

UNC Charlotte

**Environmental
Health and Safety
Annual Report 2022**



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LETTER FROM THE DIRECTOR



The University of North Carolina at Charlotte is committed to transforming lives, communities, and industries through access and affordability; bachelors, masters, doctoral degrees; professional programs; scholarships; creative work; innovation; and service. We know to be successful, we need to continue prioritizing environmental protections and the health and safety of our campus community. Throughout 2022, the COVID-19 pandemic continued to affect our campus community and present challenges for success.

To that end, the Environmental Health and Safety (EHS) Office continued to offer a broad array of regulatory compliance, injury prevention and safety awareness services to assist the University with meeting goals established in the Shaping What's Next strategic plan.

There were many accomplishments in this year's 2022 Annual EHS Report. These accomplishments exemplify the guiding commitment of our campus community and shared responsibility to maintain a safe and healthy working, teaching, learning, and living environment.

For me, as your EHS Director, and the entire EHS team, we look forward to continuing to collaborate with the campus community to foster a proactive safety culture. It is our desire that every campus community member has an opportunity to advance their success in a safe and healthy environment. As always, we welcome feedback and look forward to continuing to serve our campus community.

Be safe and well,

Darius Griffin

EHS Director

Executive Summary

The Environmental Health and Safety (EHS) Annual Report provides an overview of the Environmental Health and Safety Office's program performance. The purpose of this report is to provide campus leadership with information regarding EHS regulatory compliance, hazard assessments, work-related incident loss exposures, and regulatory agency inspections for calendar year 2022.

The timeline covered in this 2022 report includes the challenges associated with the COVID-19 pandemic and high employee turnover. EHS began the year with a 70% turnover in staffing, which required an immediate pivot to recruitment as the primary priority. Through significant internal effort and tremendous support from the Human Resources team and an aggressive recruiting campaign that resulted in 17 new hires, EHS was operating at full capacity by the 3rd quarter.

The report contains summaries of environmental and contractor safety, fire and life safety, laboratory and research safety, as well as health and safety compliance functions. Although described in more detail throughout the report, specific institutional accomplishments are highlighted to describe the scope and long-term value of the Environmental Health and Safety program.

Mission

To ensure compliance with occupational regulations and manage hazards that pose a risk to people, property, and the environment.

Core Values

- Communication
- Collaboration
- Commitment

Vision

To support and empower the campus community to proactively integrate environmental, health and safety programs into teaching, research and service activities.

EHS Motto

Because we CARE about people, property and the environment.

Data & Performance

Institutional Highlights

Impact

National Safety Council Occupational Excellence Award recognizing excellence in injury prevention strategies.

Nationally recognized as a safe employer. Thereby, supporting and maintaining the workforce while reducing expenses related to workplace injuries.

The 2022 Occupational Safety and Health Administration (OSHA) injury incident recordable rate is 0.7 which is 50% below the Bureau of Labor Statistics education injury average of 1.4.

Recognized as safe employer reducing regulatory agency oversight. Thereby, supporting and maintaining the workforce.

Zero monetary fines or penalties from external regulatory agencies.

No financial or reputational losses due to compliance violations.

32 % reduction in passive refrigerate environmental emissions release.

Long-term cost savings, environmental sustainability, and reduced EPA compliance enforcement.

25 % increase in safety services delivered to students.

Contributed to student success and increased safety awareness among all campus community members.

25,278 lbs of hazardous waste removed or repurposed.

Supported research and environmental sustainability.

132 public access automated external defibrillators (AED) installed, inspected and maintained.

Increased campus community and student athletics safety response to cardiac arrest incidents, which could be the difference between life and death.

