



# People, Space & Place

## People

- Chair searches
- Faculty hiring and retention, including cluster hires
- Faculty and Staff Advisory Committees

## Place

- Space plans
- Flexible work



At Gillings, our  
secret sauce is  
our people!



GILLINGS SCHOOL OF  
GLOBAL PUBLIC HEALTH



# 20 Faculty Recruitments

Welcome to the #1 *public* school  
of public health — and #2  
overall.

We are so grateful to all the  
**search committee members**  
who have given of their  
time this year!

## **Cohort hire**

- Committee screened 58 applicants.
- Diverse domestic/international pool.
- Committee sent forward top 12 candidates.
- All interviews conducted over last two weeks.
- Currently assessing areas to fill/match 8 finalists with strategic needs.

## **Chair Searches**

- **HPM:** Dr. Weinberger is retiring; search is nearing completion.
- **NUTR:** Dr. Mayer-Davis named Dean of Graduate School. Search currently in process, candidate on site as recently as yesterday.
- **BIOS:** Dr. LaVange retiring in August; currently seeking nominations for an internal chair.
- **PHLP:** Dr. Anna Schenck retiring next year; process for filling the role TBD.
- **ESE:** Dr. Barb Turpin taking a sabbatical next year; we will seek an interim chair.

# Updates on People, Space, and Place

- **Great resignation** has impacted us, too. We have worked strategically to respond by both **recruiting/retaining** the best employees, including via offering hybrid and remote opportunities where needed and possible.
- We are hopeful we're returning to pre-pandemic levels!

## Total Turnover (2021-2023)

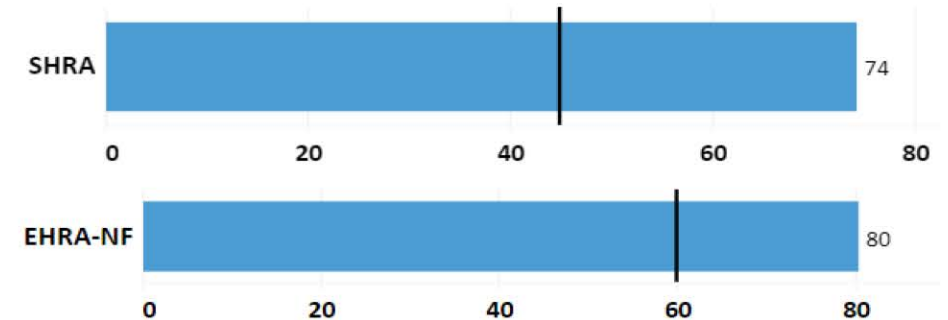
2021	2022	2023
9.71%	14.16%	11.10%

\*across all employee types

Thus far this fiscal year, we have conducted the **following searches:**

- **45 Staff (23 SHRA/22 EHRA NF)**
- **More competition for positions → Longer than normal time to finalize recruitments**

Average Hiring Time - Completed Hiring Events





# Being on Campus

- Thank you for continued patience, hard work, flexibility and commitment to supporting the Gillings mission
- Convening Faculty and Staff Advisory Committees
  - Process for participation has been vetted
  - Solicitation of faculty nominations complete; staff nominations upcoming

*“We have learned a lot about the **benefits of hybrid work** for people’s mental and physical health. We will **not leave those lessons behind**. We also think that building back the Gillings Community is critical for ongoing success and ask that in general, all faculty and staff be on campus, at Gillings, **2-3 days each week**, on a regular schedule agreed upon with your chair or supervisor.”*

*– Nancy Messonnier, March 1, 2023*



## Why?

- Social cohesion
- Supporting our students
- Flexible work arrangements going forward
- More info may be found @ [this FAQ](#)

# What do you think?

From your perspective, what are the top two most meaningful aspects of being onsite:



