



UNC  
GILLINGS SCHOOL OF  
GLOBAL PUBLIC HEALTH

## All Staff Meeting



Wednesday, June 13, 2018

# Barbara Rimer, DrPH

Dean and  
Alumni  
Distinguished  
Professor

Gillings School  
2018







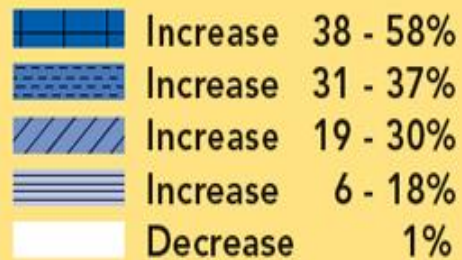
# **Staff Meeting June, 2018**

## Suicide rising across the US

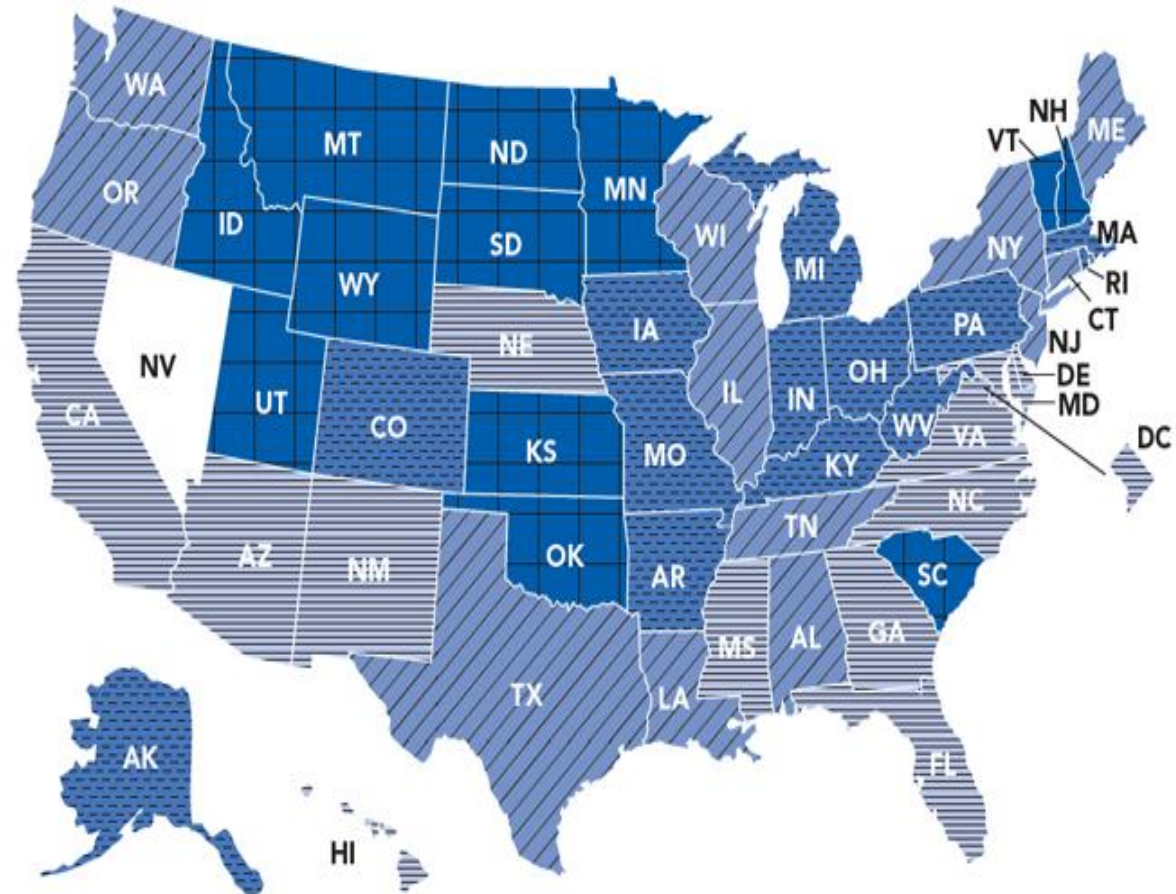
More than a mental health concern



Suicide rates rose across the US  
from 1999 to 2016.



