All Staff Meeting

Wednesday, June 13, 2018
Staff Meeting
June, 2018
Suicide rates rose across the US from 1999 to 2016.

Help yourself or Someone you love or Someone you know.

#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

If you’re struggling, call the Lifeline at 1-800-273-TALK (8255)
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 21st 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
2/2012
Launched Teaching and Learning TF as part of SPH2020: instituted various teaching innovations (starting spring 2012) as a result

2/2015
Began planning for integrated core courses

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

Early steps in current strategic academic planning
What we’ve accomplished in the past year

11/2017
Worked with Graduate School to obtain approval for program changes

11/2017
Reaccredited by CEPH

12/2017
Applications open for Leadership in Practice concentration MPH@UNC (session begins fall 2018)

9/2017
First meeting of MPH Steering Committee; solicited concentration proposals

7/2017
Dean’s Council and Chairs’ Committee approve Gillings One MPH: planning intensifies, including re governance

11/2017
Submitted MPH implementation plan to CEPH

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
Where we are and next steps

- **7/2018** Submit concentration info to CEPH and SOPHAS.
- **8/2018** MPH Core and UNC Asheville programs launch
- **1/2019** MPH@UNC Nutrition/RD concentration launch
- **7/2018** MPH Coordinators start
- **8/2018** MPH Core launch
- **9/2018** MPH@UNC Leadership in Practice and Nutrition launch
- **1/2019** Full mapping report of degree foundational knowledge and competencies to CEPH
- **8/2019** Launch Gillings One MPH residential concentrations
What we’re doing is really challenging

Going from a 20th 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 21st 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

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
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

Bias, Bias Everywhere

Bias in Hiring

Callbacks for “Whitened” Resumes

http://www2.rotman.utoronto.ca/facbios/file/Whitening%20MS%20R2%20Accepted.pdf
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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Meeting adjourned – please enjoy refreshments immediately following this meeting.