

The background of the slide is a photograph of flowering bushes. On the left side, there are clusters of bright pink flowers. On the right side, there are clusters of white flowers. The background is slightly blurred, creating a soft, natural setting.

Faculty and Staff

Spring 2024 Meeting

May 1, 2024



GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH



WELCOME



GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH

Agenda

- 9:35 am** **Dean's Updates (Nancy Messonnier)**
- 10:00 am** **Faculty and Staff Affairs Unit Update (Mark Holmes)**
- 10:20 am** **Strengthening Gillings' Culture and Community (Kim Ramsey-White)**
- 10:40 am** **Preparedness at Gillings (Brent Wishart)**
- 10:55 am** **Faculty and Staff Awards Presentation Ceremony (Nancy Messonnier)**
- 11:20 am** **Closing Comments & Announcements (Elizabeth French)**
- 11:30 am** **Adjourn**

****Please join colleagues from 12–2 pm, for Spring Social & Reading Day Activities in Upper Atrium and Patio, MHRC ***
Cake, lunch, and Locopops, while supplies last! Puppies!!!! Plant Swap!*

The background of the slide is a photograph of flowering bushes. On the left side, there are clusters of bright pink flowers, likely azaleas. On the right side, there are clusters of white flowers, possibly hydrangeas. The background is softly blurred, creating a bokeh effect.

Dean's Updates



The Washington Post
Democracy Dies in Darkness

More arrests and a canceled commencement as college antiwar rallies spread



Protesters face off in front of the entrance of Columbia University in New York on Monday. Charly Triballea / AFP - Getty Images

Protesters sleep on Polk Place in the "Gaza Solidarity Encampment" as the sun begins to rise during the early hours of Saturday, April 27, 2024. (DTH)

Number 1 *public* school of public health again!

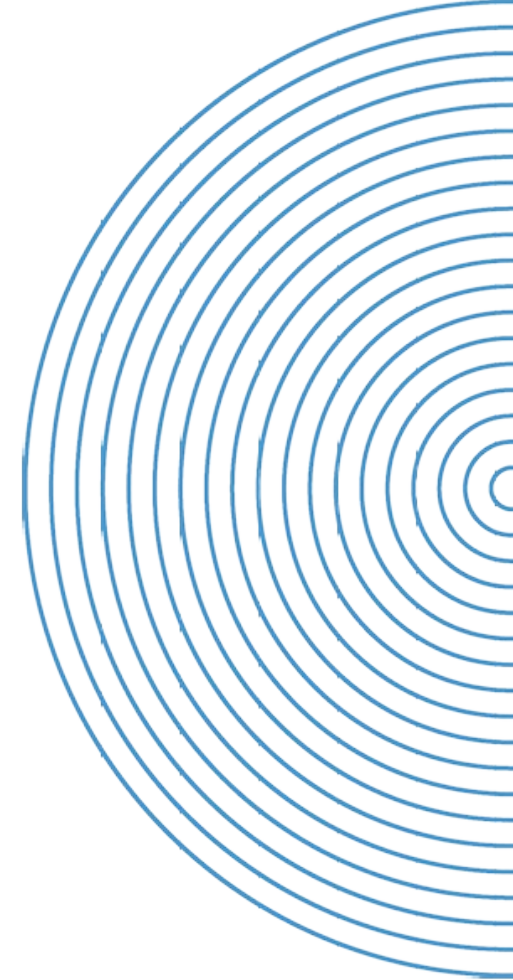
- #2 (alone) among all SPHs
- And highly ranked in 5 public health specialty areas
 - ✓ #2 Health Behavior
 - ✓ #3 Biostatistics
 - ✓ #3 Epidemiology
 - ✓ #4 Health Policy & Management
 - ✓ #8 Environmental Sciences & Engineering



Leadership roles, updates

Status of ongoing searches

- Epid
- MCH
- ESE
- Advancement



Changes in Human Resources Unit

Strategic Planning Updates

- Research strategic plan approved by Dean's Council
- IE strategic plan development under way
- Past and future strategic planning
 - Practice strategic plan approved July 2022, implementation going well
 - Strategic communication plan next

CEPH Reaccreditation Update (Council on Education for Public Health)

- CEPH consultation visit completed Jan. 25
- Preliminary Report assembled for internal review Mar. 29
- Preliminary Self-Study Report to CEPH & Peer Review next week
- Big thanks to CEPH 2024 Leadership Team and all contributors!