SOURCE: CDC's National Vital Statistics System;  
CDC Vital Signs, June 2018.



# #BeThe1To

If you think someone might be considering suicide,  
be the one to help them by taking these 5 steps:

**ASK. KEEP THEM  
SAFE. BE THERE.  
HELP THEM CONNECT.  
FOLLOW UP.**



Find out why this can save a life at  
**[www.BeThe1To.com](http://www.BeThe1To.com)**

If you're struggling, call the Lifeline at  
**1-800-273-TALK (8255)**

Help yourself or  
Someone you  
love or  
Someone you  
know.





# We aim to accomplish several large goals for Gillings One MPH.



1. *Design* the Gillings One MPH with concentrations to meet needs and expectations of today's and tomorrow's students and prepare them for 21<sup>st</sup> century jobs.
2. Deliver on employers' expectations.
3. Maintain our top rankings and continue leading among schools of public health in academic excellence and innovations in research, practice, teaching and learning.
4. Attract more funding for students so we compete effectively for the best, most diverse students.
5. Assure that Gillings remains a great place to work for faculty and staff, characterized by intellectual vibrancy, opportunities to advance, a culture of health, diversity, inclusion, respect, civility and innovation.
6. Comply with 2016 criteria from CEPH and criteria from other accreditors.

# Strategic Academic Planning:

Where we've been, and  
where we're going





# Early steps in current strategic academic planning



**2/2015**  
**Began planning for integrated core courses**

**2/2012**  
**Launched Teaching and Learning TF as part of SPH2020: instituted various teaching innovations (starting spring 2012) as a result**

**2016-2017**  
**Prepared CEPH self-study report: significant data gathering, assessment & planning occurred**

**2/2016**  
**Began exploring online program options after university hiatus for new partnerships**

**2/2017**  
**Continued working on core courses**

**11/2016**  
**CEPH released new accreditation guidelines**

**5-6/2017**  
**Formalized partnerships with UNC Asheville and 2U**

**4/2017**  
**CEPH reaccreditation site visit: given feedback re challenges of managing quality across our many programs**

# What we've accomplished in the past year



**7/2017**

**Dean's Council and Chairs' Committee approve Gillings One MPH: planning intensifies, including re governance**

**9/2017**

**First meeting of MPH Steering Committee; solicited concentration proposals**

**11/2017**

**Reaccredited by CEPH**

**11/2017**

**Submitted MPH implementation plan to CEPH**

**11/2017**

**Worked with Graduate School to obtain approval for program changes**

**12/2017**

**Applications open for Leadership in Practice concentration MPH@UNC (session begins fall 2018)**

**12/2017**

**Gillings One MPH concentrations approved by Chairs' Committee**

# What we've accomplished in the past year



**1/2018**

**Began process of identifying concentration leads; they began developing expectations for each concentration.**

**2/2018**

**Identified instructors for MPH courses**

**5-6/2018**

**Interviewed MPH coordinator candidates**

**6/2018-8/2018**

**Decisions on financial models**

**2/2018**

**Posted MPH Coordinator positions**

**2/2018**

**Filmed COMPASS videos**

**6/2018**

**Finalize and approve APE/ILE for Gillings One MPH**

**7/2018**

**COMPASS launch**



**7/2018**

**Submit  
concentration info to  
CEPH and SOPHAS.**

**7/2018**

**MPH Coordinators start**

**8/2018**

**MPH Core launch**

**8/2018**

**MPH Core and UNC  
Asheville programs  
launch**

**9/2018**

**MPH@UNC Leadership in  
Practice and Nutrition  
launch**

**1/2019**

**MPH@UNC  
Nutrition/RD  
concentration  
launch**

**1/2019**

**Full mapping report of  
degree foundational  
knowledge and  
competencies to CEPH**

**8/2019**

**Launch Gillings One MPH residential  
concentrations**

# Where we are and next steps



# What we're doing is really challenging

Going from a 20<sup>th</sup> century  
*discipline/department-focused MPH*

*that evolved* but not planned intentionally

to one that is designed,

not just to meet CEPH and other accreditors'  
criteria

but also to *meet needs and expectations of 21<sup>st</sup>  
century students and employers.*





**We're changing to stay strong  
and continue thriving.**



# Change is stressful.

Money flow

Unanswered  
questions

New processes:  
not the way we  
did it before



Individual roles

Job security

Ambiguity



Unlikely that future will be more of the present



Jobs are changing everywhere.



