

2023-2024 Gambrell Faculty Fellowship Program

The Gambrell Faculty Fellowship Program is a grants program for UNC Charlotte faculty sponsored by the UNC Charlotte Urban Institute and funded by [The Gambrell Foundation](#). Now in its fifth year, the Fellowship Program funds short-term research projects (up to 18 months) examining issues related to economic mobility and opportunity in the Charlotte region. Up to 6 fellowships will be awarded this year. Proposed projects can have a maximum budget of \$18,000. The deadline for submissions is **5:00 p.m. on Monday, April 3, 2023**. The grant period will begin August 15, 2023, pending required IRB approvals.

Background - Economic Mobility and Opportunity in Charlotte

As both ethos and myth, the American Dream holds that the political, economic, and cultural institutions of the U.S. enable those who work hard and play by the rules to improve their wellbeing. Striving leads to thriving, the Dream suggests, and so everyone can look forward to a better future—for themselves and their children.

Leaders and promoters of the Charlotte region long described it as a place where the American Dream was realized. The hundreds of thousands of newcomers who arrived over the past century came to a land of opportunity. Of this regional leaders were certain. The gleaming skyscrapers, busy highways, and professional sports teams were proof, even if those who had not realized the benefits of the region's growth remained skeptical.

In 2014, [research by Raj Chetty, Nathaniel Hendren, Patrick Kline, and Emmanuel Saez](#) shattered the Charlotte region's civic and economic identity. The "Chetty study" found that Charlotte ranked 50th in economic mobility out of the 50 largest metropolitan areas in the United States. Specifically, it found that children living in poverty in the Charlotte area were less likely to move up the income distribution than children from other metropolitan regions. Many Charlotteans were shocked; those who had not shared in the bounty of the City's growth were not.

The research motivated significant introspection and investment into understanding opportunity and economic mobility in the Charlotte region. What wasn't working? Why? And—more importantly—what were the solutions?

The Fellowship Program was developed in 2019 to contribute to this project of inquiry by facilitating research and ensuring that the community is aware of and has access to local faculty research related to economic mobility. To date the program has named 37 Faculty Fellows and supported 20 research projects that represent all 7 Colleges (Arts + Architecture, Business, Computing & Informatics, Education, Engineering, Health & Human Services, Liberal Arts & Sciences) and 15 academic disciplines. You can read about previous [Faculty Fellows](#) here.

Since its inception, the Fellowship Program has been funded by The Gambrell Foundation. The Gambrell Foundation has been one of the leading forces behind the effort to understand the reasons behind Charlotte's poor results and to build a better,

more equitable future for the region. Motivated by a belief that opportunity should be available to everyone, The Gambrell Foundation's philanthropy focuses on removing barriers and improving access to opportunity.

Gambrell Faculty Fellowships

Gambrell Faculty Research Fellowships provide support to:

1. Conduct a research project on an issue or issues related to economic mobility in Charlotte;
2. Complete a research brief of findings, including a non-technical executive summary, and present it to community stakeholders; and
3. Serve as a key resource to inform local economic mobility research, dialogue, and action through Fellow meetings twice a semester and the local dissemination of faculty research.

Proposed projects must include a principal focus on issues related to opportunity and economic mobility including:

- One or more of the five key community correlates of economic mobility identified in the original 2014 study: Residential segregation, income inequality, school quality, social capital, family stability; or
- One or more of the five key focus areas from the Opportunity Task Force Report: Early care and education, college and career readiness, child and family stability, segregation, social capital (Note: In the report, these are broadly defined); or
- Racial equity and particularly the assets that comprise wealth including income; home ownership; business ownership; savings, retirement, and investments; and the intergenerational transfer of wealth; or
- As the pandemic continues, the intersection of economic mobility and the impact of the coronavirus, especially as it relates to employment, education, and disparate effects on BIPOC workers, low-wage workers, and women.

Proposals using quantitative, qualitative, and mixed methods research will be considered, including historical and policy analyses related to Charlotte neighborhoods or the Charlotte metropolitan region. Preference will be given to projects that include or focus on the Charlotte region, although promising projects that examine the above issues outside of but applicable to the geographic area will be considered. While the Opportunity Task Force focused on children, youth, and young adults, the Fellowship will consider projects that address relevant topics across the life course.