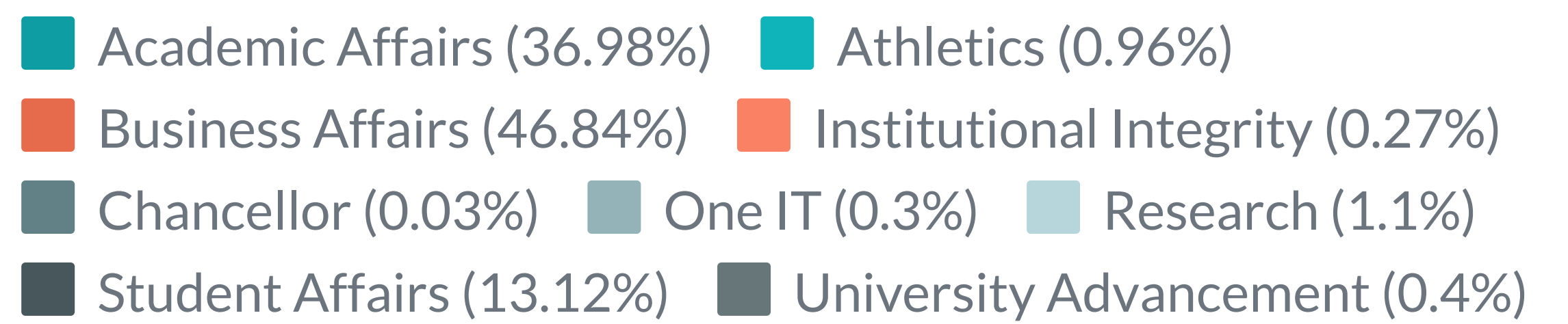
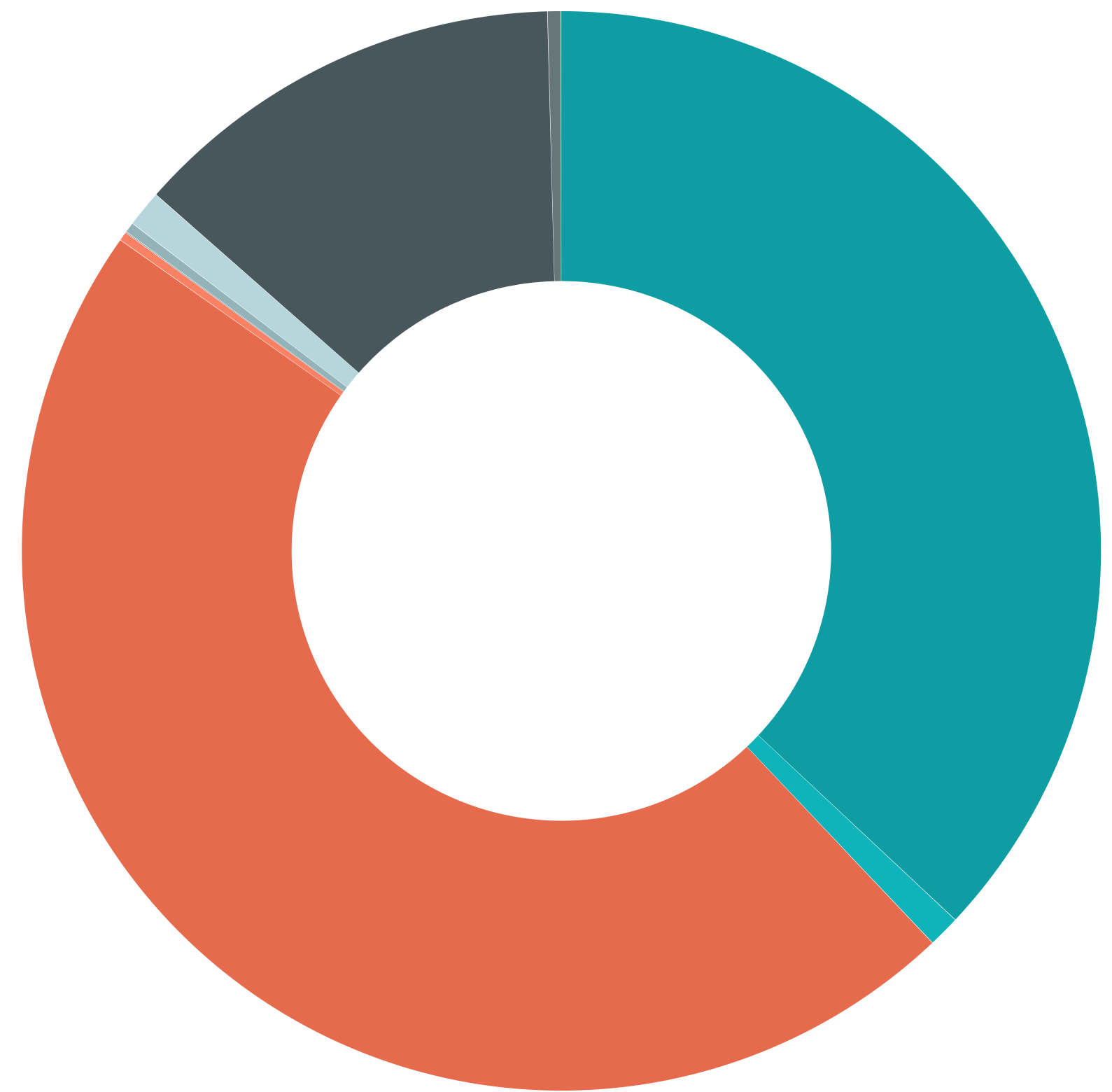
Data & Performance