Work together to strengthen students' and employees' preparedness for evolving jobs, create new opportunities at Gillings for training and advancement and enhance our collective capacity for constructive change

Work and jobs are changing  
everywhere

# Shayna Hill, MPH

Chair of UNC  
Employee  
Forum

Gillings School  
2018







# Diversity and Inclusion Panel Discussion

Moderated by: Trinnette Cooper, MPH

**REI**  
racialequityinstitute, llc

**Panelists:**  
**Naya Villarreal**  
**Elizabeth French**  
**Helena Knego**  
**Steve Regan**





**Kauline Cipriani, PhD**

Assistant Dean for Inclusive Excellence; Associate  
Professor, Public Health Leadership Program



**Vaughn Mamlin Upshaw, DrPH, EdD**

Professor, Public Health Leadership Program



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I'm not biased...or am I?

Kauline Cipriani, PhD  
Vaughn Upshaw, DrPH, EdD



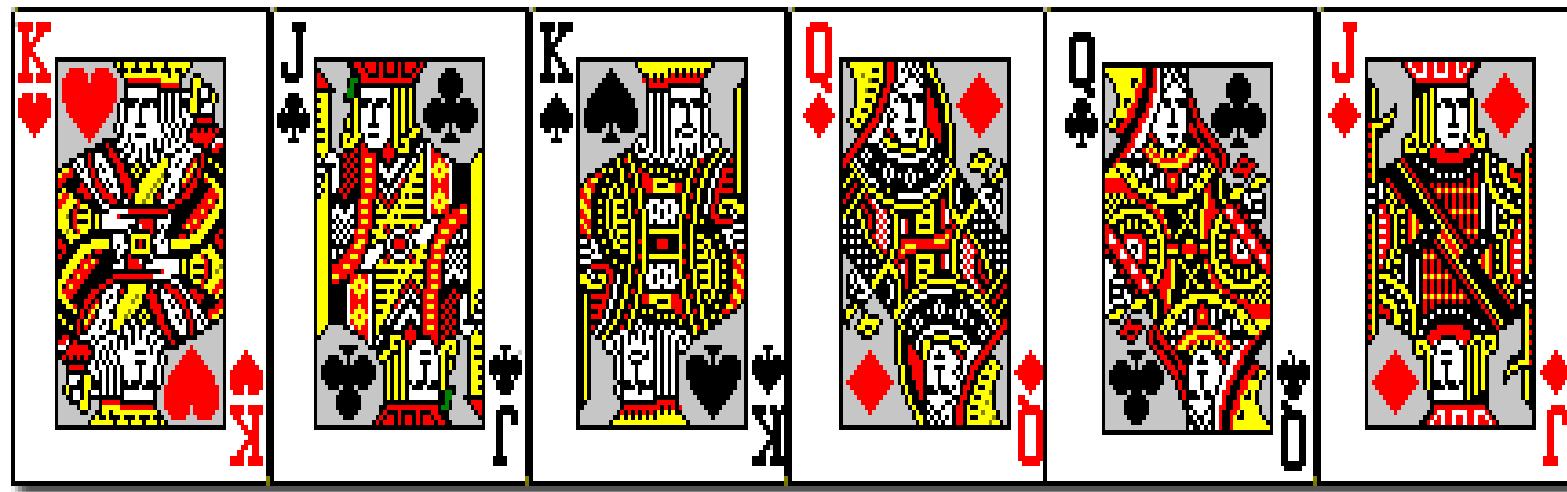
# Objectives

- How does bias work?
- Why should I be concerned about bias?
- What can I do about it?

