SPH Faculty & Staff Meeting

OCTOBER 16, 2015
Enhancing in-person communication

3-4 Faculty/Staff Meetings/Year

2 Staff Meetings/year; professional development component

In-person events to enhance formal & informal communications; e.g., atrium socials, town halls
Today’s meeting focus

- External & internal forces on SPH
- Being more nimble
- Budget, enrollment challenges & student issues
- CEPH updates

Get your feedback!
Done: 5th year review of Dr. Schenck; 10th year review of Dr. Kosorok
NCIPH review starting
CEPH self-study in process
Building the new Gillings MPH core
New round of Gillings Innovation Labs soon
Filling you in...

- New chair HPM started 9/1
- Planning fundraising campaign: student & faculty funding a big part
- Dept. reviews for Health Behavior & Nutrition (done)
- Form committee to assess SPH needs in health equity
- New chair for ESE when Dr. Aitken’s term ends
Gillings Innovation Labs

- Up to 4 awards of up to $150,000 each
- Open to all faculty with primary SPH appointments
- Letters of Intent due **October 23**
- Proposals due **December 1**
- Visit: [sph.unc.edu/research/gil](http://sph.unc.edu/research/gil) for more info

**Innovative, interdisciplinary, high-impact** projects in these areas:

- implementation/improvement science
- connected health/mHealth
- big data and health
- healthy aging
- population health, and more
Gillings even stronger!

Indicators:
- Recruiting top people
- Recognition of faculty
- Other schools trying to steal our people
- Continued success in obtaining grant/contract support
- Recognition
Recognition

- Recruiting great people across the SPH
- 2 of 8 new UNC-Chapel Hill endowed professorships
- 2 of 4 UNC Hettleman Awards—highest awards to mid-career faculty members
- Leading large initiatives
Recruiting great people

Shou-Yih Daniel Lee, PhD
Chair and Nominated Professor, HPM
2 of 8 new University Distinguished Professors

Jianwen Cai, PhD
Cary C. Boshamer
Distinguished Professor
and Vice-Chair, Biostatistics

Elizabeth Mayer-Davis, PhD
Cary C. Boshamer
Distinguished Professor
and Chair, Nutrition
2 of 4 UNC Hettleman Prizes for Young Faculty Achievement

Wizdom Powell, PhD
Associate Professor
Health Behavior

Path-breaking research on African-American men’s mental and physical health

Jason Surratt, PhD
Associate Professor
Environmental Sciences & Engineering

Explaining how secondary organic aerosols are formed & their impact on human and ecosystems health
World Health Organization names Carolina lead partner in global effort to save millions of lives

The United Nations’ World Health Organization (WHO) has named the University of North Carolina at Chapel Hill as its academic partner to help coordinate research... READ MORE »
Grant/contract $ to SPH Faculty PIs by Year

2011: 165
2012: 154
2013: 154
2014: 145
2015: 163
Future years: 156

5 yr. avg.
Total dollar amount of grants and contracts awarded to SPH PIs

2011 2012 2013 2014 2015 5yr Avg

$92.7 $88.1 $71.5 $84.4 $67.3 $80.8
$72.1 $65.9 $82.9 $60.6 $95.2 $75.3
$164.8 $154.1 $154.4 $145.0 $162.5 $156.2

Administering  Appointing  Grand Total

$92.7  $88.1  $71.5  $84.4  $67.3  $80.8
$72.1  $65.9  $82.9  $60.6  $95.2  $75.3
$164.8  $154.1  $154.4  $145.0  $162.5  $156.2

UNC GILLINGS SCHOOL OF GLOBAL PUBLIC HEALTH
Threats & challenges

- Potential negative outcome from SACS or other body’s decisions
- More budget cuts?
- More restrictive UNC system & legislative policies
- Lack of organizational agility
- Competing with more schools/programs & programs
- Recruiting top applicants
- Potential loss of strong faculty & staff
- Differentiate ourselves from other schools/programs
Opportunities