Services

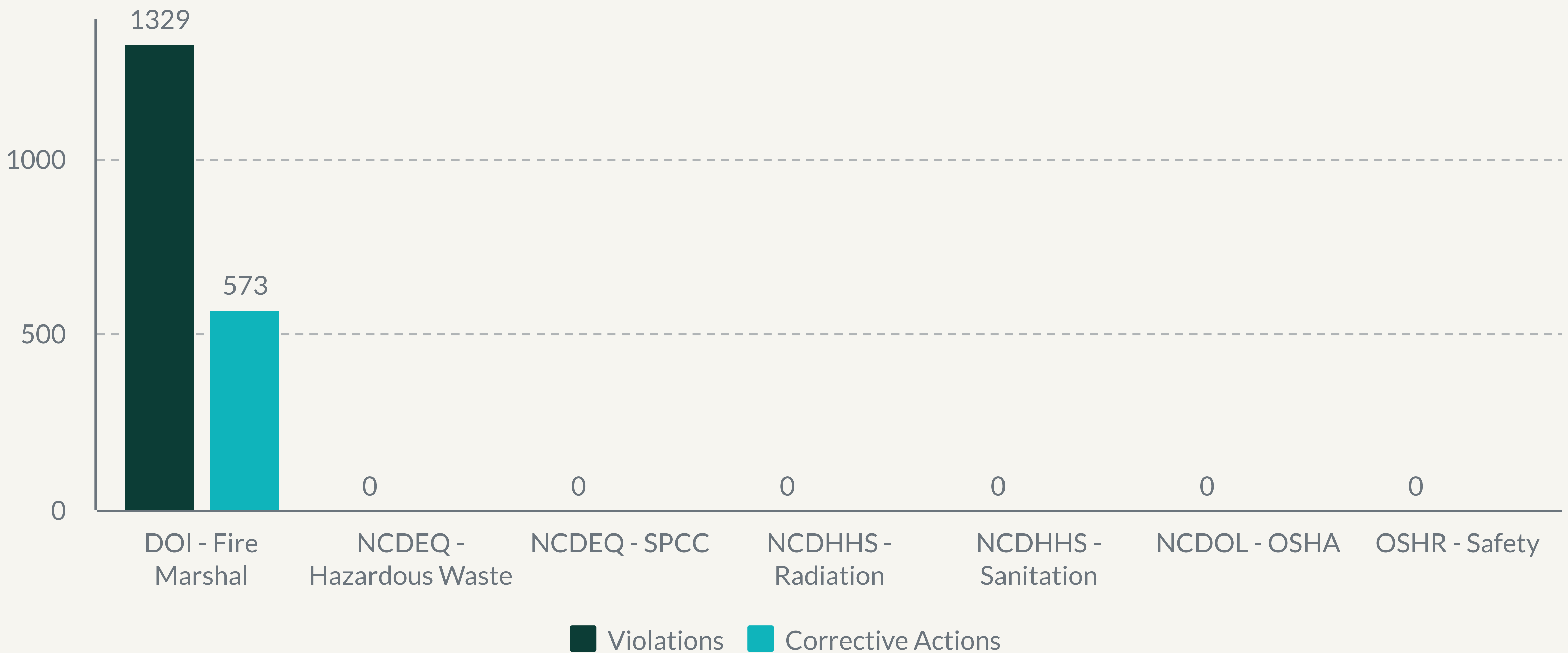
Counts

Services by Division

Consultations	456
Assessments	602
Audits	2
Emergency Preparedness	367
Inspections	1,375
<u>Investigations</u>	<u>102</u>
Total	2,904



