



Faculty and Staff

Winter 2024 Meeting

January 19, 2024



GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH

Welcome



GILLINGS SCHOOL OF
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Dean's Updates:



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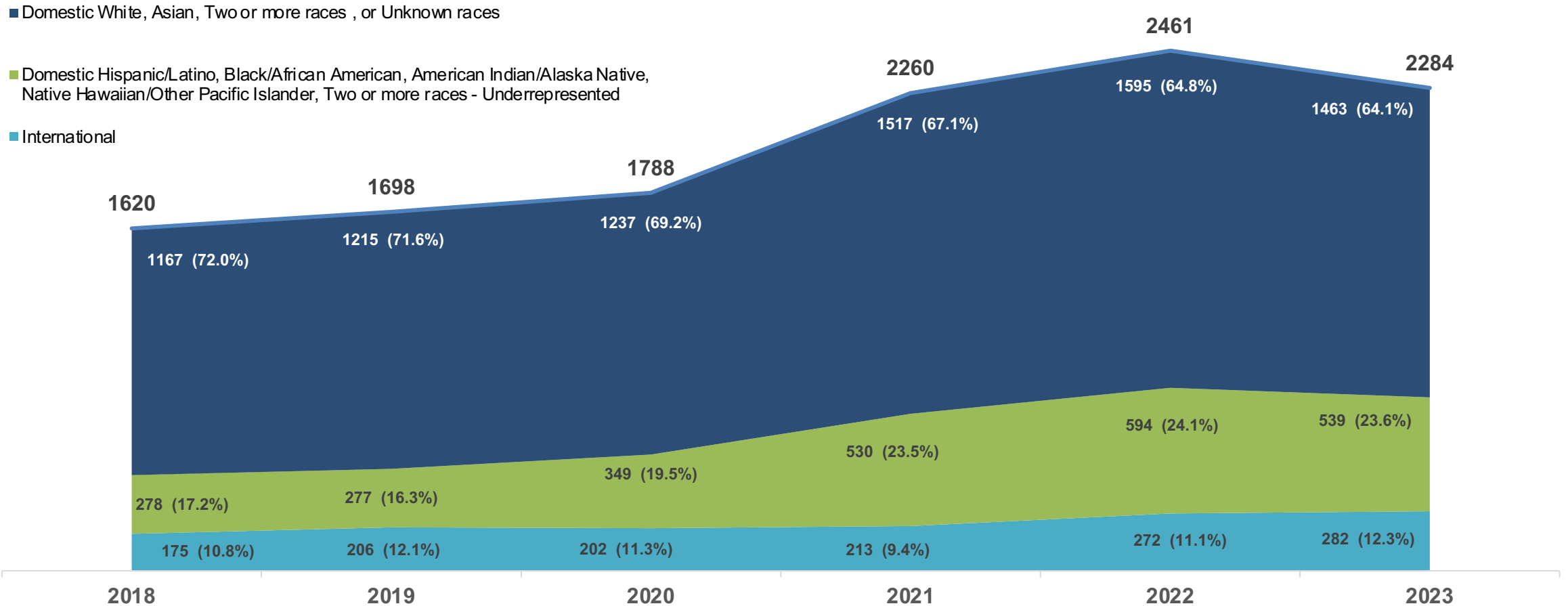
Student, faculty and staff demographics



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STUDENTS

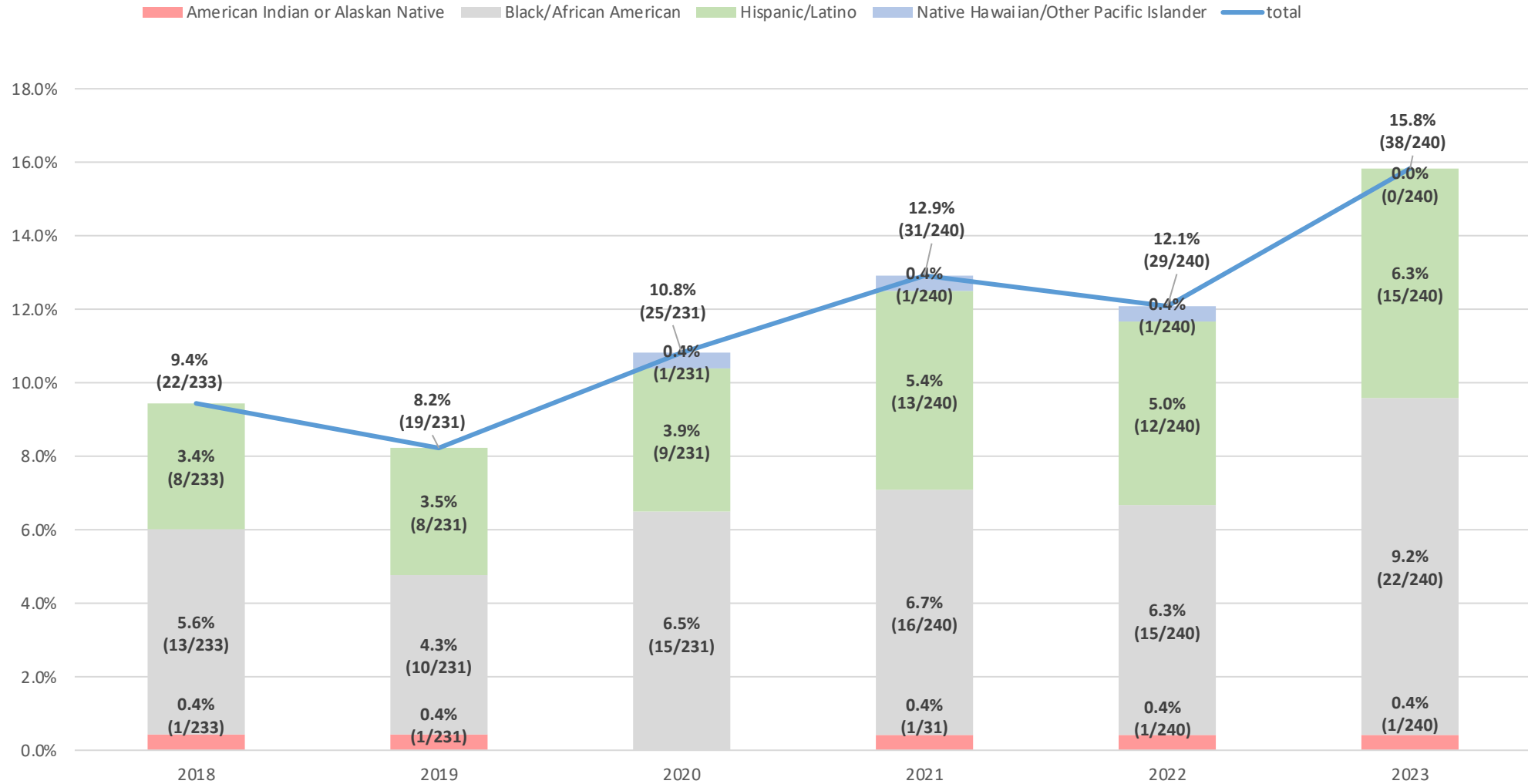
% domestic **Black/Af Am, Hispanic/Latino, AI/AN, Native Hawaiian/ Pacific Islander students** increased over time, 2019-2022. **International** population continues increasing.



Fall 2024 admissions update

- MPH applications up
- Application reviews and admits ahead
- International MPH apps and admits up
- Admitted students events - April 5/6.