- a) Scheduled social interactions (e.g., celebrations in the atrium; faculty, student staff recognition, etc.)
- b) In-person classes/class discussions
- c) In-person meetings/problem solving
- d) Impromptu hall conversations/problem solving
- e) Casual lunches/conversations with colleagues
- f) Coaching/mentoring someone or being coached/mentored by someone
- g) Ability to work in my Gillings workspace
- h) Ability to work in person with my collaborators/teammates





# Space Planning Study underway

- Examine current space issues/ post-pandemic designs; anticipate future needs
- > 229,000 assignable square feet in seven buildings
- Consultants (Ayers Saint Gross) on site 5/24-5/25
- Opportunities for everyone to engage

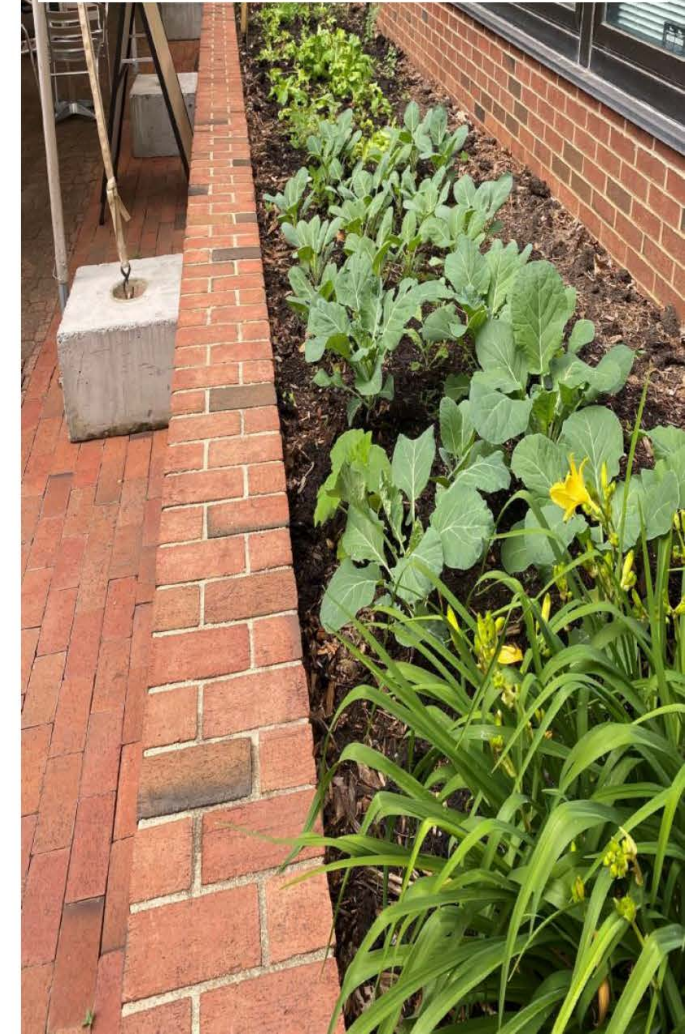
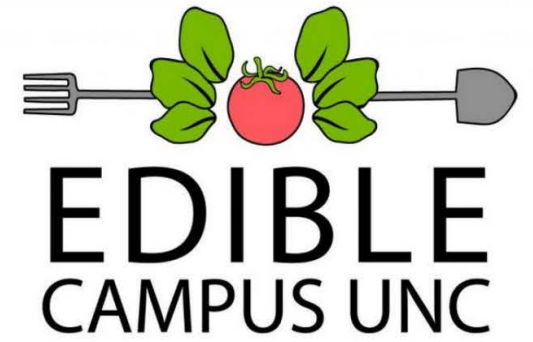


Faculty lab survey distributed Monday!

# Facilities Updates

## Edible Garden in MG courtyard

- Partnership with the NC Botanical Garden to make fresh, organic produce available
- Feel free to stop by and collect some greens or spend a few minutes helping weed the garden.





# Facilities Updates

## New One Card readers

- Updated One Card readers do not have a swipe option
- One Cards older than 3 years need to be replaced at the One Card office
- New feature available in late summer to download your One Card to your iPhone or Android wallet



Thank You

Q&A