Fellowship Eligibility

- The Gambrell Faculty Fellowship Program is available to all full-time faculty with the title of assistant professor or higher whose job description includes professional expectations for research. In addition to tenure-track and tenured faculty, this includes faculty on research or clinical appointments.

- Faculty members are eligible with either 9-month or 12-month appointments. Faculty with 12-month appointments may not receive faculty summer pay; however, they may still apply for the entire \$18,000 and use the funding for other allowable research expenses.
- One or more faculty members can participate, but the grant is limited to \$18,000.
- A faculty member may participate in only one proposal.
- Previous recipients of the Gambrell Faculty Fellowship are eligible to apply again after 3 fellowship cycles and all requirements from their previous fellowships are completed.

Use of Funds

Funds from these programs may be used for research expenses (see budget guidelines), but **not** for the following:

- Any expenses prior to the grant period (expenses prior to 8/15/2023).
- Academic-year release time if the approval letter by department chair/director is not included in the application packet.
- Preparation of textbooks or other manuscripts with a primarily pedagogical purpose.
- Projects conducted primarily to produce financial reward for the investigator.
- Production costs for books or other manuscripts, including manuscript preparation or evaluation, copyediting, page charges, and illustrations.
- Generally, open access fees. If a strong case is made about effective use of an open access article, this may be allowed on a case by case basis. The Fellow will need to make a case about its potential use and how they will promote its use in the Charlotte region.
- Travel to conferences for disseminating research results.
- Computers or analytic software and equipment.

Proposal Review and Criteria for Evaluation

Proposals will be evaluated by a Fellowship Review Committee, which consists of faculty and community members.

Applicants are urged to write their proposals with non-experts in mind. Because the committee is composed of faculty and community members across a number of disciplines, successful proposals are those that are easily understood by individuals outside the applicant's discipline.

Proposals will be evaluated using the following criteria:

- Does the project specifically address one or more of the five community correlates of economic mobility from the original study, one or more of the five focus areas from the Opportunity Task Force Report, the wealth gap, and/or the intersection of economic mobility and the novel coronavirus?
- Has the author documented the significance of the project? Has the applicant placed the research within the existing scholarship or other works of this nature?

- Does the narrative clearly articulate the project’s relevance to the local Charlotte metropolitan area?
- If the applicant references local partnerships, are letters of support from community partners included in the application packet?
- Does the applicant show sufficient familiarity with recent developments in the field and/or provide a context for the research?
- Are the project goals and design clearly and adequately stated?
- Are the proposed activities related to a specific question, problem, or hypothesis?
- Does the applicant clearly explain the (appropriate) methodology?
- Does the applicant demonstrate ability to implement and complete the project?
- Is the budget cost-effective and feasible within the proposed time frame?

Submission Instructions

- The deadline for submissions is **5:00 p.m. on Monday, April 3, 2023**.
- Complete application packages include 1) Application Cover Page, 2) Proposal Narrative, 3) Proposal Budget, 4) Investigator(s) Biographical Sketch, and 5) Department Chair/Director’s Letter of Approval for Course Buyout (if applicable), and 6) Community Partner Support Letters (if applicable).
- Convert your completed application package to PDF format and merge into a single file in the order (1-6) listed above. Please only submit one PDF file.
- Name your file in the following manner: Last name_fellows. Proposals that include multiple faculty investigators should use the last names of all faculty members engaged. The subject line of the email message should read “Gambrell Faculty Fellowship Proposal”.
- Faculty should email the proposal (in PDF format) to uiresearch@uncc.edu.
- If you have questions about this process, contact Elaine Jacobs at ejacobs3@uncc.edu.