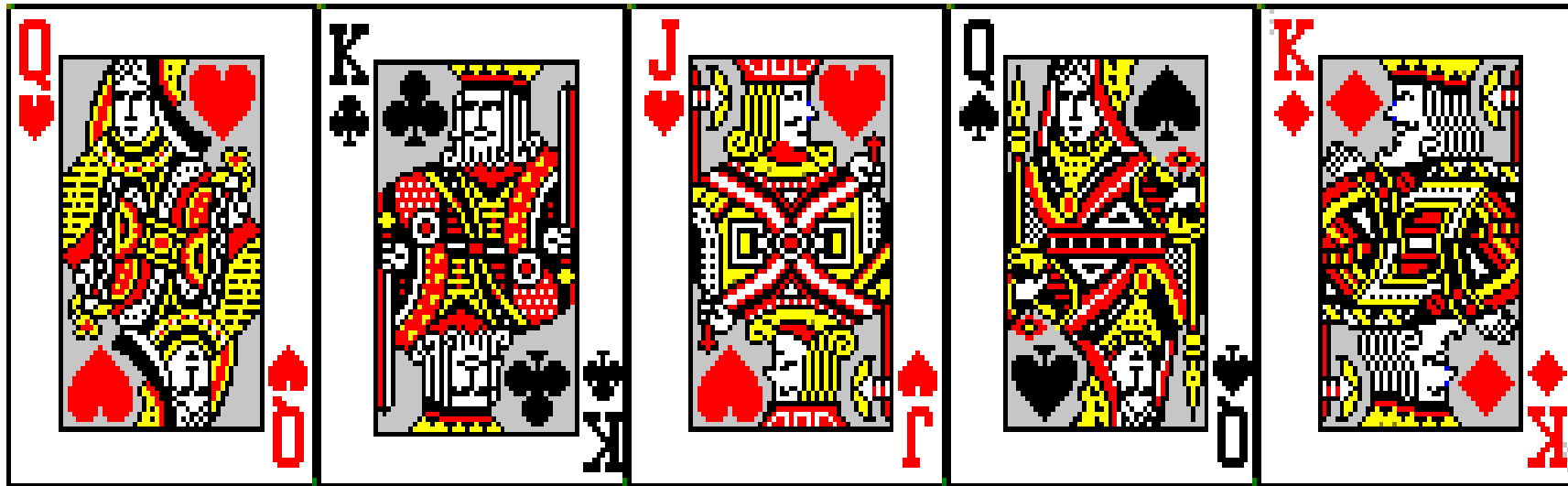




# Pick a Card



# Where is Your Card?





Read the **Word**

BLUE BLACK GREEN

YELLOW RED BLUE

RED BLACK GREEN



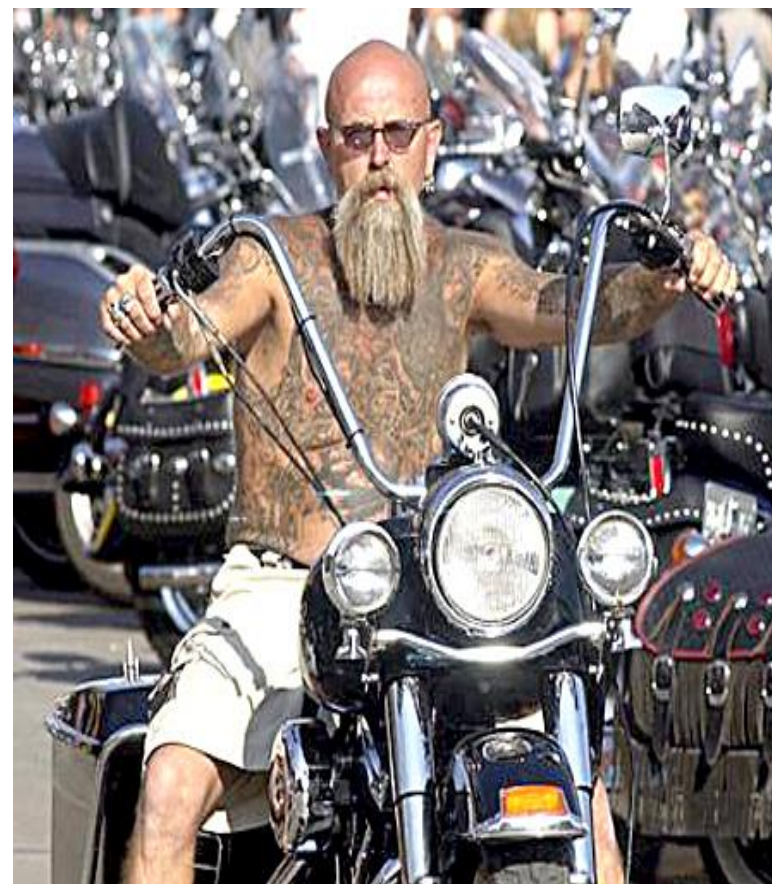
Say the **Color** of the Word

BLACK BLACK GREEN

YELLOW BLUE RED

RED SHARK! BLUE





