assistant Professor - Economics, Marketing, Entrepreneurship and Analytics

Charmagne Williams - Lecturer - Department of Social Work

Xin Liu - Instructor - Accounting, Finance & Information Technology Management

Jeffrey Bone - Lecturer - Accounting, Finance & Information Technology Management

Riaheen Farzana - Assistant Professor - Management, International Business and Supply Chain Management

Abigail Malik - Assistant Professor - Sociology & Criminal Justice

Jonathan Kansheba - Assistant Professor - Management, International Business and Supply Chain

Shaquala Lacewell - Assistant Professor - School of Nursing

John O'Dell - Lecturer - Department of Biology

Bradley Jackson - Lecturer - Department of Kinesiology

Uma Poudyal - Visiting Assistant Professor - Department of Chemistry and Physics

Piper Pack Smith - Lecturer - Department of Music

Crystal Wood - Administrative Support Specialist - Department of Music

Rachel Smith - Administrative Support Specialist - Registrar's Office

Shannon Alley - Clinical Assistant Professor - Nursing

### ***Advancement***

Preston Elwell - University Program Specialist - Advancement

### ***Athletics***

Molly Lambillotte - Assistant Coach Women's Volleyball - Athletics

Alex Pearce - Public Communications Specialist - Athletics

Christopher Sause - Assistant Men's Basketball Coach - Athletics

### ***Finance & Administration***

John Martin - Facilities Maintenance Technician - Facilities Operations

Damion Barton - Building Environmental Services Technician - Facilities Operations

Thomas Lowery Jr. - Instructional/Class Support Professional III - DoIT

Wanda Locklear - Building Environmental Services Technician - Facilities Operations

Colleen Locklear - Building Environmental Services Technician - Facilities Operations

Ronnie Seals - Technology Support Technician - DoIT

Donald Sanders - Technology Support Technician - DoIT

### ***Student Affairs***

Danielle Reagan - Staff Counselor/Psychologist - CAPS

Rikki Bullard - Staff Counselor/Psychologist - CAPS

Megan Laurel Collins - Director of Counseling and Psychological Services - CAPS

Kaylee Hunt - Career Advisor - Career Services

Kristen Hunt - Case Manager - Office of Student Affairs

Annie Burke - Case Manager - Office of Student Affairs



## **RETIREES**

**Dr. Cherry Beasley - 34 Years**

Academic Affairs

**Diane Locklear - 28 Years**

Facilities Operations & Maintenance

**Charlene Locklear - 34 Years**

College of Health Sciences



# MARK YOUR CALENDAR!

## **New Employee Onboarding**

Monday, September 18 and Tuesday, September 19

Monday, October 2 and Tuesday, October 3

Monday, October 16 and Tuesday, October 17

## **Bi-weekly Leave Reports Due by 12 Noon**

- Monday, September 11
- Monday, September 25
- Monday, October 9
- Monday, October 23
- Monday, November 6

## **Monthly Leave Reports Due by 11:59 p.m.**

- Friday, September 29
- Tuesday, October 31

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[Chicken and Apple Kale Wraps](#)

[Slow-Cooker Chicken Sausage with Cabbage and Apples](#)

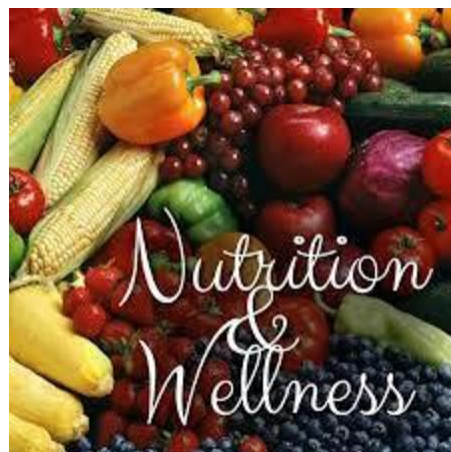
[Vegetable Barley Soup](#)

[Healthy Snacks](#)

[Healthy Lunches](#)

## **The Tools You Need Today**

Stress is an inevitable part of life, but it doesn't have to take over. Taking care of yourself can go a long way in managing stress and preventing



burnout. In the resources below, you can explore various self-care techniques to help you relax, recharge and boost your overall well-being. From simple practices like breathing and meditation to more indulgent activities like stretching, getting a massage or even taking a vacation, there are a variety of ways to incorporate self-care into your daily routine.

[Self-Care for Stress Relief](#)

[Building Exercise Into a Busy Schedule](#)

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## Contact Us:

### OHR Leadership

Angela Revels, Assistant Vice Chancellor for Human Resources, [angela.revels@uncp.edu](mailto:angela.revels@uncp.edu)

Donna Strickland, Deputy Chief HR Officer, [donna.strickland@uncp.edu](mailto:donna.strickland@uncp.edu)

Nicolette Campos, Director of Employee Relations and Workforce Development, [nicolette.campos@uncp.edu](mailto:nicolette.campos@uncp.edu)

Rhonda Locklear, Human Resources Manager, [rhonda.locklear@uncp.edu](mailto:rhonda.locklear@uncp.edu)

### Benefits Team

Nicole Snipes, HR Consultant (Benefits Manager), [nicole.snipes@uncp.edu](mailto:nicole.snipes@uncp.edu)

Kelley Koch, HR Specialist (Benefits), [kelley.koch@uncp.edu](mailto:kelley.koch@uncp.edu)

Paula Peterson-Campbell, HR Specialist (Personnel Actions, Time & Leave Reporting), [paula.campbell@uncp.edu](mailto:paula.campbell@uncp.edu)

Debbie Chaves, Technology Support Analyst (HRIS, Reporting and Employee Self Service), [debbie.chaves@uncp.edu](mailto:debbie.chaves@uncp.edu)

### Employee Relations and Workforce Development Team

Sheila Hardee, HR Consultant (Employee Relations and Training), [sheila.hardee@uncp.edu](mailto:sheila.hardee@uncp.edu)

### Employment Team

Joanne McMillan, HR Consultant (Employment and Recruitment), [joanneb.mcmillan@uncp.edu](mailto:joanneb.mcmillan@uncp.edu)

Becky Thompson, HR Consultant (Classification and Compensation), [becky.thompson@uncp.edu](mailto:becky.thompson@uncp.edu)

Sarah Hunt, HR Specialist (Temporary Agency Employment), [sarah.hunt@uncp.edu](mailto:sarah.hunt@uncp.edu)

Kasey Jones, HR Specialist (Adjunct, Temporary & Student Employment), [kasey.jones@uncp.edu](mailto:kasey.jones@uncp.edu)







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