- Build a highly successful fundraising campaign
- Innovate ed. programs; retire those that no longer meet needs
- Organizational development plan: be more nimble
- Mobilization: cutting edge research on mHealth
- GO-MPH, new MPH core: reduce faculty burden & enhance learning
- Strengthen global & domestic partnerships
- Adapt to changes in higher ed.
- Population health

GILLINGS SCHOOL OF GLOBAL PUBLIC HEALTH
FROM THE WELL TO THE WORLD

UNC GILLINGS SCHOOL OF GLOBAL PUBLIC HEALTH
Growth of CEPH-Accredited Schools and Programs of Public Health

More competition for students, faculty & grants
Enrollment by year, 2010-2015

- 2010: 1749
- 2011: 1734
- 2012: 1746
- 2013: 1701
- 2014: 1674
- 2015: 1596

Note: Fall 2010 is FY2011, Fall 2011 is FY12 and so on.
Threat of reduced enrollment must become more effective in recruiting

- Increased competition for students: more schools/programs
- World has changed faster than our processes
- Many schools have more funding for students
- Customer service more important
Visits to Gillings are key and must include:

- Meetings with faculty
- Welcoming, knowledgeable staff
- Well-organized itinerary/visit
- Time with other students

Prompt, personal, regular communication is critical:

- Regular contact throughout
- Timely congratulations letters & contact thereafter
- Prompt info re. “next steps”
- Earlier info re. funding decisions
Specific opportunities

Making Gillings Even Better!

- Improve enrollment & awards processes
  - New MPH core & GO-MPH

- Organizational development plan
  - Communication
  - Faster, nimbler

- Population health
  - Innovation
  - UNC Asheville?
Seize opportunities

Implementation
Mobilization (mHealth)
Population Health
Ed. Innovations
Change processes: faster & nimbler
Population health
Population health

Health outcomes of a group of individuals, including the distribution of such outcomes within the group

- Geographic groups, e.g. communities (population health)
- Patients receiving care in a health care system (population medicine)
- Other groups; e.g., employees, ethnic groups
Consequences; e.g., financial penalties for inappropriate hospital readmissions
Opportunities for us to develop models for population health
Appointed Dr. Beth Mayer-Davis point person
“But how we teach, communicate and do our work needs to change quickly to take advantage of exploding technologies, remain competitive and relevant for new generations, and keep our place at the forefront in research and innovation.

We can’t be bystanders in this great transformation. We are living in a great Innovation Generation where anyone at any place can make transformational change a reality. To push our innovation capacity and global boundaries, we have to embrace and manage for change that is taking place faster than ever before – change needs to occur at the speed of innovation.

Fast change is not always the hallmark of excellence.”
“Change also needs to start now, with us, and some is needed quickly. Today’s students have grown up digitally native, not just open to change but demanding it. They are restless for new ways to learn and they want to create an impact on the world faster than previous generations. Moreover, knowledge has exploded, new fields are being created, and new ways of learning are becoming well understood.

In the coming weeks, I will be challenging our **faculty** to re-invent key aspects of undergraduate and graduate education and curriculum in every school to better meet 21st century needs.
I will be challenging our students to help us keep the Carolina Conversations going, and to provide perspectives for improving the safety and quality of their experience.

I will be challenging our administration to work with the community on new ways to fund and operate that are strategic, sustainable and nimble and that balance our community’s values.

...We must have courage to re-define our role in a rapidly changing world. We must be bold to rise above our already-great expectations. And we must be fearless to shatter the limits of the possible.
We will not remain the top public SPH using 20th century tools & mindsets.
Be more nimble & effective: reengineer & speed our processes.

01 Concept
02 Prototyping
03 Development
04 Test Drive
05 End Product
Multiple pathways to faster...
e.g. PDSA (plan, do, study, act)
lean processes, improvement science,
deeper dive, prototype

We must be
faster, nimbler &
more effective.