# Bias, Bias Everywhere

## Bias in Advertising



<http://proceedings.mlr.press/v81/datta18a/datta18a.pdf>

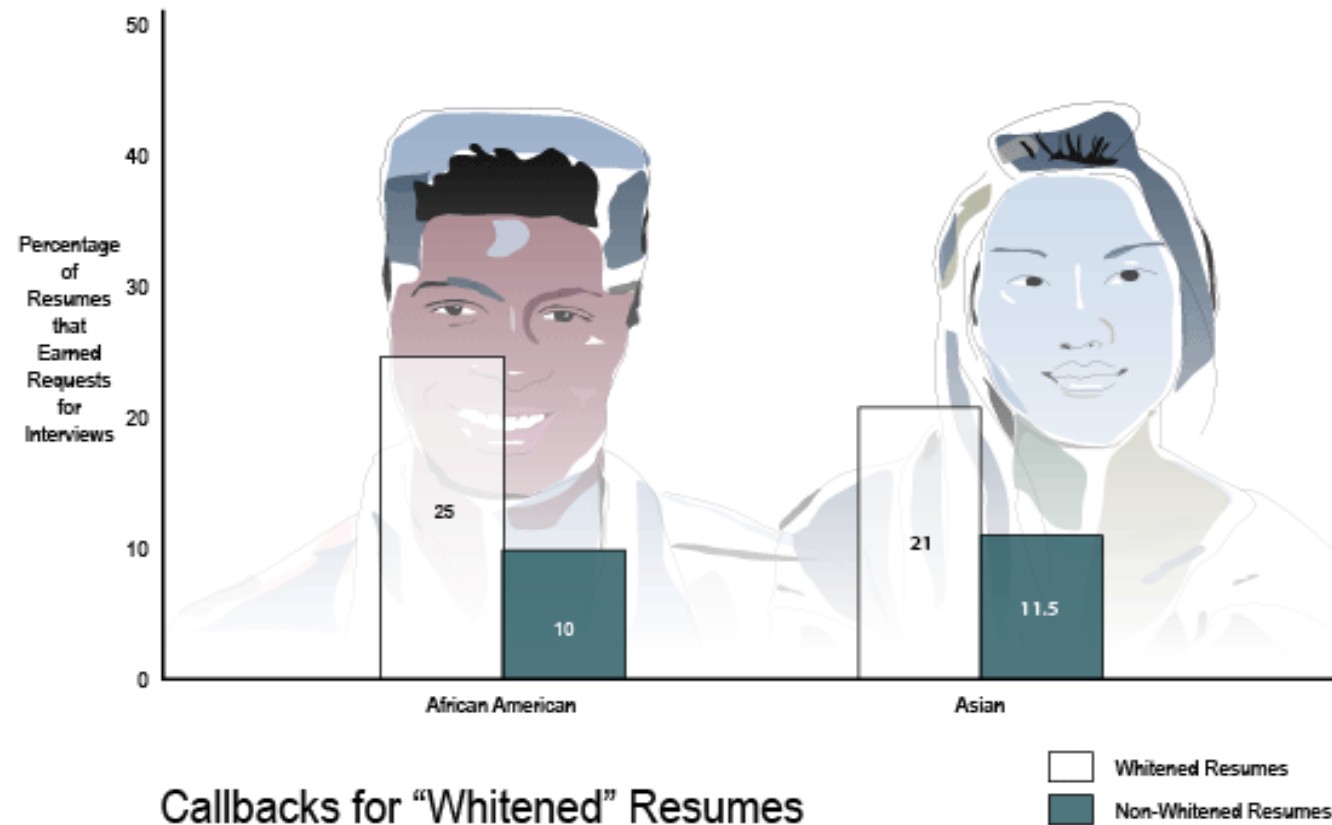


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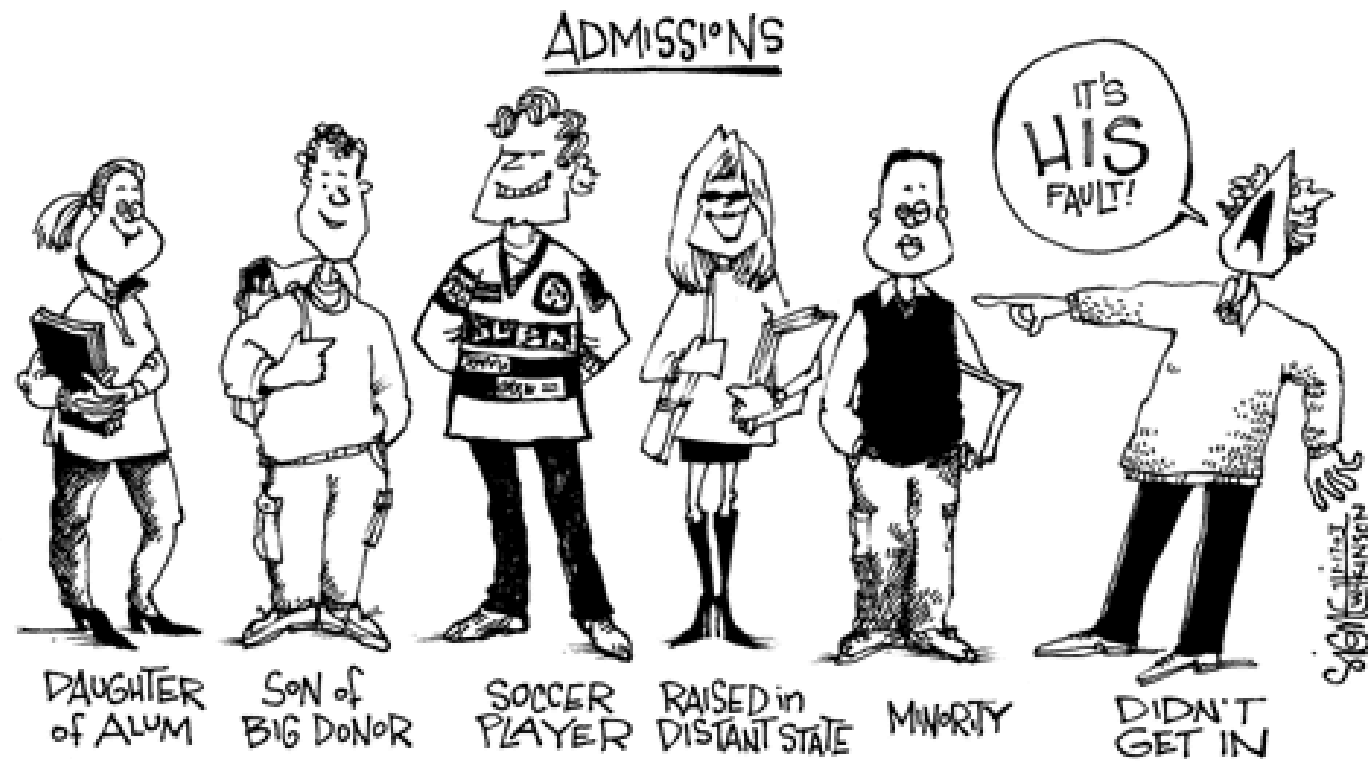
# Bias, Bias Everywhere

## Bias in Hiring



# Bias, Bias Everywhere

## Bias in Higher Education



# What can we do?

- *Stereotype replacement* — recognize biased behavior; replace them with nonprejudicial responses
- *Counter-stereotypic imaging* — actively imagine examples of people who defy stereotypes
- *Perspective taking* — adopting the perspective of someone in a marginalized group.