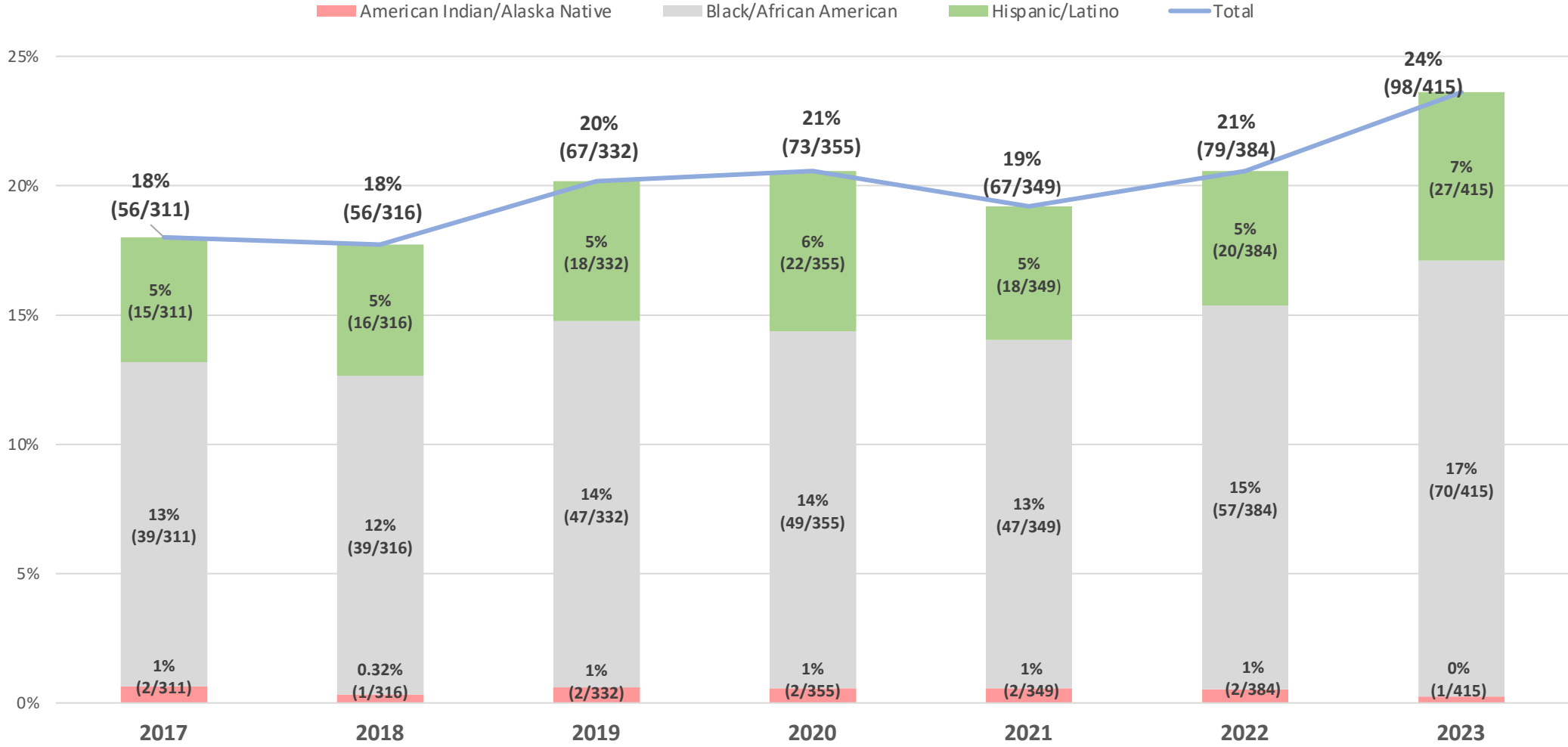
Primary Faculty trends 2023



11 of 38 B/AA/H/L/AI/AN Primary Faculty are Fixed term Fall 2023

	Fixed Term (n=27)	Tenure Track/ Tenured (n=11)
Assistant Professor	67%	33%
Associate Professor	91%	9%
Professor	33%	67%
Total	71%	29%

Primary Staff Trends 2023



Inclusive Excellence Action Plan update



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Refresh of Gillings Guiding Statements



GILLINGS SCHOOL OF
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Gillings Guiding Statements

Vision

All people across North Carolina and around the world will live in healthier communities because of our research, teaching, practice and service.

Mission

Our mission is to improve public health, promote individual and community well-being, and eliminate health inequities across North Carolina and around the world.

We bring about positive, sustainable changes in health by providing an exceptional program of collaborative teaching and learning and through our research, practice and service. We build, support and sustain a diverse, equitable and inclusive community to address historical and structural health inequities.



Gillings Guiding Statements/Values

We are committed to:

- **Health Equity** – Eliminating inequitable systems to improve health outcomes for all people.
- **Student Success** – Developing, implementing and evaluating our systems, policies and services that contribute to our student-centered culture.
- **Inclusive Excellence** – Listening to, sharing and understanding people’s lived experiences to disrupt discrimination and oppression.
- **Integrity** – Enacting the highest standards of excellence in professional ethics and organizational and personal integrity.
- **Collaboration** – Fostering collaborative efforts within and outside Gillings anchored in equity and respectful interdisciplinary, reciprocal partnerships cultivated and sustained over time.
- **Well-Being** – Building a culture that prioritizes the physical, mental, financial, emotional, social, and spiritual health of our students, staff and faculty.
- **Innovation** – Encouraging deep inquiry, creativity, and risk-taking for the benefit of the public’s health.

<https://sph.unc.edu/resource-pages/mission-statement/><https://sph.unc.edu/resource-pages/mission-statement/>

CEPH Update

(Council on Education for Public Health)



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CEPH 2024 – Leadership Team



Elizabeth French, MA
Assoc Dean, Strategic Initiatives



Pamela Lee, MA
Strategic Initiatives Coordinator



Deytia Lima Rojas, PhD
Assoc Dean, Strategic
Analysis/Business Intelligence



Laura Linnan, ScD
Sr Assoc Dean, Academic
& Student Affairs

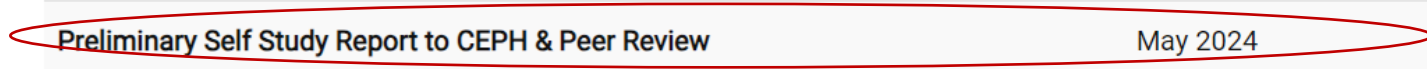


Tina Ruff, Mdiv
Director, Academic
Assessment & Accreditation

CEPH 2024 - Reaccreditation Timeline

CEPH Reaccreditation Activities and Events

Action	Timeline
1st Draft Self-Study Report	January 2023
CEPH Accreditation Orientation Workshop	February 2023
Self-Study Report Development – Domain Specific Working Sessions	March – July 2023
2nd Draft Self-Study Report (including data templates and associated electronic files)	July 2023
3rd Draft Self-Study Report (in preparation for CEPH Consultation Visit)	October 2023
4th Draft Self-Study Report - CEPH Consultation Visit	January 25, 2024
Preliminary Self-Study Report – Internal Deadline	March 29, 2024
Preliminary Self Study Report to CEPH & Peer Review	May 2024
5th Draft Self-Study Including CEPH and Peer Review Edits	June 2024
Third-Party Comment Period	June – September 2024
Final Self-Study Report – Internal Deadline	August 9, 2024
Final Self Study Report to CEPH	September 2024
CEPH Site Visit	October 9-11, 2024



CEPH Self-Study Report Domains

ORGANIZATION AND ADMINISTRATION

(Governance, Structure, Continuous Quality Improvement)

FACULTY

(Qualifications, Research, Instructional Effectiveness, Responsibilities)

ALUMNI & COMMUNITY STAKEHOLDER ENGAGEMENT

(Perceptions, Involvement)

DIVERSITY

(Cultural Competence)

STUDENT SUCCESS, ALUMNI, & COMMUNITY STAKEHOLDERS

(Outcomes, Perceptions, Engagement)

RESOURCES

(Technology, Physical, Fiscal, Personnel)

CURRICULUM

(Degree Requirements, Competencies, Learning Assessment)

PRACTICE & SERVICE

CEPH Consultation Visit – January 25, 2024

- CEPH consultant onsite to provide **specific** report contributors with feedback on draft narratives, address questions, and to discuss report submissions/onsite visit logistics.
- Invited attendees will receive an updated meeting invitation by **Tuesday, January 23** with confirmed meeting room and Zoom link information.
- **Report contributors not attending scheduled session!** Send all report-specific questions to tinarruff@unc.edu by **Tuesday, January 23**.