EHS Regulatory Agency Inspections



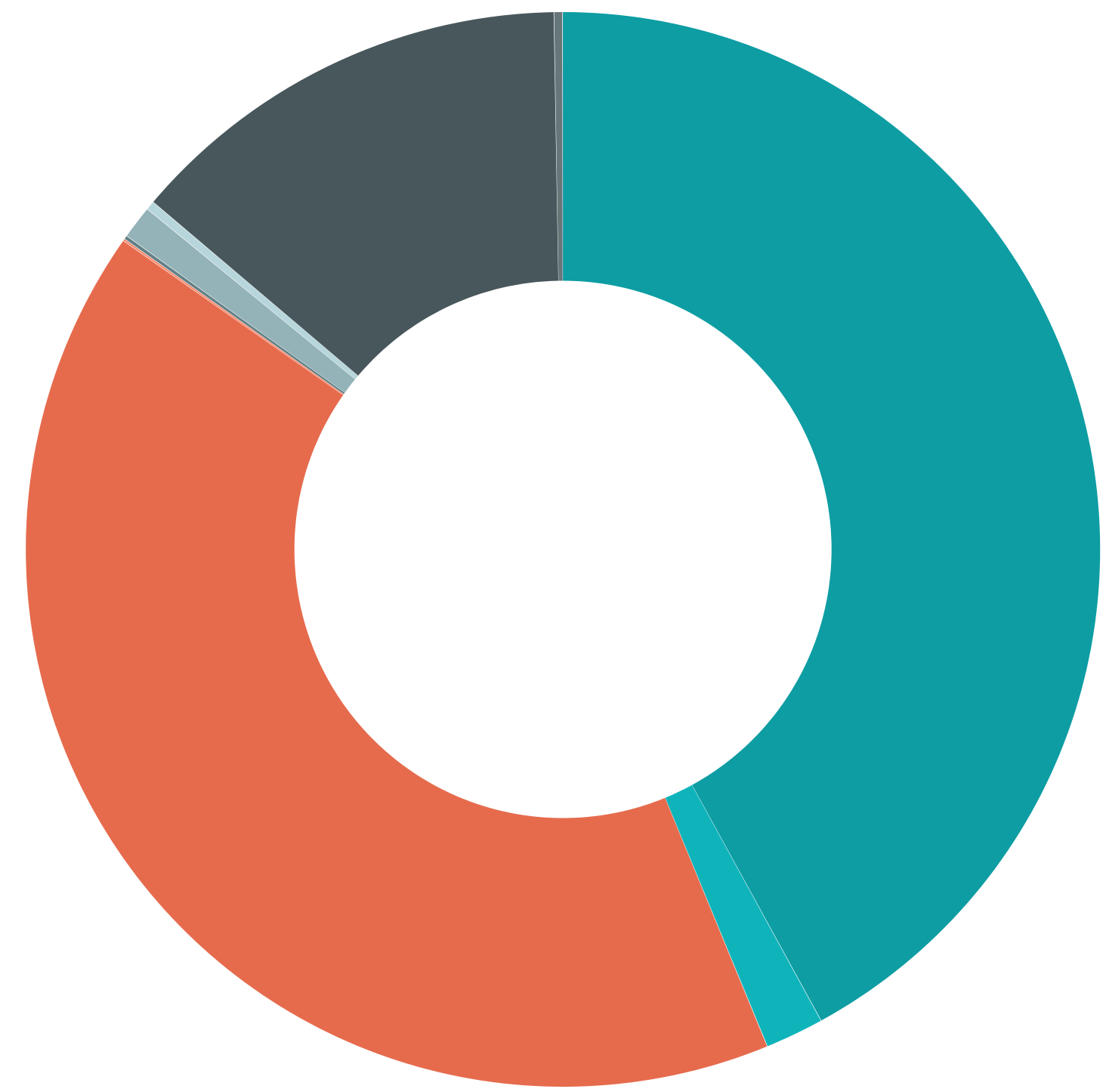
Data & Performance

Training by Section

Count

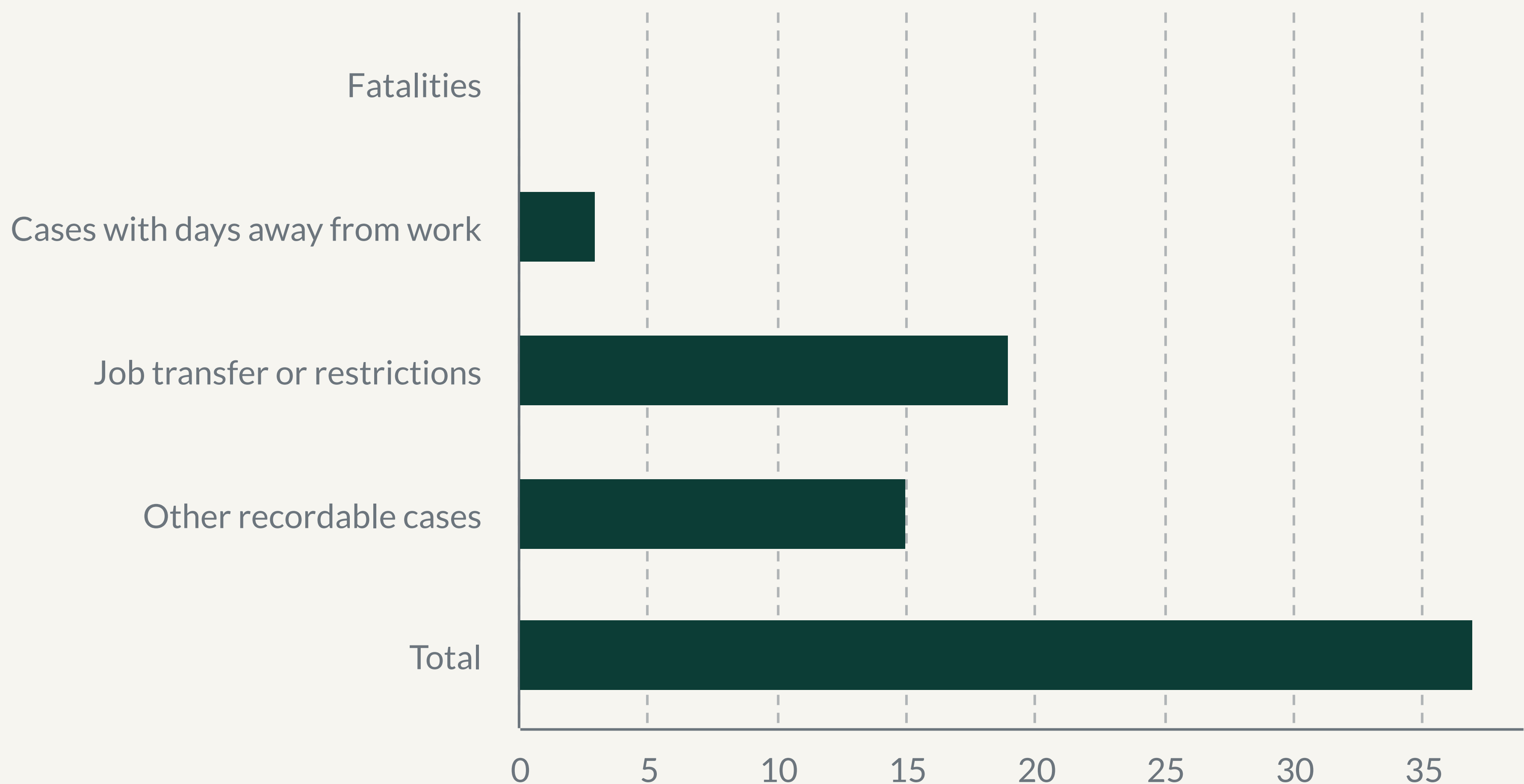
Environmental & Contractor Safety	643
Fire & Life Safety	2,896
Health & Safety	5,386
<u>Laboratory & Research Safety</u>	<u>1,730</u>
Total	10,655

Training by Division



- Academic Affairs (42.03%)
- Business Affairs (40.95%)
- Institutional Integrity (0.12%)
- Research (0.28%)
- University Advancement (0.26%)
- Athletics (1.76%)
- Chancellor (0.05%)
- One IT (1%)
- Student Affairs (13.54%)

Work-Related Injuries and Illness Summary



Work-related injuries and illnesses remained within acceptable tolerance levels with a total of 37 OSHA recordable injuries / illnesses.