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



Faculty Workload Policy (FWP)

Updates from Laura Linnan, ScD, Senior Associate Dean for Academic and Student Affairs; Gillings FWP Committee Chair

- Gillings FWP Statement and Workplace Template Form submitted to Provost Office April 30, 2024
- Beginning April 2024, chairs following EOY meeting protocol with faculty, using new form to estimate effort
 - **We will try out the process, the new form and learn what works best and what needs to be revised**
- What will happen in the EOY meeting this spring:
 - **(SAME)** Annual Performance Evaluation – Chair and faculty member use data from Gillings Faculty Survey & updated CV to assess performance on teaching/mentoring, research & service/practice and establish performance goals for following year.
 - **(NEW)** Annual Workload Planning – Use new Workload Template Form to estimate effort in the coming year, using data from e-cert, teaching commitments, and service obligations, along with performance goals and expectations for promotion and tenure going forward
- Reporting guidance from university/system office will begin in Sept 2025

Admissions Update*

- Due to FAFSA delays, may not have solid information on decisions/deposits until mid-May
- Extending flexibility for students who need more time to decide
- Ongoing FAFSA delays may lead to higher summer “melt” and/or increased deferral requests
- Don’t yet know impact of SCOTUS decision on our incoming classes
- Looking strong at this point
 - Good turnouts for virtual and in-person admitted student events in March and April
 - Overall trend: applications, admits and deposits up this year over last year, including among international students

*as of 5/1/24

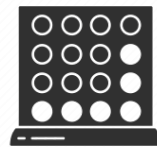
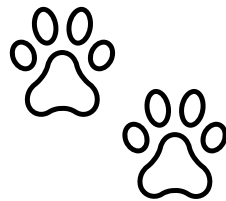
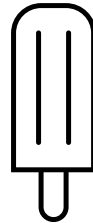


Let's celebrate Gillings people!



GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH

**This afternoon in
MHRC Armfield
Atrium:
Celebrate our
award winners!
Build our
community!**



Reading Day / Spring Social Afternoon Activities

**Noon – 2pm, Upper Atrium
and Patio, MHRC**

- Cake, lunch, and Locopops, while supplies last
- Puppies!!!!
- Plant Swap / “Adoption”

1 – 2pm, Lower Atrium

- Connect 4 Tournament

Congratulations, 2024 ASPPH* Award-winners!

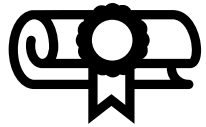
Barbara K. Rimer, DrPH MPH, Dean and Alumni Distinguished Professor Emerita, received the **Welch-Rose Award** for extraordinary and lasting contributions in advancing education in public health.



Chantel L. Martin, PhD, MSPH, Assistant Professor, Epidemiology, received the **Early Career Research Excellence Award**

**Association of Schools & Programs of Public Health*

Gillings students receive recognition



- **Impact Awards:** 7 Gillings School doctoral students honored for transformative research that contributes to a better North Carolina



- **Phi Beta Kappa:** 27 Gillings School undergraduate students inducted, representing all four depts offering BSPH: BIOS, ESE, HPM, NUTR



2024

Gillings Gala

JOIN US TO CELEBRATE OUR
GILLINGS '24 GRADUATES WITH A
NIGHT OF GLEE.

THIS IS A SEMI-FORMAL EVENT

05.01.2024

6PM - 9PM

MHRC ATRIUM



REGISTRATION REQUIRED



GILLINGS SCHOOL OF GLOBAL PUBLIC HEALTH
Student Affairs

Celebrate our 2024 graduates this evening at Gillings Gala

6 – 9 pm
Armfield Atrium
MHRC



GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH

UNC and Gillings School Commencement and Hooding ceremonies, Saturday, May 11, 2024



Doctoral hooding, 9 am, Dean E. Smith Center
Speaker: Dr. Angeli Achrekar, '13 DrPH
Deputy Executive Director of the Programme Branch
Joint United Nations Programme on HIV/AIDS (UNAIDS)
and an Assistant Secretary-General of the United Nations



Gillings School ceremony, 3 – 5 pm, Dean E. Smith Center
Speaker: Dr. Vivek Murthy, US Surgeon General

UNC ceremony, 7 pm, Kenan Stadium
Speaker: Zena Cardman, '10, '14, NASA Astronaut



The background of the slide is a photograph of flowering bushes. On the left side, there are clusters of bright pink flowers, likely azaleas, in sharp focus. The rest of the background is filled with out-of-focus white and light green flowers, creating a soft, bokeh effect. A large, semi-transparent blue rectangle with a thin green border is centered on the slide, containing the word "Questions?".

Questions?