Preliminary Report – March 29, 2024

- **ALL** narratives and templates must be completed.
- Required documentation must be provided (e.g., syllabi, student samples, reports, meeting minutes..)
- **A hard deadline.** Edited and reviewed before sending to CEPH. Meeting invitations will be shared with those required to review (e.g., deans, chairs, etc.)

Reaccreditation Resources



<https://sph.unc.edu/resource-pages/accreditation/>

**All Domains & General
Questions
Curricula, Degree
Requirements
Data or Data Templates**

Tina Ruff

tinaruff@unc.edu

Pamela Lee

pjlee@unc.edu

Deytia Lima Rojas

dlima@email.unc.edu

General Questions

Elizabeth French

eafrench@unc.edu

General Questions

Laura Linnan

linnan@email.unc.edu



CEPH 2024

General

01 Introduction

02 Criterion A

03 Criterion B

04 Criterion C

05 Criterion D

06 Criterion E

07 Criterion F

08 Criterion G

09 Criterion H

10 Electronic Resource File (ERF)

Strengthening our Gillings Community



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Welcome new leaders



**Tiffany Farina, CRA, CFRA,
Associate Dean for Finance
and Business**



**Amy Lanou, PhD,
Professor, Public Health
Leadership and Practice
NCIPH Director**



**Kari North, PhD,
Professor, Epidemiology
Associate Dean for Research**

Current searches

- Department Chairs:
 - Epidemiology
 - Maternal and Child Health
 - Public Health Leadership and Practice
- Associate Dean for Advancement

Happy Retirement
to **Linda Mitchell, PHR**
Assistant Director
Human Resources



Task force to develop new Gillings Faculty and Staff Affairs unit



**Mark Holmes, PhD,
Task Force chair**



Pamela Lee, MA



OJ McGhee, MA



Gretchen Senez, MS



Nia Mariso, MS

How do we build, strengthen and support our community?

The Third Annual Columbia Street Lecture

Susan Mims, MD, MPH, FAAP

President & CEO, Dogwood Health Trust

Thurs., Jan. 25 | 5 - 6:30 PM

Joan Heckler Gillings Auditorium (133 Rosenau)

Zoom option. Light refreshments after the lecture.

Register : go.unc.edu/columbia-street-lecture-2024

The Columbia Street Lecture aims to inspire, interrogate, and explore ideas at the nexus of medicine, nursing, and public health, and to spur actions that move these ideas forward together.



THE 45TH ANNUAL Minority Health Conference

FEBRUARY

23

2024

9 a.m. - 4:30 p.m.

The Friday Conference Center at UNC
100 Friday Center Dr, Chapel Hill, NC 27517



Save the Date



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MSC
MINORITY STUDENT CAUCUS

Learn
more!



Congratulations

2023 Staff Excellence Award Winners



Ty Baker,
Executive
Assistant to
the Chair,
Biostatistics



Kia Barbee,
MBA, Director,
Finance and
Administration,
Maternal and
Child Health



Tiffany Farina,
CRA, CFRA,
Associate Dean,
Finance and
Business



Shawn Johnson,
Accounting
Technician,
Finance and
Business



Meg Palmer,
MFA, Associate
Director,
Communications
and Marketing



**Kaitlyn
Stubblefield,**
Quality
Coordinator,
Public Health
Leadership
and Practice

So many Gillings people to celebrate! Here is a start:

8 public health faculty win Gillings School's inaugural Research Excellence Award

Gillings School announces 6 GIL awards to study generative AI in public health

Clark, Dussault advance public health scholarship at Institut Pasteur as inaugural Lady Mireille and Sir Dennis Gillings Global Public Health Fellows

Dr. Nabarun Dasgupta recognized by Time100 Next for his work responding to the national opioid overdose epidemic.

Salzberg named to NAS advisory committee to U.S. Global Change Research Program

Areza, Johnson named ASPPH/CDC public health fellows

John Hatch honored for commitment to public health

'A powerhouse': Dr. David Weber receives Edward Kidder Graham Faculty Service award

Planey receives 2023 Gillings Faculty Award for Excellence in Health Equity Research

Excellent, Lund named to 2023 class of Thorp Faculty Engaged Scholars

Beech Award recognizes Atkinson's use of data to confront disparities

Hincapie-Castillo named Mayday Fund fellow to improve care for chronic pain

Dr. Karla Buru was recognized as one of de Beaumont's 40 Under 40 in Public Health

For all the details, go to: https://sph.unc.edu/category/recognitions_and_awards/

Here's even more, with a spotlight on research awards!

Olshan, Desrosiers will use CDC grant to improve understanding of birth defects
Haynes-Maslow receives Humana Foundation grant to study meal-delivery program for seniors

Researchers receive \$1.2 million grant to improve cancer screening tracking

15 Gillings School experts named to Clarivate's 2023 Highly Cited Researchers List

Dr. Shabbar Ranapurwala receives new grant funding

UNC ranks #4 worldwide in HIV/AIDS citation impact; CFAR researchers continue to rank high in citation impact

NIH and FDA award \$18.6M to UNC Tobacco Center of Regulatory Science

UNC awarded \$90M global health PEARL project to support localized generation and use of evidence and data

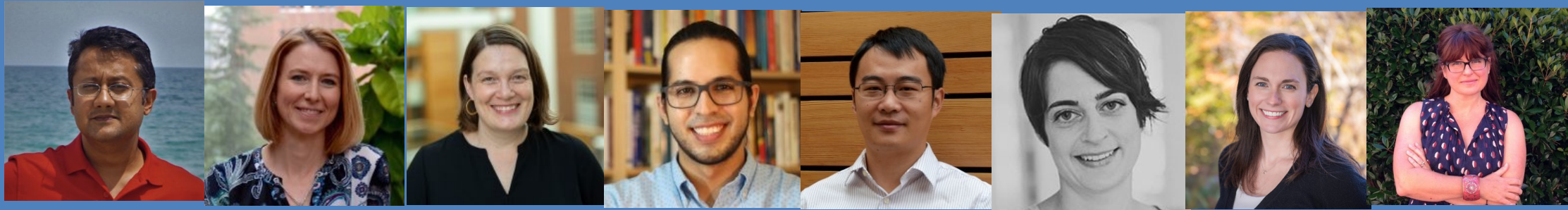
Part of \$50M NIH study examines "omics" of liver disease in Mexican-American border population

UNC Gillings School to host new CDC center for outbreak forecasting, response

Researchers awarded Helmsley Charitable Trust grant to implement portable ultrasound in Zambia

For all the details, go to: https://sph.unc.edu/category/recognitions_and_awards/

Kudos! Bravo! Congratulations! Hooray for Gillings People!



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Three cheers for Gillings People!



