All Staff Meeting
Gillings School Commencement

Joyful, inspiring and exuberant

Thank YOU!!!!
Keep Gillings Strong

- Retain ranking.
- Improve financial health.
- Redesign professional degree programs and services: manage change.
- Keep enrollment strong.
- Increase philanthropy.
- Increase inclusive excellence.
Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress — such as family and relationship problems, serious health problems or workplace and financial stressors. It means "bouncing back" from difficult experiences. (Amer. Psych. Assn.)
Where we are today

- Still top *public* school of public health; HPM 3
- Challenging year
- Many people worked very hard to achieve academic/other goals—we’re better because they did.
- We’ve made a lot of progress—of course, more still to be done.
- We’ve been central to progress on Operational Excellence—staff getting many kudos.
Redesigned Academic and Student Services

**Launched Fall 2018**
- MPH integrated core courses
- MPH degree with UNC-A and MAHEC
- MPH@UNC

**Launching Fall 2019**
- Gillings MPH with 12 concentrations
- Student Services Ecosystem
Redesigned Academic and Student Services

Cue Laura Linnan
Enrollment Growth – MPH degree

Positive return in moving from 8 departmentally-based MPH degrees to One MPH with 12 concentrations

Enrollment Deposits

<table>
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<tr>
<th>Fall 2018</th>
<th>Fall 2019</th>
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<td>191</td>
<td>260</td>
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+69
Agreed to stop using track descriptors for most purposes
- Targeted hire program is now called VITAE, with thanks to Aimee McHale and Committee on Faculty Enhancement.
- We confronted Silent Sam issues, and with Kauline Cipriani leading an excellent team, built inclusive excellence plan.
- Training for all of us is at the heart of it.
- Our researchers did really well on funding and impact.
- We made hard decisions about budget. Senior leaders agreed not to take raises. Business managers and central finance staff are working closely. We are stronger.
- We’re making real progress on the Student Services Ecosystem. Thanks to everyone in student services, Kathy Anderson, Beth Mayer-Davis and Morris Weinberger.
- Had a hiatus in most tenure/tenure track faculty hiring, but we requested and received new positions to enhance diversity. Hired teaching and research faculty members.
Hosted many important events and speakers
- American World Health Organization
- Pearl Hacks
New Kenan Distinguished Professor, Ralph Baric.
8/22 students received Impact and Horizon Awards.
Lynn Blanchard, PhD, Associate Professor in Health Behavior, received UNC- CH Massey Award.
OJ McGhee, MA, IIS, received the University’s 2019 Diversity Award
Angelica Figueroa, Dean’s Office, Teri Smith, Finance, and Beverly Garcia in HPDP, received Employee Forum’s Peer Recognition Awards
Charletta Sims Evans, MEd, awarded the Student Affairs Campus Collaborator Award
Lots of faculty awards
The advances could not have been made had not people come together as One Gillings.
Immediate and short-term priorities

**SPH Leadership**
Right people in right roles doing the right things

**Focus on Finances**
Accurate projections, smart choices, reduce deficits, increase funding for students/faculty

**Readiness for Change & Innovation**

**Complete Ed. Redesign**
MPH, BSPH, DrPH, other degrees, Student Services Ecosystem, enrollment
Immediate and short-term priorities

SPH Leadership
Right people in right roles doing the right things

Vice Dean
Assistant Dean for Strategic and Business Intelligence
Assistant dean for Master’s Degrees
Director NCIPH

☑️ Director, Communications
☑️ Director, Water Institute
Director of Communications and Marketing
Phase 2: Strategic website plan in action

Welcome to the #1 public school of public health — and #2 overall.
Gillings Leadership Changes

Aaron Salzberg, PhD, now at US Department of State, begins July 1, 2019.
Keep Gillings Strong

- Enhance research in precision health, climate resilience, vaccines, big data & implementation science.
- Achieve inclusive excellence.
- Serve North Carolina; be global.
- Align with *Blueprint for Next*.
- Conduct focused strategic planning.
Inclusive Excellence Action Plan

Recommendations

- Require inclusive excellence training, strong antiracist component
- Require social justice and equity training in the curriculum, begin with orientation
- Improve and amplify communication about inclusion, equity and anti-racism efforts
- Increase and communicate leadership advocacy for student needs
School working on all WHO’s 2019 top global health threats

1. Air pollution and climate change
2. Noncommunicable diseases
3. Global influenza pandemic
4. Fragile and vulnerable settings
5. Antimicrobial resistance
6. Ebola and other high-threat pathogens
7. Weak primary health care
8. Vaccine hesitancy
9. Dengue
10. HIV
Climate Change = Public Health Crisis
Not A Choice
Air pollution accounts for 1 in 12 deaths globally


Jason West and colleagues

Slowing climate change globally would improve US air quality, save thousands of lives.

Zhang et al., *Environmental Research Letters* 12:114033, 2017
Majority of carbon burning has come since premiere of Seinfeld.*

*From The Uninhabitable World
END CLIMATE INJUSTICE
Climate-sensitive diseases are among the largest global killers. Diarrhea, malaria and protein-energy malnutrition alone caused > 3 M deaths globally in 2004, 1/3 in Africa. Increasing temperatures and more variable rainfalls are expected to reduce crop yields in many tropical developing regions, where food security is already a problem. Billions of additional people will suffer malnutrition, and millions will die every year. Steps to reduce greenhouse gas emissions and lessen the health impacts of climate change could have positive health effects, e.g., reduce traffic injuries and cut deaths from CVD.
Future directions

- Complete professional degrees and student services redesign; evaluate and act on findings.
  - Fine-tune MPH@UNC.
- Conduct strategic planning for academic programs and research.
- Develop sound, sustainable financial model.
- Continue to invest in innovation.
• Create the future of solutions-focused precision health through interdisciplinary research.

• Enhance funding and reputation through AI/machine learning and other cutting edge methods.

• Strengthen data science and machine learning training across Gillings.

• Rebuild leadership and critical mass in implementation science.

• Create a center for thought leadership and action in one area where we can be the unequivocal, global leader, e.g., vaccines.