(<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3603687/pdf/nihms396358.pdf>)



# How do we do this?

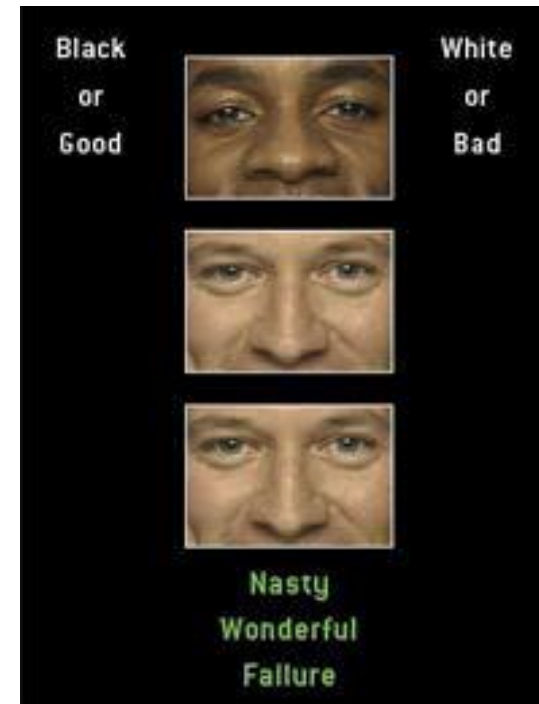
- AWARENESS IS KEY
- Slow down
- Pay attention
- Minimize distractions
- Make a deliberate effort
- Ask questions (be curious)
- Challenge your own thinking
- Keep learning





# What biases do you have?

- Implicit Association Test (IAT)
- Validated measurement
- Links to neuroscience on how our brains work



# Summary and Next Steps

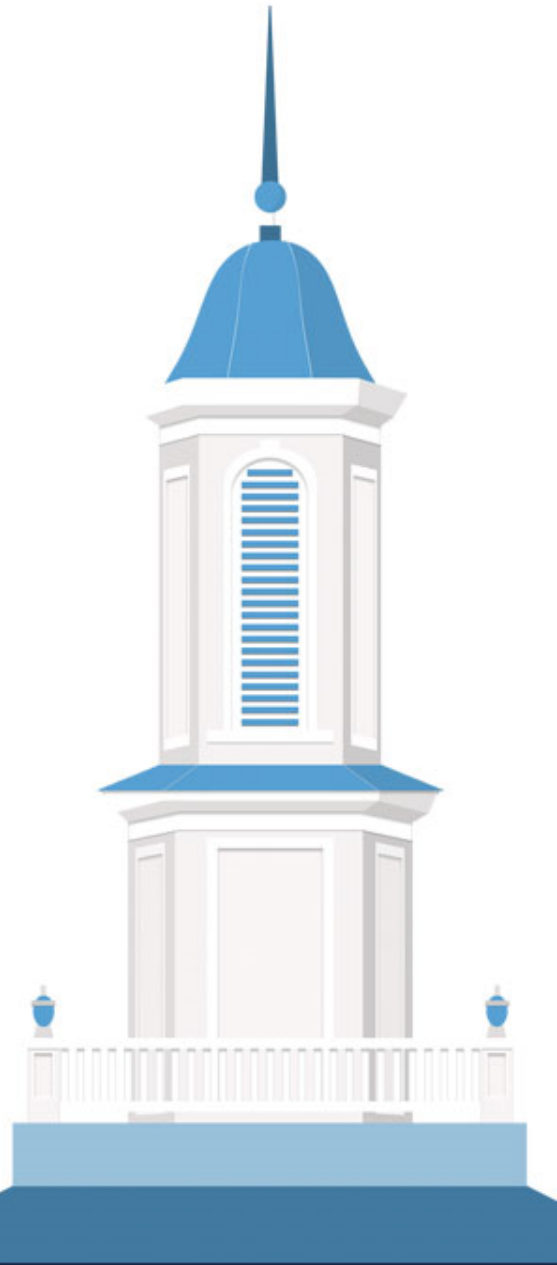
- Bias is everywhere
- Begin by looking close to home:
  - Policies
  - Practices
  - Teaching
  - Research
- Bias CAN be mitigated with AWARENESS
- Upcoming sessions TBA



# Thank You!

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## All Staff Meeting

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*Meeting adjourned – please enjoy  
refreshments immediately following  
this meeting.*