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Faculty Workload Expectations



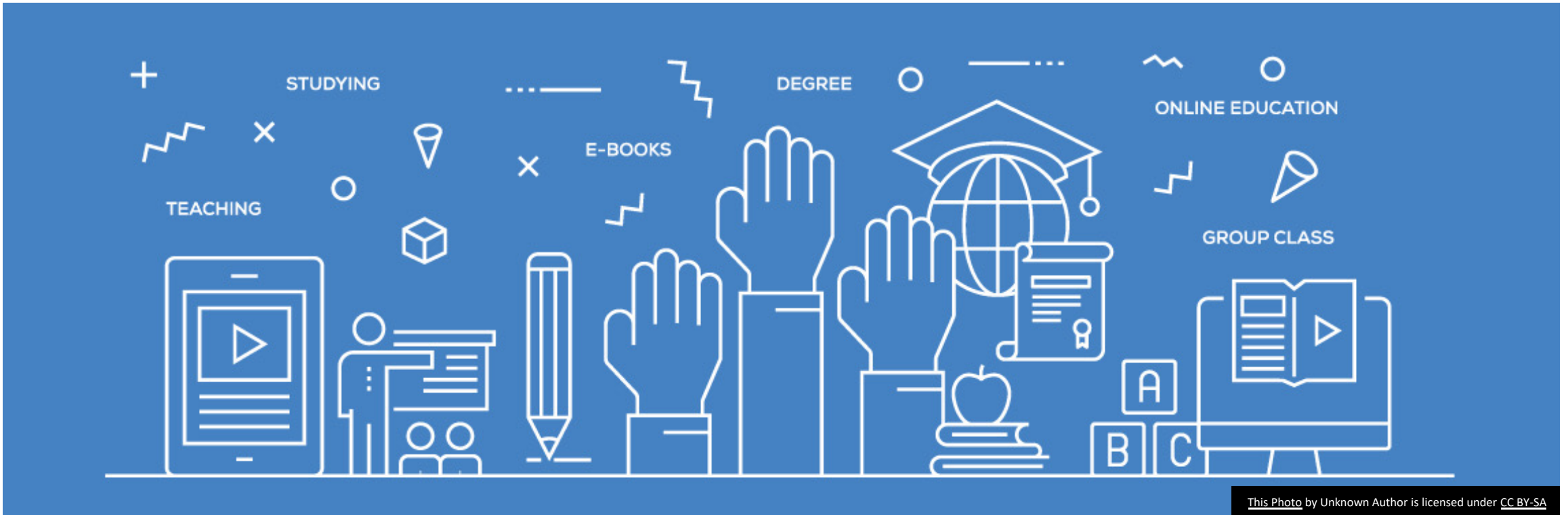
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Faculty Workload

Update for Faculty/Staff Meeting
January 19, 2024

UNC Chapel Hill response to UNC
System policy & regulation:

The UNC Policy Manual: 400.3.4[R]
Regulations Related to Monitoring
Faculty Teaching Workloads



Gillings School Faculty Workload Committee Members

- **Kathy Anderson, PhD**, Assoc Dean for Information Technology & Project Planning
- **Tiffany Farina, CRA, CFRA**, Associate Dean for Finance and Business
- **Elizabeth French, MA**, Associate Dean for Strategic Initiatives
- **Shelley Golden, PhD**, Associate Professor, Health Behavior
- **Michael Hudgens, PhD**, Professor and Chair, Biostatistics
- **Deytia Lima Rojas, PhD**, Assistant Dean for Strategic Analysis and Business
- **Kristin Reiter, PhD**, Professor and Chair, Health Policy and Management
- **Gretchen Marie Senez, MS**, Assistant Dean, Human Resources
- **Laura Linnan, ScD**, Sr. Associate Dean for Academic and Student Affairs (Chair)

The UNC System Policy Manual: 400.3.4[R] Regulations Related to Monitoring Faculty Teaching Workloads

Purpose as written in the UNC system policy statement:

“Ensure that the constituent institutions are deploying and monitoring faculty workloads in a consistent, efficient, and effective manner across the UNC System. Faculty workload policies should take into account faculty members’ contributions towards the University’s mission. Establish clear and equitable expectations and guidelines about the distribution of work among faculty members.”

Purpose of UNC Chapel Hill DRAFT Workload Policy

The UNC Chapel Hill policy* has three main goals:

- To meet the needs of our students and other key stakeholders;
- To facilitate transparency and accountability about our performance to the public; and,
- To establish clear and equitable expectations and guidelines about the distribution of work among faculty members

**and... must comply with UNC system policy 400 3.4. and related implementing regulations 400 3.4.[R]*

UNC Policy Statement Also Requires the University and all Institutions (e.g., Gillings) to.....

- Use a **consistent method to collect data** about academic workloads; and,
- Implement an **annual faculty performance evaluation policy** that measures and rewards all aspects of faculty workload

Where do we stand right now?

- **UNC System Policy 400.3.4** and its' implementing regulation 400.3.4[R]
 - Final draft policy statement regarding the regulation completed
 - Reporting guidance (in process)
- **UNC Chapel Hill Policy**
 - “Final” draft policy statement – will be reviewed at January BOT meeting – Laura Linnan was on the committee
 - Reporting guidance (in process) – Kathy Anderson is on this committee

Where do we stand right now... at Gillings?

- Gillings Committee on faculty workload has reviewed all system/university drafts, as well as other schools who have addressed faculty workload
- Will draft **Gillings-specific policy statement and reporting guidance/template** that is tailored to Gillings and that complies with university and system documents
- Will develop **guidance for the EOY meetings** between faculty and department chair so that workload from previous year is documented and plans for next year are clarified
 - Department chair will document faculty workload data from EOY meetings; it will be summarized by department and sent to Dean for review and approval.
 - Deans Office will compile all Gillings data at the school level before sending to the Provost.

End of Year Meeting Between Chair & Faculty: Where Workload is Discussed

- Each Faculty Member Meets with Department Chair during annual EOY Meeting
 - Review data on past and future teaching, research, service
 - Complete “workplan” to reflect future plans
- More guidance on a template for the workplan and the review process will follow using what the system and university provides to our working group

What Do Faculty Report on at EOY meeting*?

- Research**
 - Use effort certification to account for % of effort allocated to research
- Service**
 - We have flexibility to award service effort at Gillings we see fit
 - We will include service to profession, university, school and department
- Teaching and Advising/Mentoring
 - Initially, legislature set the bar at 24 credit hours of teaching per faculty/year; however, language allows for adjustment based on research (R1) institution.
 - We have flexibility to allocate % effort for teaching at Gillings
(**NOTE:** we have already done this for teaching in BSPH and MPH Core)
 - We will include effort for advising and mentoring in the “teaching” category

* More guidance is forthcoming but these are most likely categories of effort to be discussed

**Practice-based program or policy activities may be documented in research or service

The Benefits of a Faculty Workload Policy...

