All Staff Meeting

June 8, 2017
Keep Gillings Strong

- Strong leadership
- Support our staff and help them develop professionally.
- Recruit and retain strong faculty members.
- Recruit and support our students.
- Cope effectively with budget threats and challenges.
- Evolve, adapt and change.
Aaron Williams, MBA, former head of Peace Corps, commencement speaker
Thanks to all staff members who helped!

Special shout-out to OSA staff, HR and Chandra Caldwell!
School-Level Searches

- Assistant Dean, Inclusive Excellence
- Associate Dean, Advancement
- Director, North Carolina Institute for Public Health
- Chair, Epidemiology
Leadership: Advancement

Sterling Frierson, MS, EdS
Interim Associate Dean
Leadership: North Carolina Institute for Public Health

Rachel Wilfert, MD, MPH, CPH
Interim Director and Training Manager
New Leadership: Health Behavior

Kurt Ribisl, PhD
Professor
Chair, July 1, 2017
Our Challenges
More competition for students, faculty & grants

- **Number of CEPH-Accredited Schools of Public Health**
- **Number of CEPH-Accredited Programs of Public Health**
- **Total**

Year | CEPH-Accredited Schools of Public Health | CEPH-Accredited Programs of Public Health | Total
--- | --- | --- | ---
2007 | 104 | 65 | 169
2008 | 109 | 70 | 179
2009 | 120 | 77 | 197
2010 | 125 | 79 | 204
2011 | 133 | 84 | 217
2012 | 142 | 92 | 234
2013 | 153 | 102 | 255
2014 | 160 | 108 | 268
2015 | 164 | 108 | 272
2016 | 172 | 113 | 285

- More competition for students, faculty & grants
Severe Budget Constraints

$ UNC-Chapel Hill budget is highly constrained.
$ Real consequences for Gillings in sharply reduced start-up for faculty recruitment: 75% reduction
$ Increasing number of retention cases are creating additional pressure.
$ We have been presented with large, unplanned cuts and expectations that we cover expenses, such as upfitting University Square.
$ We’ve just been told to plan on cuts for FY18.
Changes to Permanent State Budget
FY09 to FY17

Cumulative *permanent* budget cuts since FY2009 = -$6.2M or -29% of 2009 starting budget

Most new permanent funds are purpose-restricted; don’t offset lost general funds.

* through April 2017
Grant/Contract $ to SPH Faculty PIs by Year

Dollars in millions

FY15: $163
FY16: $184

Average $/Gillings’ PIs in FY16 = $1.2 million

Highest average at UNC-Chapel Hill
Financial Uncertainty

- Indirect cost cuts?
- Limits to number of PI grants?
- How will Gillings’ fare in new budget model?
The path to the future isn’t a straight line. It isn’t even a known line.
Keep Gillings Strong

- **Change.** (e.g., How we’re organized, curricula)
- **Adapt.** (e.g., Organization, business strategies, assumptions re funding)
- **Innovate.** (e.g., Organization, teaching)
- Become more nimble & efficient. Simplify.
- **Communicate.** (e.g. Even more about our impact)
- **Build new partnerships.**
- **Deliver.** (Be who we say we are.)
- **Recruit, support & retain strongest students, staff & faculty.**
- Become more diverse & inclusive.
Keep Gillings Strong

What should we do differently? More efficiently?

What should we stop doing?

What should we do more of?

What areas are so important that they’re worth taking risks?

What do you think?
New MPH Core: We can change

- Integrated across disciplines
- Interdisciplinary, case-based approach
- Timed properly to serve as building blocks
- Acceleration camp to prepare students in advance of courses
- Assure that strong faculty are teaching core
- Fewer credits than previously
- Fully compliant with new accreditation standards
- More flexible and nimble than individual courses owned and taught by departments
Advancing New Collaborations and Business Opportunities
CORE STRATEGIES

Of the public, for the public
• No barriers to a great education
• Expertise brought to bear for the benefit of NC and beyond
• Working for democracy: developing citizen-leaders and encouraging informed public discussion

Innovation made fundamental
• Foundational research and creative space
• The new learning imperative: personalized, experiential, adaptable, entrepreneurial
• Translating research into professional, commercial, and societal uses
• Adapting to evolving workforce and student needs

CROSS-CUTTING IMPERATIVES

• Preeminence
• Economic powerhouse for the state
• Graduates prepared for the new economy
• Global mindset
• Address big societal questions
Gillings School Strategic Themes

Deliver proven solutions faster.

Enable healthy lives at every age.

Promote health, prevent disease & improve care.

Assure a healthy planet and healthy people.

Harness big data for health & well-being.
Imperative for change

“The commentary relates to the effectiveness of the administrative processes in ensuring that all departments meet academic standards in this large and decentralized school. Administrative processes for ensuring quality and compliance across all the educational programs exist, but are not fully effective or consistent.”

CEPH draft report 2017
WHO WANTS CHANGE?

WHO WANTS TO CHANGE?
“What if we don’t change at all ... and something magical just happens?”
“It is not the strongest species that survive, nor the most intelligent, it is the one most adaptable to change”
-Charles Darwin
I believe in Gillings. We can do hard things...together.
Harmonize & pedal together.
Thank you!