Gillings Faculty and Staff Affairs Task Force

Gillings Faculty and Staff Meeting

May 1, 2024



GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH

Five guiding questions for today

- Why are you designing an Office of Faculty and Staff Affairs (OFSA)?
- Where are you in the process?
- What are you currently thinking (i.e. do you have draft recommendations)?
- How can I provide feedback?
- What happens next?

Why are you designing an Office of Faculty and Staff Affairs (OFSA)?

Gillings Goals

Goals

- **GOAL 1. TEACHING AND LEARNING:** Prepare current and future public health leaders, practitioners and researchers to cultivate positive, sustainable changes in health for all.
- **GOAL 2. RESEARCH:** Conduct research that advances science and improves the public's health.
- **GOAL 3. PRACTICE and SERVICE:** Apply public health or other specialized training and expertise to improve the public's health.
- **GOAL 4. OPERATIONS:** Invest in the development of Gillings people and further develop an efficient operational infrastructure, processes and systems to ensure capacity to fulfill our mission.

<https://sph.unc.edu/resource-pages/mission-statement/#:~:text=Our%20mission%20is%20to%20improve,Carolina%20and%20around%20the%20world.>

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The Pixar structure

Once upon a time...

Every day...

Until one day...

Because of that...

Because of that...

Untill Finally...



The Pixar structure

Once upon a time...

...there was a Gillings employee who felt lost – there was so much about their job they felt they could do better but didn't know where to start. They wanted to quit.

Every day...

...they tried to get advice/resources from their informal network. But the guidance was haphazard, or wrong, or for a resource that did not exist.

Until one day...

...they found the Gillings Office of Faculty and Staff Affairs.

Because of that...

...they discovered all these resources and help they didn't know existed.

Because of that...

...they got the answers they needed – including some questions they never had. They found a community in Gillings.

Untill Finally...

...they recruited excellent Gillingsters™ and were passionate about their job and stayed 50 years until they retired.

Example/illustrative activities

1. Oversee/coordinate appointments, promotions, tenure decisions, reappointments, post-tenure review
2. Assist with faculty recruitment and retention
3. Assist with faculty-related conflict resolution
4. Provide confidential consultation and resources to address challenges
5. Awards/recognition for faculty & staff
6. Stimulate faculty & staff engagement
7. Offer training/development/ mentoring opportunities for all faculty/staff
8. Pathways to advancement for staff
9. Foster culture of health, well-being, and climate for faculty/staff
10. Broker / clearinghouse / referral for other campus resources

Where are you in the process?

Timeline

- Report due June 27, 2024 to Dean

WE ARE HERE



January	February	March	April	May	June
Task Force formed	Draft charge	Gather data (listening sessions, survey, etc.)	Draft unit design	Socialize design	Finalize design
Create workplan		Review other FSA units	Continue feedback	Refine design	Finalize report

Feedback from the Gillings Community

- 71 survey responses
- 5 listening sessions
- Two department meetings
- Three advisory councils
- Two CAU units
- One cohort
- Multiple 1:1s
- One Faculty and Staff Meeting
- (Plus review and interviews with other OFAs)



What are you currently thinking (do you have draft recommendations)?

Four domains of OFSA work

- Investing in Our People
- Recruiting and Retaining Scholars and Staff
- Effective Teams and a Positive Work Environment
- Developing a High-Quality Workforce

Four domains of OFSA work

- **Investing in Our People**

- **Onboarding and Continuous Training:** Regular skills development and integration processes.
- **Leadership Development:** Provide both internal and external training opportunities.
- **Connections to Campus Resources:** Link faculty and staff with relevant services such as OHR (Office of Human Resources), CFE (Center for Faculty Excellence), etc.
- **Staff Advancement, Retention, and Compensation:** Focus on career growth, job satisfaction, and competitive salaries.

- Recruiting and Retaining Scholars and Staff

- Effective Teams and a Positive Work Environment

- Developing a High-Quality Workforce

Four domains of OFSA work

- Investing in Our People
- **Recruiting and Retaining Scholars and Staff**
 - **Support for Junior Faculty:** Implement mentoring and skills development using a cohort model.
 - **Assistance with Appointment, Promotion, and Tenure (APT):** Offer structured support, especially for those whose career paths do not align with their mentors'.
 - **Gillings-Focused Teaching Expertise:** Emphasize specialized teaching skills, particularly beyond undergraduate education.
- Effective Teams and a Positive Work Environment
- Developing a High-Quality Workforce