- Make transparent the “value” of teaching, service and research
- Allow institutions flexibility in establishing workload effort for research, service/practice and teaching
- Make reporting of faculty workload more efficient across all three areas: research, teaching and service/practice
- Address equity issues in faculty workload across departments and among faculty at Gillings
- An opportunity to account for and document “invisible work”
- Improve EOY meetings by integrating an evaluation of current/previous year’s workload and do joint planning for the following year
- Assist with planning for teaching and service/practice within departments and at the school level



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Questions
and/or
Comments

Gillings Research Strategic Plan



GILLINGS SCHOOL OF
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Draft Research Strategic Plan

Gillings School Faculty/Staff Meeting

January 19, 2024

Andy Olshan, Rebecca Fry, Alexia Kelley,
Elizabeth French, David Napp



Today, we will share:

- High level overview of Research Strategic Plan process;
- Key themes in our report;
- How you can access the draft report and share your feedback



Research Strategic Plan Taskforce

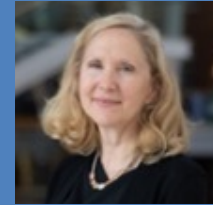
Co-Chairs



Andy Olshan, PhD
Barbara S. Hulka Distinguished
Professor, Epidemiology
Interim Associate Dean for
Research



Rebecca Fry, PhD
Carol Remmer Angle
Distinguished Professor and
Associate Chair, Environmental
Sciences and Engineering



Elizabeth French, MA
Associate Dean for
Strategic Initiatives

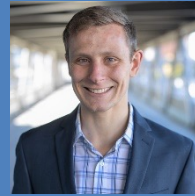


**David Napp,
MPH**
Consultant

Task Force



Clare Barrington, PhD
Professor, Health
Behavior



Karl Johnson, PhD
Assistant Professor, Public
Health Leadership &
Practice



Sandy Martin, PhD
Professor and Associate
Chair for Research,
Maternal and Child Health



**Laura Villa Torres,
PhD**
Assistant Professor,
Public Health
Leadership Program



Tiffany Farina, CRA, CFRA
Associate Dean for Finance and
Business



Alexia Kelley, PhD
Assistant Dean, Research



Audrey Pettifor, PhD
Professor and Associate
Chair, Epidemiology



**Courtney Woods,
PhD**
Associate
Professor,
Environmental
Sciences and
Engineering



Steve Hursting, PhD
Professor, Nutrition
Director, NRI



Erin Kent, PhD
Associate Professor and
Associate Chair, Health
Policy and Management



**Daniela Sotres- Alvarez,
PhD**
Associate Professor,
Biostatistics

Our Charge: Key Questions...

Gillings Research Strategic Planning Task Force

1. How can the school's research enterprise maximally contribute to improving the public's health and eliminating health inequities across North Carolina and around the world?
2. What are our key research strengths within Gillings, and what should they be moving forward?
3. What configuration of personnel and/or services (i.e., resources) and organization would position the school to achieve our goals?

Research Strategic Planning Timeline: 2023

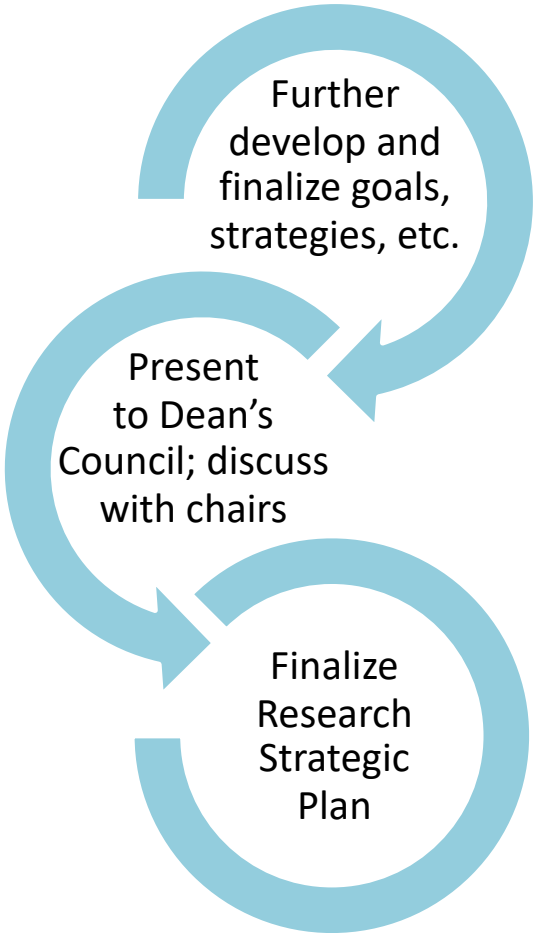
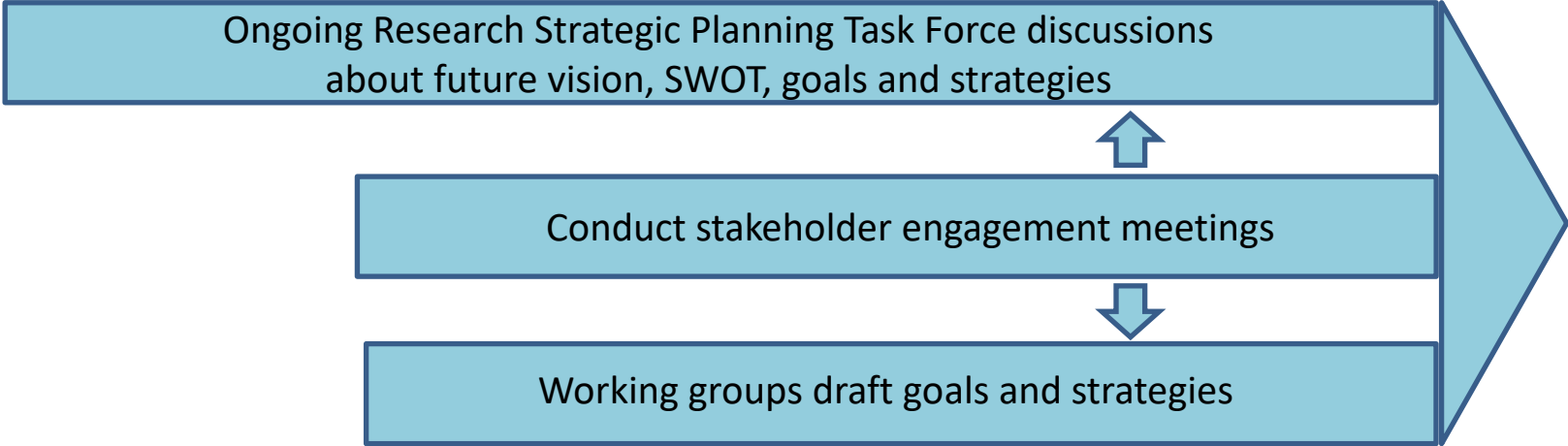


April

Sept

Oct

Jan



Engagement Meetings

Gathered input to inform research vision, SWOT, goals, strategies, etc.

Meetings facilitated by Task Force members, Elizabeth, David, etc.

Written summaries of engagement sessions

Completed

- Faculty
- BIPOC faculty, students, staff
- Staff, incl. research staff and post-docs
- Deans' Council (2 meetings)
- Research Council
- Business managers
- IE team and IE Research group
- Innovation
- Practice
- Academics
- Global
- Students (BSPH, master's, doctoral, international, BIPOC)
- Post-Docs
- Research Council
- Office of the Vice Chancellor for Research
- Chairs' Committee (2 meetings)



**We envision that research at Gillings
paves the way for direct public health action.**

Grounded in innovative, interdisciplinary science, from cell to society, our work aims to discover, test, implement and evaluate solutions to improve the health of individuals and communities and eliminate health inequities locally and globally.

In this context, Gillings research is:

- Translational
- Student-focused
- Collaborative
- Community-focused
- Local and global
- Ethical

**2028
FUTURE
VISION**

New Themes and Goals for 2028

1. Strengthen research planning and infrastructure for local to global impact

- Effective process to identify and respond to current and anticipated public health priorities and/or potential research opportunities
- Robust research support infrastructure, including pre- and post-award support that is harmonized across departments.
- Stronger administrative support for the unique demands of global health research.
- Robust infrastructure and training resources to support student and postdoc research.
- Research spaces fit for purpose, with adequate facilities for researchers to carry out their work.