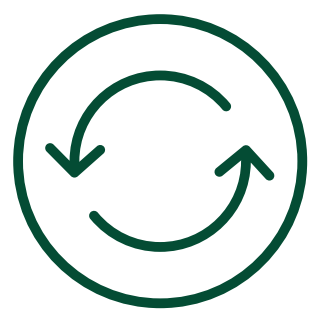
Sections & Services

Each service section within the EHS office has specific responsibilities that are determined by campus community requests, divisional operational goals, regulatory compliance requirements, policies, and a commitment to safety.

- **Environmental and Contractor Safety**
- **Fire and Life Safety**
- **Health and Safety**
- **Laboratory and Research Safety**
- **Program Support and Outreach**

Environmental and Contractor Safety

The Environmental and Contractor Safety team provides regulatory consultation; environmental and contractor safety assessments; storage container inspections; incident investigations; written programs; fall protection; spill response; pesticides; cranes; refrigerants inventory monitoring; and training to minimize the risk of injury and environmental loss.



Administered drinking water sampling program to ensure the health and safety of everyone who uses campus drinking water.



Developed Passive Refrigerant program resulting in 32% reduction in refrigerant released into the environment.



Enhanced Fall Protection program that resulted in long-term financial savings by increasing the professional development of university employees as an alternative to contracting out elevated work tasks.

Campus Impact

780

Spill prevention and countermeasure inspections

Workplace Impact

312

Refrigerate system inspections

Environment Impact

69

Gallons of used oil removed from campus

Fire and Life Safety

The Fire and Life Safety team provides regulatory consultation, fire and life safety assessments, building inspections, incident investigations, written programs, emergency evacuation drills, event safety permits, and training to minimize the risk of fire to our campus community.



Administered the Fire Safety program resulting in the development of 127 building safety profiles to assist first responders during fire emergency situations.



Improved the Event Safety program resulting in the approval of cryogenics, open flames, pyrotechnic permits, tent permits, inflatable amusement permits.



Enhanced the Forklift and Aerial Lift programs resulting in 41 lifts being operated without any reported accidents.

Campus Impact

219

Building evacuation drills

Workplace Impact

142

Building inspections

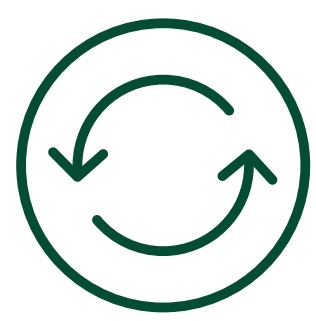
Student Impact

132

AEDs inspected

Health and Safety

The Health and Safety team provides regulatory services for Asbestos, Bloodborne Pathogens, Confined Space, Electrical Safety, Ergonomics, Indoor Air Quality, Injury Prevention, Lock Out Tag Out, Personal Protective Equipment, and Respiratory Protection programs. These programs are generally required by the Occupational Safety and Health Administration (OSHA) to ensure workplace safety.



Administered the University Hearing Conservation Program resulting in no standard threshold shifts in hearing for 40 employees. Services included noise monitoring of 42 areas to determine employee protection and provided hearing protection stations; as well as conducting 15 personal noise surveys to determine employee exposure and hearing protection requirements.



Administered the Employee Incident Reporting Program which included the review/investigation of 82 employee reported incidents and completed the OSHA statistics reporting.



Administered the Indoor Air Quality Program (IAQ) which included the investigation and consultation of 29 IAQ complaints or concerns including gas odors, moisture intrusion, and mold concerns in campus buildings. This also included consultation and design of remediation plans to remove and minimize mold conditions in campus buildings.

Campus Impact

125

Reported safety concerns investigated

Workplace Impact

79

Respirator Fit Test

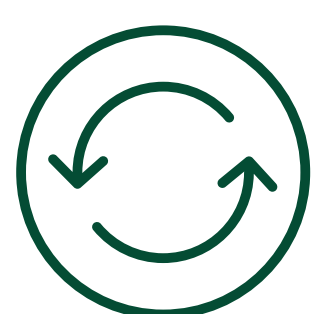
Health Care Impact

68

Bloodborne Pathogen Hepatitis B Vaccine Administrations

Laboratory and Research Safety

The Laboratory and Research Safety team provides regulatory services for Chemical Hygiene / Laboratory Safety; Hazard Communication; Hazardous Waste; Laser Safety; Research; and Universal Waste safety programs.