Proposal Format

Each proposal should include the following components in the order listed. These items constitute a complete application. ***If any required item is missing, the application will be considered incomplete and will be returned without review.*** Unless otherwise specified, all pages should be **double spaced with 1” margins. Use 12-point type.**

1. A completed **Application Cover Page**.
2. A **brief Abstract** that summarizes the project and indicates its relevance for the local community (maximum 300 words).
3. A **Proposal Narrative** that includes the following in this order (Sections a-e limited to 5 double-spaced pages):
 - a. An **introduction** that is clearly written and understandable to a person outside the applicant’s discipline.
 - b. The **significance** of the project.

- c. The **objectives** of the proposed activity.
- d. The **methods** or **steps** to achieve the objectives, including your data collection and analysis plan.
- e. **Implications** of the project for the Charlotte metropolitan region.
- f. **References.** (Limited to two pages, single-spaced).
4. A detailed **budget request** and budget justification (see Budget Guidelines below).
5. **Biographical Sketch:** Use the form in the application package. Please note the **two-page limit**. An 11-point type size and single-spaced is acceptable for this section.
6. **Letter from Department Chair/Director** if budget request includes academic year course release time.
7. **Letter(s) of Support** from community partner(s) if partners are referenced in the narrative or are a key part of the proposed project.

Budget Guidelines

Please use the attached budget and budget narrative forms.

- The grant period will begin **August 15, 2023** and will end **February 15, 2025**.
- The **maximum amount of funding** you may request is \$18,000.
- If **IRB approval** is required to complete the proposed research, no funding will be disbursed until IRB approval is granted.
- **Summer faculty pay** will be included in the grantee's paychecks between June 1, 2024 and August 15, 2024, depending on the allowable amounts for each fiscal year.
- **Allowable expenses include the following:**
 - **Summer Pay:** Faculty with 12-month appointments may not receive faculty summer pay (they may still apply for the entire \$18,000.) For those faculty with 9-month appointments who receive summer pay, the payment is treated as salary and is subject to state and federal income tax, as well as social security tax and retirement deductions. You are not required to request summer pay.
 - **Graduate (or Undergraduate) Research Assistant:** All investigators who propose hiring students should specify what duties the students will carry out in the budget justification. Program funds cannot be used to pay student tuition.
 - **Special Pay to Faculty other than Grantee:** Budgets may include summer pay allocated to UNC Charlotte faculty other than the proposers, but such allocations must be specifically justified in the budget narrative section in terms of "specialized expertise."
 - **Non-Student Temporary Wages:** If you employ someone who is not currently enrolled at UNC Charlotte, including a recent graduate, that employment assignment is subject to policies relating to non-student temporary wage employment (PIM-8). Hourly pay rates are determined by the type of work performed and the candidate's experience, based on the current N.C. state grade and salary schedule. Non-student temporary

wage employees are typically paid at the minimum of the grade level considered by Human Resources to best match the level of the duties performed. A rate above the minimum of the salary grade level may be approved providing the rate is justified, does not create salary inequity with other current employees doing similar work, and the candidate qualifies for the rate requested. Investigators needing assistance on estimating hourly rates for temporary employees should contact the staff employment manager in Human Resources.

- **Admin Expenses Pool:** Consultants may also be included, if justified and if the expertise is not available at UNC Charlotte.
- **Subject Incentive Fees:** Incentives may be used for payments to research participants.
- **Domestic Travel:** The Gambrell Faculty Fellowship Program does not fund travel to conferences to disseminate the results of your research. Mileage and subsistence expenses are normally allowed up to the state guidelines for in-state and out-of-state travel; requests for subsistence expenses in excess of these limits must be fully documented.
- **Other Purchased Services:** Communication and/or Printing (and photocopying).
- **Supplies and materials:** Since this is not funded through a state program, food is allowable if it is related to the research project. For example, funds to cover snacks for focus groups are allowable.

Progress & Final Reports

Verbal and/or written reports on project progress will be required at Faculty Fellow meetings. A final report and research brief, including a non-technical executive summary, will be required one month following the end of the grant period.

Acknowledgments for Dissemination

Any research presented or published that has received support from a Gambrell Faculty Fellowship Grant must include a citation as follows:

This work was supported by the Gambrell Faculty Fellowship Program at the UNC Charlotte Urban Institute, funded by The Gambrell Foundation.