2. Support research collaboration, with key focus on health equity, global health, and community-engagement

- Structures in place for potential collaborators – including students and post-docs – to identify each other
- Strong institutional support for community-engaged research, both local and global, including improved integration of research with communities.

3. Provide an inclusive and supportive research environment

- Inclusive and supportive research environment for all Gillings researchers including students, post-docs, faculty and staff across ranks.
- Additional mechanisms in place to support development and recognition of individual faculty members.
- Fair (equitable) work standards for students and post-docs conducting research at Gillings or on behalf of Gillings researchers.

4. Accelerate and communicate research impact

- Establish a thriving culture and infrastructure around innovation, entrepreneurship, and translation for impact
- Better define, measure and quantify the impact of our research.
- Enhance our facility in communicating the impact of our research for multiple audiences.

Vision 2028

Research at Gillings paves the way for public health action.

- ~ **Jan 26:** Discuss feedback from Dean's Council and Chairs' Committee with Task Force; vote on recommendations (end of January).
- ~**Jan 29:** Post report/recommendations for public comment (beginning of February). Notify community via email and *Front Lines* (Gillings e-newsletter).
- ~**Feb 9** Close public comment
- **Feb 10-22:** Integrate feedback; send to Dean's Council for final review.
- **Feb. 23:** Dean's Council final vote (end of February).



Faculty & Staff Financial Update



GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH

Agenda

- Revenue Distribution
- Sources
- Uses
- Awards
- Investments
- Q&A

Revenue Distribution

Revenue can flow to the school or directly to individual units.

Allocated by School to Units

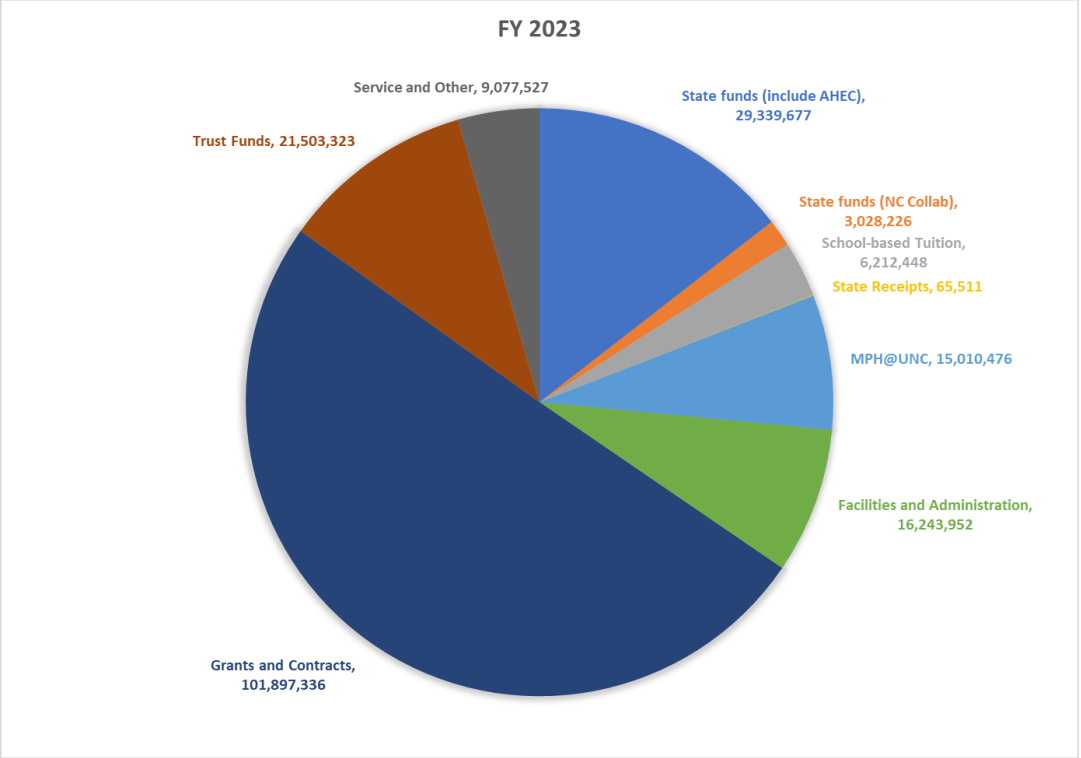
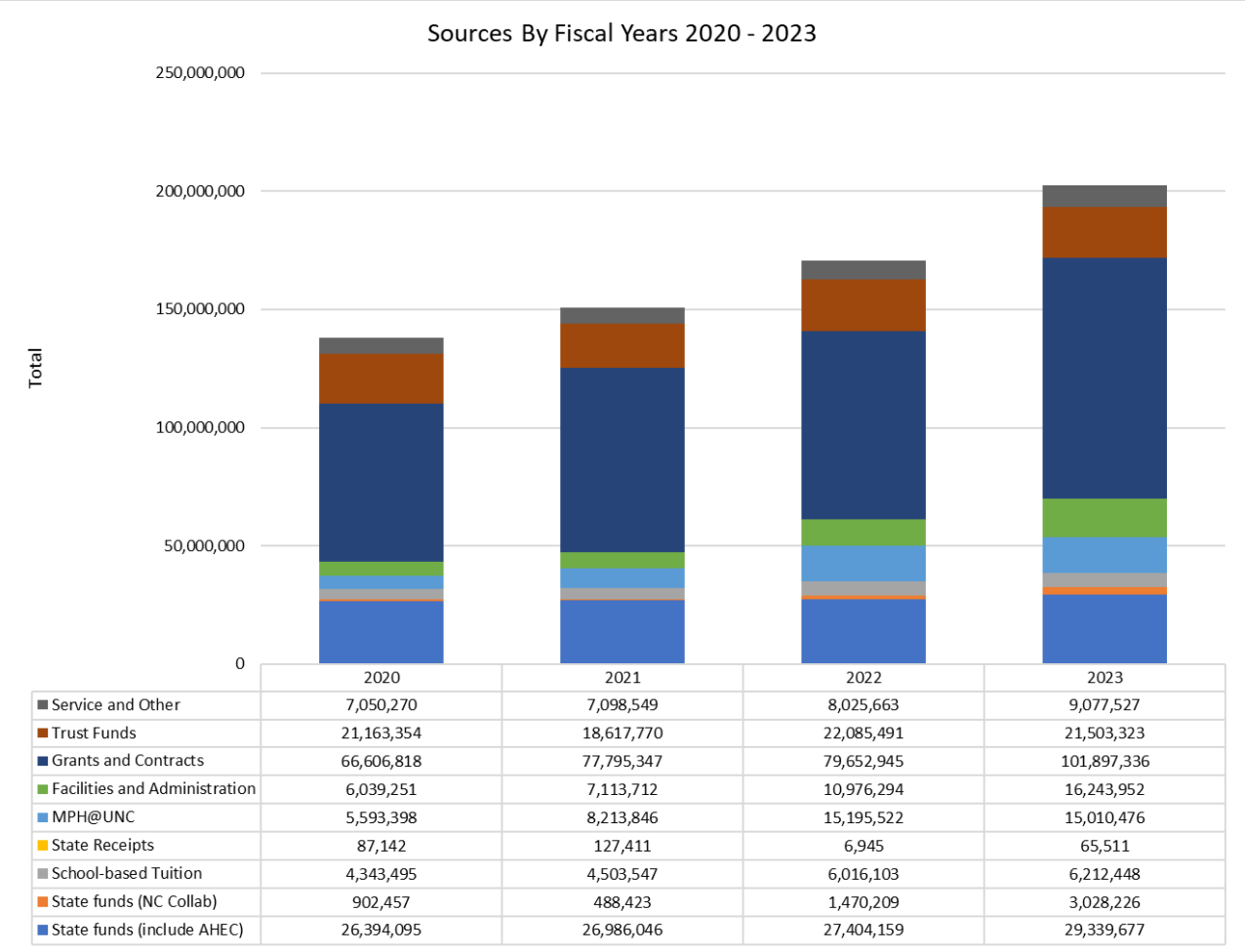
State Appropriations
School-based Tuition
MPH@UNC Receipts
F&A Allocation
Centrally-Managed Scholarships

