The Gillings Mission & Diversity

The Gillings School of Global Public Health at UNC is committed to the diversity of our students, faculty, and staff and the reduction of health disparities in the world around us. In the spirit of commitment, faculty, staff and students throughout the School seek to foster conditions that attract a diverse group of top-notch students and enable them to thrive.
SPH Efforts to Increase Diversity

- Funding
- Admissions Practices Committee
- Pipeline Recruitment Efforts
Funds from the HRSA grant will be used to provide tuition, fees, stipends and field training allowances to eligible students for the purpose of:

- Contributing to the elimination of health barriers in NC by graduating students who are well qualified and reflect the demographic composition of NC residents and enter the public health work force in local health departments or state agencies.

- Contributing to the elimination of health disparities through the continued exploration of social-behavioral determinants of diseases and the design/implementation of interventions to resolve the disparities.
School-wide Awards

- Three areas of School-wide awards
  - Department selected
  - Department nominated (recruitment)
  - Student self-nominated
- Information is sent to students and departments in Dec with a list of available awards and deadlines
  - Students enter requested information
  - Department designee enters requested information to select or nominate a student
- Subcommittee members rate the applicants and recommend them to the committee for approval
- Names are then submitted to Deans Rimer and Siega-Riz for final approval
- OSA sends final letters to all students
Aug 2011
• The DITF recommended
  - share promising practices across the SPH

Sep 2011
• The Chairs agreed
  - start with admissions practices

Feb 2012
• AdPC was formed
  - 24 admissions leaders across the school agreed to serve on the committee.
AdPC Goals

1. Share current dept practices with each other.
2. Examine current diversity data (CEPH).
3. Discover heuristics guiding admission decisions.
4. Identify existing promising practices (from within and elsewhere).
5. Discuss potential barriers to implementation/strategies to overcome.
6. Recommend practices departments would like to adopt.
7. Identify issues that require additional consideration.
Promising Practices:
5 department, and 2 Schoolwide, promising admissions practices identified

1. Formal training for faculty, staff and students involved in recruitment activities; greater coordination across units to recruit diverse students.

2. Essay question in application materials: applicants can make case for ways their background helps diversify School and public health workforce.

3. System for contacting all admitted applicants by phone after they receive acceptance letters.
4. Involve current students in admissions process in significant ways.

5. Employ a “second-look strategy,” giving a second review to some applicants from underrepresented groups.

6. Ensure emphasis on range of indicators of academic potential (e.g., GPA, internships/scholarships, experience, references, the student essay).

7. Have at least two committee members review each application.
For those departments or programs that have not made changes to admissions practices this academic year, please review the draft recommendations and select one or more to implement this spring or propose an alternative practice. If you propose an alternative practice to those listed, please indicate the expected impact on admissions and student diversity.

If your unit already has modified admissions processes this academic year with the aim of increasing diversity, please let us know what you have done.

Full report forthcoming (anticipated June 2013)
Coordinator for Diversity Programs & Recruitment

- **Leadership for Diversity Programs and Recruitment**
- **Recruiting and Outreach**
- **Collaborates with SPH leaders and staff on school’s commitment to diversity and inclusion**

Trinnette Cooper
Curvita—many changes have been made to enhance our ability to collect data. These include:

- Revised questions on faculty engagement and teaching innovation
- Added questions on diversity and dissemination
- Improved ability to annotate publications and identify a publication of impact
- Corrected problems with feeds of publication and funding data
- Added a feed of effort certification data from ECRT
- Hidden some unneeded sections that were causing confusion
- Improved the help tip sheet
Support Model

- Faculty
- Department Support Person
  - Technical Questions
    - Charles Ayers
    - Scott Jackson
  - Clarifications on definitions
    - Anna Maria Siega-Riz
  - Specific Department Requests
    - Chair’s Assistant
    - Support Person
**CEPH Objective 3:** Sustain a supportive, active learning environment.

- **Metric 1:** Quantitative assessment of the use of active learning techniques in courses.

Faculty were asked on their annual review to choose “yes or no” in regards to whether they had used active learning techniques for courses they instructed.

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<td>Total</td>
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- **Professor:** 85%
- **Associate Professor:** 81%
- **Assistant Professor:** 80%
- **Instructors & Lecturers:** 75%
CEPH Objective 2: Provide world-class, innovative educational opportunities.

- **Metric 2:** Quantitative assessment of the use of innovative technology in the classroom.

Faculty were asked on their annual review to choose “yes or no” in regards to whether they had used innovative technology in their classrooms.

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<td>Instructors &amp; Lecturers</td>
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- Tenured: 49%
- Tenure Track: 31%
- Fixed Term: 50%
Teaching and Learning Updates: AY 2013

- Teaching Innovation Awards to 8 faculty members
- Funded 6 courses to meet SPH2020 goals
- Renovating 2 classrooms
- Alexander, Horney, Irwin and Yeatts selected to create MOOC: Epidemiology: the basic science of public health
Faculty Awards
Congratulations!!!!

John E. Larsh Jr. Award for Mentorship
Morris Weinberger, PhD
Distinguished Professor
Health Policy and Management

McGavran Award for Excellence in Teaching
Jane Monaco, DrPH
Clinical Assistant Professor
Biostatistics
2013 School-wide Awards

Harriet Hylton Barr Distinguished Alumni Award

Wilbur K. Milhous, PhD, Parasitology and Lab Practice, ‘83

Bernard G. Greenberg Alumni Endowment Award

Steve H. Zeisel, MD, PhD Nutrition