Administered the Radiation Safety program resulting in the appointment of a new radiation safety officer, committee, revised program, calibration of 18 radiation detection meters, and review of 280 dosimetry badges.



Improved the Hazardous Waste Minimization program resulting in the donation of Biological Science's large collection of preserved animals stored in ethanol containers to the North Carolina Natural History Museum instead of being disposed as hazardous waste.



Enhanced the Laser Safety program resulting in program revisions, inventory updates, and posting warning signage.

Research Impact

326

Chemical Fume Hood Tests

Workplace Impact

206

Hazardous Waste Inspections

Student Impact

37

Radiation/Laser Inspections

Program Support and Outreach

The Program Support and Outreach team provides administrative, business, process improvement, technology, training, and outreach services.



Administered the Safety Awards Program resulting in the University receiving the National Safety Council Excellence Award.



Improved the Training and Outreach program resulting in 30% increase in website visits, 8 hosted safety events, and online training transition to the new Human Resources Learning and Development Portal.



Enhanced the EHSA Onsite technology system to launch the new injury incident reporting and investigation system.



10,655

Online Trainings



1,414

Classroom Trainings



12,069

Total Personnel Trained

EHS Team



Award

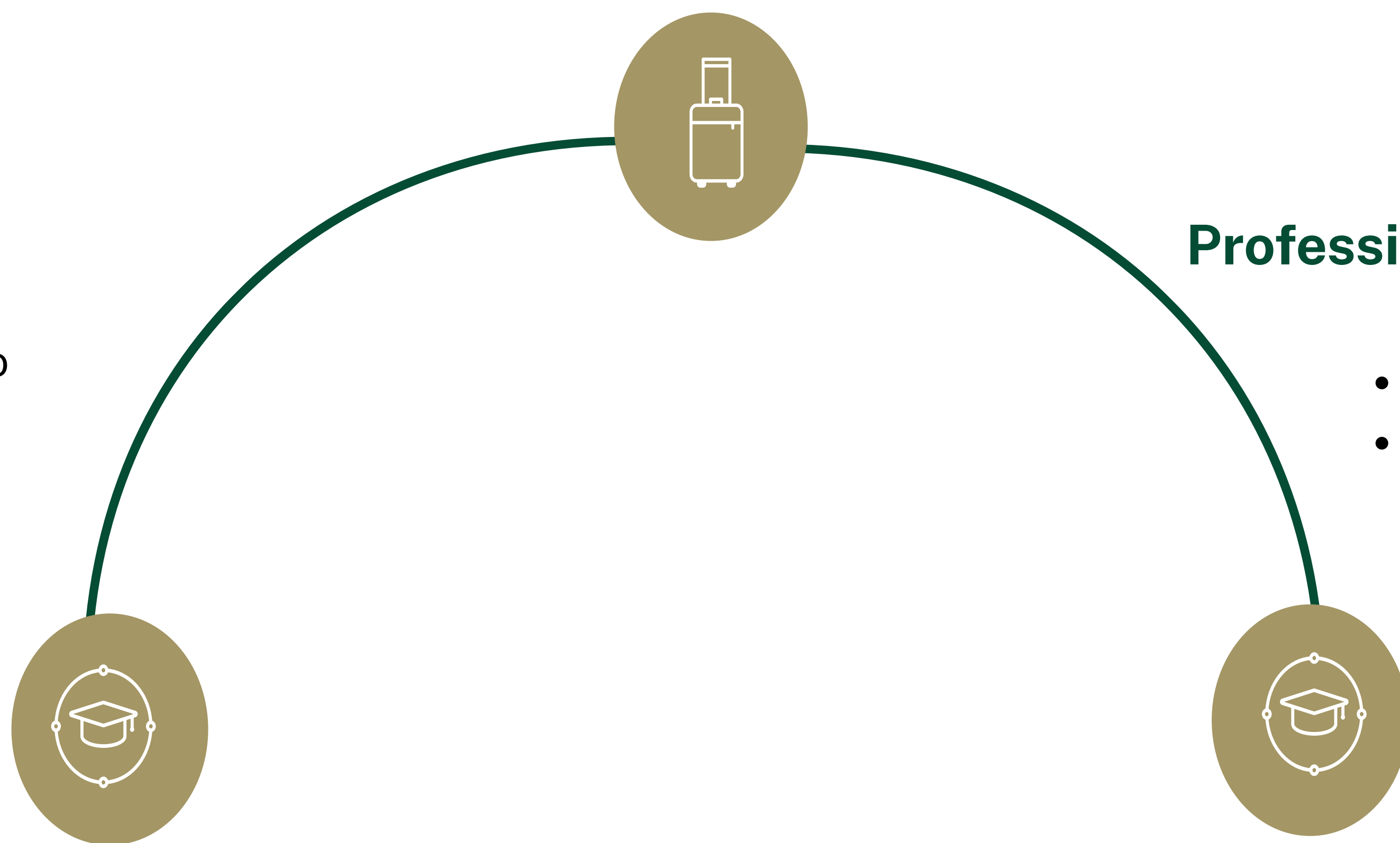
- National Safety Council Occupational Excellence