Flow Directly to Units

Grants and Contracts
F&A Prior Year Carryforward
State Receipts
Program-Specific Fees
Trust Funds
Services and Other
Instate and Tuition Remission

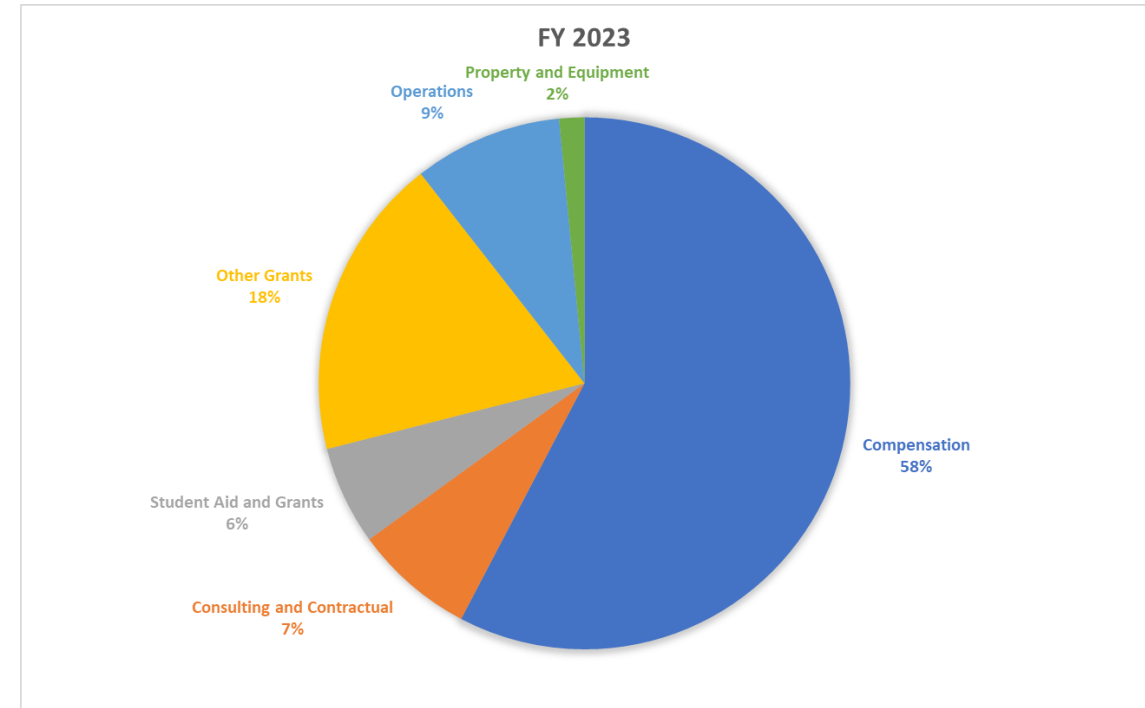
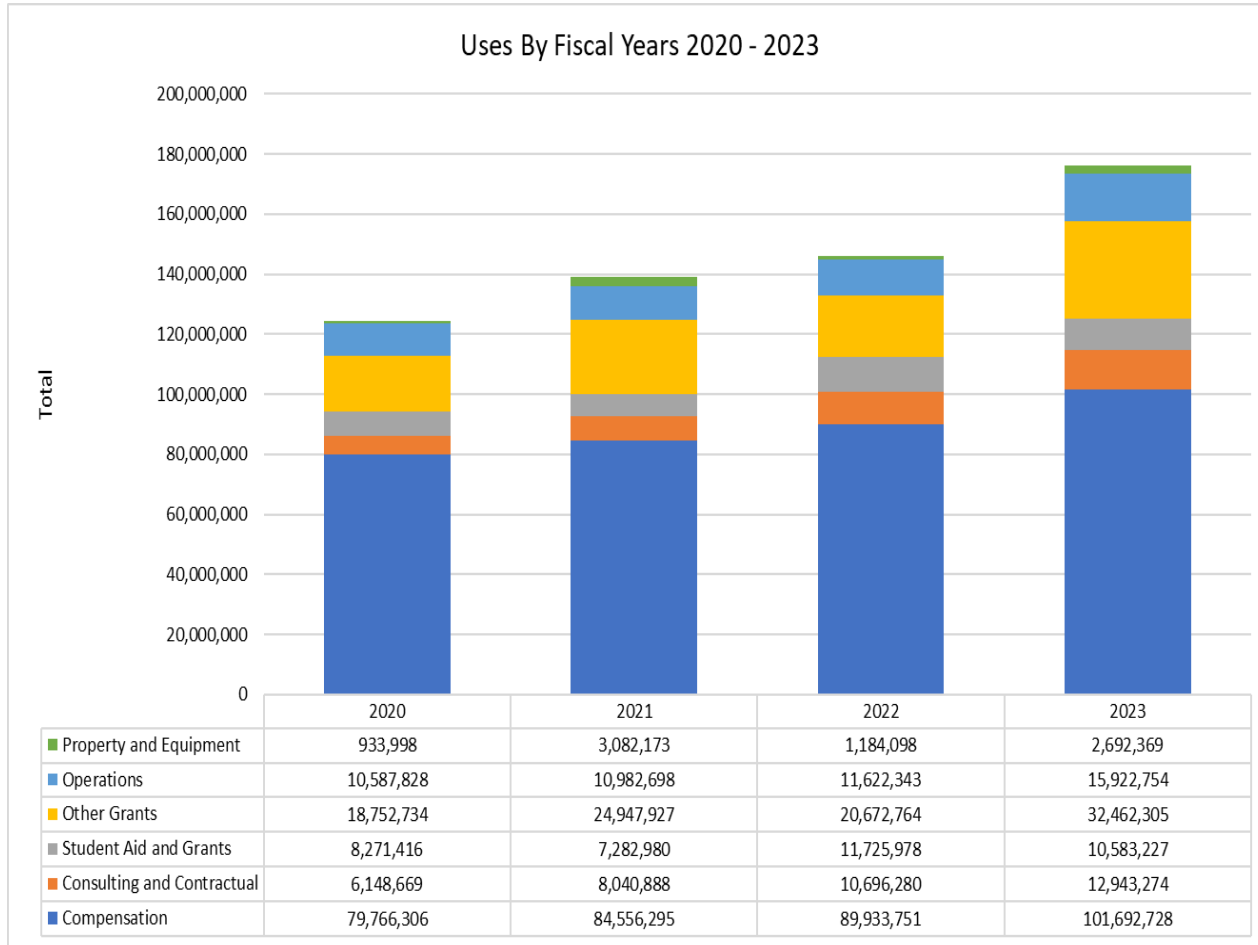
Sources

Our financial portfolio is strong with a mix of diverse funding sources, but we are facing uncertain headwinds.



