Faculty & Staff Meeting
May 1, 2014
I’ll Cover

1. Feedback from survey after last meeting
2. Updates: diversity, grants, leadership changes & searches
3. Our organization
4. Next fundraising campaign
5. Civility
Feedback*

- Provide some information ahead of time: apply the flipped classroom principle.
- Why didn’t we hear about some items before?
- Prezi gave some people a headache.
- You want updates/more info on finances & similar items.
- Not that interested in information on awards

*Thanks to everyone who responded
UNC GA, Chapel Hill and other leadership changes and implications
Leadership
Appointments & Changes
Moulton joins SPH Advancement

Susanne (Sandy) Moulton, JD, MPH, interim associate dean for SPH Advancement
Year to Date Awards Through Q3 each Fiscal Year

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Total Awards Q3 YTD</th>
<th>Admin Awards Q3 YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY10</td>
<td>$111.7</td>
<td>$63.2</td>
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<tr>
<td>FY11</td>
<td>$128.9</td>
<td>$70.5</td>
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<tr>
<td>FY12</td>
<td>$114.8</td>
<td>$55.3</td>
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<tr>
<td>FY13</td>
<td>$96.7</td>
<td>$45.9</td>
</tr>
<tr>
<td>FY14</td>
<td>$98.1</td>
<td>$54.5</td>
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DIVERSITY - FY 2014
Faculty Diversity Race/Ethnicity

- White: 80%
- Black or African American: 7%
- Asian: 10%
- Hispanic or Latino (of any race): 3%
- All other races: 0%
Staff Diversity Race / Ethnicity

- **White**: 65%
- **Black or African American**: 11%
- **American Indian and Alaska Native**: 1%
- **Asian**: 18%
- **Native Hawaiian and Other Pacific Islander**: 0%
- **Some other race**: 1%
- **Two or more races**: 0%
- **Hispanic or Latino (of any race)**: 4%
## Total Enrollments by Dept & Race/Ethnicity
### Fall 2013

<table>
<thead>
<tr>
<th></th>
<th>BIOS</th>
<th>EPID</th>
<th>ESE</th>
<th>HB</th>
<th>HPM</th>
<th>MCH</th>
<th>NUTR</th>
<th>PHLP</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaskan Native</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>4</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>7</td>
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<tr>
<td>Asian</td>
<td>67</td>
<td>42</td>
<td>33</td>
<td>15</td>
<td>46</td>
<td>7</td>
<td>27</td>
<td>26</td>
<td>263</td>
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<tr>
<td>Black or African American</td>
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<td>5</td>
<td>24</td>
<td>22</td>
<td>51</td>
<td>12</td>
<td>14</td>
<td>34</td>
<td>171</td>
</tr>
<tr>
<td>Hispanic of any race</td>
<td>8</td>
<td>7</td>
<td>12</td>
<td>12</td>
<td>24</td>
<td>7</td>
<td>12</td>
<td>19</td>
<td>101</td>
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<tr>
<td>Native Hawaiian/Other Pacific Islander</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>10</td>
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<tr>
<td>White/Caucasian</td>
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<td>89</td>
<td>119</td>
<td>79</td>
<td>261</td>
<td>65</td>
<td>98</td>
<td>172</td>
<td>958</td>
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<tr>
<td>Other/Unknown</td>
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<tr>
<td>Two or more races</td>
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<td>8</td>
<td>11</td>
<td>9</td>
<td>23</td>
<td>8</td>
<td>8</td>
<td>15</td>
<td>90</td>
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<tr>
<td>Grand Total</td>
<td>182</td>
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<td>147</td>
<td>438</td>
<td>109</td>
<td>172</td>
<td>280</td>
<td>1701</td>
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</table>

### Percentage Breakdown

- **American Indian / Alaskan Native**: 7%
- **Asian**: 26%
- **Black or African American**: 10%
- **Hispanic of any Race**: 8%
- **Native Hawaiian / Other Pacific Islander**: 6%
- **White / Caucasian**: 61%

### Color Coding
- **Light Yellow**: American Indian / Alaskan Native
- **Dark Yellow**: Asian
- **Green**: Black or African American
- **Purple**: Hispanic of any Race
- **Blue**: Native Hawaiian / Other Pacific Islander
- **White / Caucasian**: White / Caucasian
Champion of Diversity

Vic Schoenbach, PhD, associate professor, EPID

UNC-Chapel Hill’s Martin Luther King Unsung Hero Award
Graduation Rates – Average (%)

The **Average Graduation Rate** shown in the graph is an average of 4 cohorts for doctoral students (Fall 2002, Fall 2003, Fall 2004, Fall 2005) and 7 cohorts for master’s students (Fall 2002 through Fall 2008). Lines across bars indicate CEPH mandated benchmarks for doctoral (60%) and masters (70%) programs. BSPH not shown due to historical non-reporting to CEPH & ASPPH.
Job Status
From August 2012, December 2012, or May 2013

Graduates’ Job Status

- Employed: 74%
- Cont. Training: 19%
- Actively Seeking: 2%
- Not Seeking: 1%
- Unk.: 4%
Framing the Future: The Second 100 Years of Education for Public Health

- MPH Expert Panel
  - Members of the MPH Expert Panel
  - FAQs on the MPH Degree Report (Coming soon)

- DrPH Expert Panel
  - Members of the DrPH Expert Panel
  - Population Health in All Professions Expert Panel
  - Community Colleges and Public Health Expert Panel
    - Members of the Community Colleges and Public Health Expert Panel
  - Undergraduate Public Health Education Expert Panel
    - Members of the UGPH Education Expert Panel
    - FAQs on the Critical Component Elements

- Recommended Critical Component Elements of an Undergraduate Major in Public Health
  - August 3, 2012

- Blue Ribbon Public Health Employers' Advisory Board
  - Public Health Trends and Redesigned Education Report
A breakthrough MPH program setting a rigorous new standard for public health education in the 21st century, Columbia’s MPH curriculum integrates interdisciplinary knowledge, leadership skills and real-world experience
MPH is a demanding, interdisciplinary program emphasizing active, student-directed learning, problem solving, and the acquisition of skills essential to the practice of public health.
Recent Visits
Celebrating 75 Years

Atlanta, GA
Baltimore, MD
Boston, MA
Charlotte, NC
Chicago, IL
Nashville, TN
San Diego, CA
Washington, DC & more
Civility is civilized conduct; especially, courtesy and politeness or a polite act or expression.
"Civility means a great deal more than just being nice to one another. It is complex and encompasses learning how to connect successfully and live well with others, developing thoughtfulness, and fostering effective self-expression and communication.

~P. M. Forni
Civility includes courtesy, politeness, mutual respect, fairness, good manners, as well as a matter of good health. Taking an active interest in the well-being of our community and concern for the health of our society is also involved in civility."

~P. M. Forni
Incivility Dirty Dozen

1. Not saying the basics: “please,” “thank you,” “I’m sorry”
2. Sending “loaded” email messages & copying others
3. Disrupting meetings by coming late, interrupting, texting/emailing
4. Talking over/interrupting others
5. Reprimanding others in public
6. Rolling your eyes at others’ suggestions
7. Ignoring people intentionally
8. Keeping people waiting for meetings w/o warning
9. Gossiping about others
10. Setting others up for failure
11. Shifting blame to colleague for a mistake
12. Shuffling off the worst assignments; hoarding “the plums”