Appointments

- Director appointed to CSHEMA Board
- Associate Director appointed Radiation Safety Officer

Professional Development

- 400 hours
- Numerous courses



Directors

Darius Griffin, Director
John Svenson, Associate Director

Program Support and Outreach

Shannon Robinson, Manager
Derricka Clyburn, Specialist

Environmental and Contractor Safety

Tim Johnson, Manager
Daniel Todd, Officer
Kyle Thaman, Specialist

Fire and Life Safety

Derrick Gibbs, Manager
Ryan Reichert, Coordinator
Tanner Inman, Coordinator
Edward Helms Jr., Specialist

Health and Safety

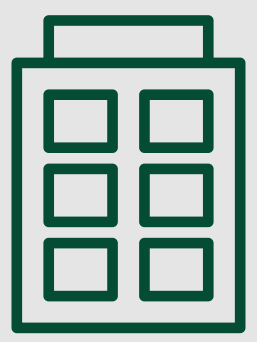
Bruce Crowell, Manager
Christine Pirotin, Coordinator
Chakeemia Shoulars, Coordinator
Omar Chaik, Specialist

Laboratory and Research Safety

Brian Stewart, Manager
Linda Robles, Officer
Sarah Eppard, Officer
Rhett Bagley, Specialist

Forecast

EHS coordinates with several national health and safety organizations including: The Centers for Disease Control (CDC), National Fire Protection Association (NFPA), Environmental Protection Agency (EPA), Occupational Safety and Health Administration (OSHA), National Association of College and University Business Officers (NACUBO), and College Safety, Health, and Environmental Management Association (CSHEMA). These organizations are increasing their focus and compliance review of areas affecting higher education.



CDC public health focus to mitigate the impacts of COVID-19



OSHA increase compliance inspections, update emergency preparedness, heat stress and noise programs



Increased NFPA focus on lithium ion batteries and fire prevention



EPA increased compliance inspections with a focus on land, water and air regulations



NACUBO focus on top 5 higher education business issues



CSHEMA focus on process improvements through technology innovation and engagement with leadership

Path Forward

As COVID-19 becomes endemic, the Environmental Health and Safety (EHS) office is focusing on the path forward. EHS is a people-focused profession - whether the people are faculty, staff, students, parents, administrators, or visitors we are committed to their health and safety. As outlined above, national health and safety organizations are evolving their regulatory and compliance review for a post-pandemic world. In order to manage the complexities of this evolving regulatory environment the EHS office will continue to strengthen technology applications, research safety resources, and innovative cost saving approaches. The EHS office will also continue to strengthen engagement with mid-level leaders, compliance planning, communication, and employee retention. As we align our internal strategies with the Shaping What's Next Strategic plan, we will continue to use data as a valuable tool to make regulatory compliance priority decisions. Ultimately, by focusing on working together and embracing change, the EHS office will ensure safety on the path to achieving the university's mission of teaching, research, and service.



Our environmental, health and safety commitment

safety.charlotte.edu