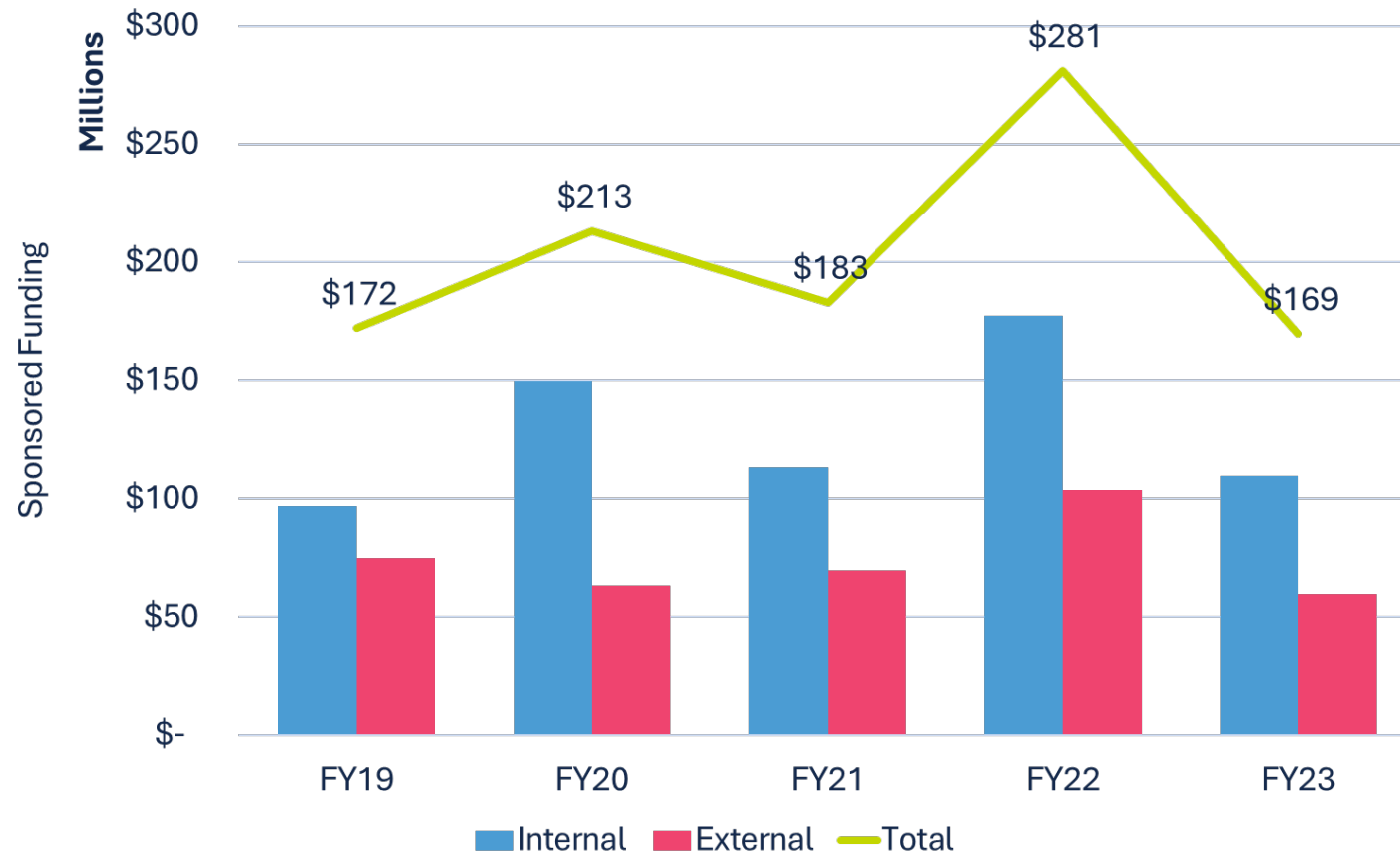
Uses

Compensation represents the majority of our annual operating expenditures.



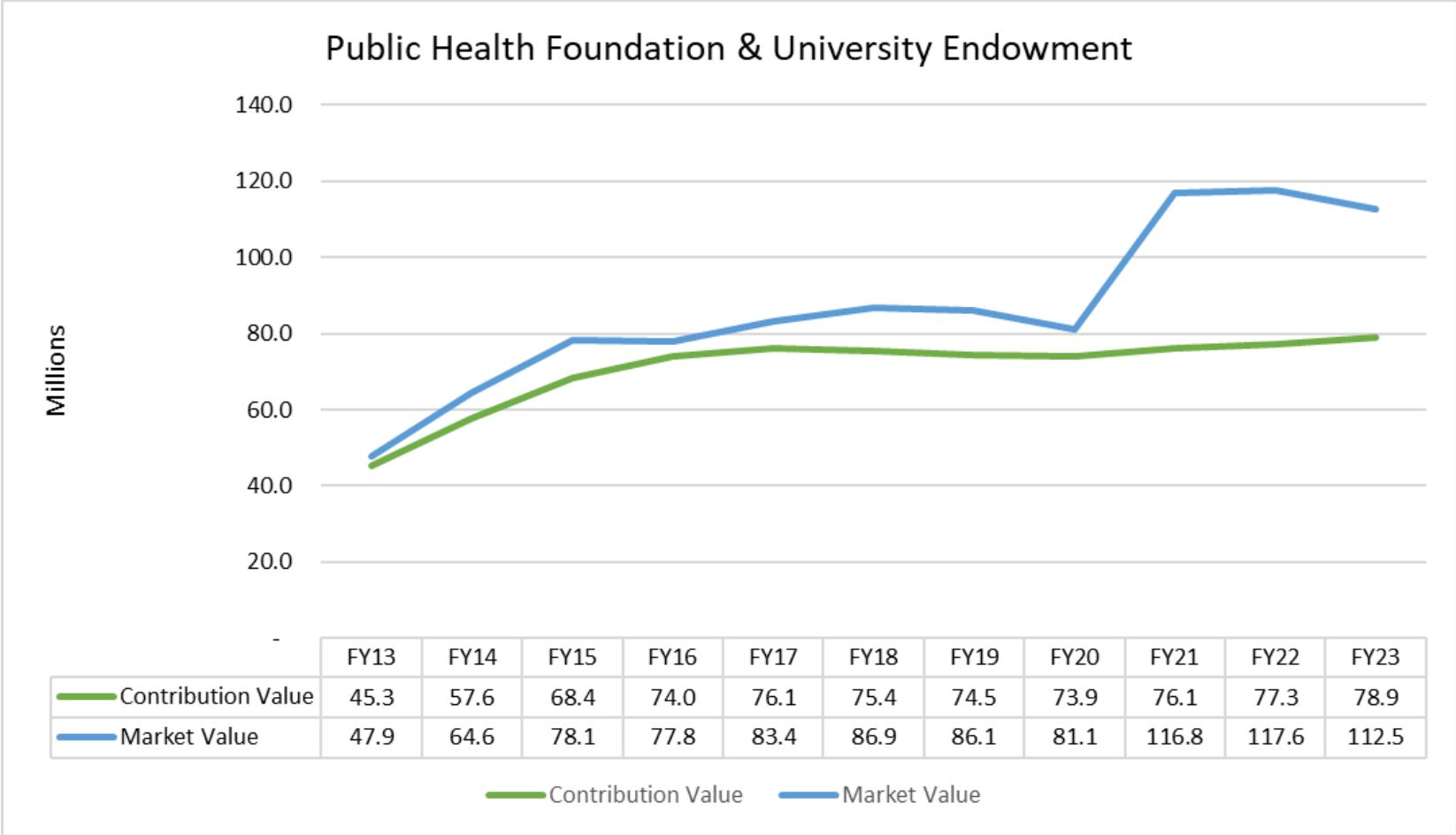
Awards

Projected declines in federal research awards necessitate planning and revenue diversification.



Investments

Our endowment achieved significant market growth in recent years.



Thank you



Questions?



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Pop Quiz



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Thank you!



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