Four domains of OFSA work

- Investing in Our People
- Recruiting and Retaining Scholars and Staff
- **Effective Teams and a Positive Work Environment**
 - **Recognition and Awards:** Implement systems to acknowledge and reward outstanding contributions.
 - **Employee Engagement:** Foster social interactions and support affinity groups, with effectiveness metrics.
 - **Conflict Resolution and Secondary Prevention:** Address and mitigate workplace conflicts proactively.
- Developing a High-Quality Workforce

Four domains of OFSA work

- Investing in Our People
- Recruiting and Retaining Scholars and Staff
- Effective Teams and a Positive Work Environment
- **Developing a High-Quality Workforce**
 - **Professional Development:** Offer staff services like career counseling and advisor support, focusing on skill enhancement.
 - **Prioritization of Effective Supervision:** Ensure that supervisors are trained and value their employees' career development.
 - **Mandatory Training Identification:** Determine and enforce necessary training programs for all staff.

Potential phase-in approach

- Early wins, low-hanging fruit, high priority
- Phase 1:
 - Wellness (community, engagement, culture of health, etc.)
 - APT (compliance/paperwork and counseling/programming)
 - Staff career development
- Learn and revise for subsequent phases

How can I provide feedback?

Task Force Members



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Take the 5 minute survey

What happens next?

Next steps

- Task Force continues to socialize and receive feedback
- Task Force submits final report to Dean Messonnier Friday, June 27, 2024
- Dean reviews report and stands up the OFSA
- Coming soon: call for nominations for a leader to stand up this Office



Image generated via ChatGPT

Thank You/Questions



Strengthening Gillings' Culture and Community

May 1, 2024

Spring Faculty and Staff Meeting

Order of Presentation



2023 Climate Study Summary



Strategic Planning Process



Board of Governor's Proposed Policy

Focus Area	Actions
Training	<ul style="list-style-type: none">• Developed/offered trainings on IE and antiracism, including: IE Symposium offered annually for four years; and REI training to faculty/staff across Gillings in 2020 and 2021.• ~ 90% of faculty & staff reported attending at least one IE training in 2022
Curriculum	<ul style="list-style-type: none">• New content in student orientation• Changes in MPH practicum preparation• New courses and modules created in programs/departments
Communi- cation	<ul style="list-style-type: none">• Regularly report data from student feedback form to Dean's Council• IE Council created; information and data shared regularly with this and other groups• IE Community Conversations 1-2 times a year• Dean's IE lecture series created• Improved website

Focus Area	Actions
Advocacy	<ul style="list-style-type: none">• Expanded student feedback form to include equity concerns explicitly• Job opportunities website for more equitable student hiring• Some improvements in communicating financial aid information
Representation	<ul style="list-style-type: none">• IE into applications• Dropped GRE• Equity training for admissions and search committees (more to be done)• Increases in students from underrepresented groups (15% to 23.3%)*• Modest increases in faculty from underrepresented groups (10.7% to 18.5%)
Research	<ul style="list-style-type: none">• BIPOC faculty have increased grant funding• Trainings developed/offered to increase participation in NIH diversity supplement program

2023 Climate Survey Summary: Participants



Staff and Admin

50%



Faculty

41%



Student

16%

2023 Climate Survey Summary



Staff
Highlights
Culture
Diversity
Recognition



Faculty
Highlights
Power
Imbalances
All Talk Not
Enough
Action
Retaliation



Student
Highlights
Racism
Micro-
Aggressions
Gender/Misg
endering



Common
Findings
Across All
Groups
Culture
Diversity
Belonging

Focus Group Themes

Staff Exclusion	Intent vs. Impact	Transparency	Curriculum
Funding/Resources	Microaggressions	Limited Pathways	Historical Maintenance/ Longevity
Leadership	Retention	Mentorship	BIPOC Faculty, Staff, and Students - Invisible and Hypervisible
LGBT+ as an Afterthought	How Race Impacts Global Health	International Community	Operationalizing IE

Next Steps for Climate Study Results

Department Chairs will review the department level data and write a summary of the findings to be discussed with faculty, students and staff within their departments.

Central Administrative Unit Leaders will also review, summarize and discuss CAU level results with their units. The Climate Study Results along with other data points such as Gillings Annual, Faculty, staff and student

Strategic Planning will also be informed by these climate study results along with the other data points of the school

Inclusive Excellence Strategic Plan Taskforce

Leadership Team



Elizabeth French, MA
Associate Dean for
Strategic Initiatives



Yesenia Merino, PhD
Director of Inclusive
Excellence Education &
Training; Adjunct
Professor, Public Health
Leadership



David Napp, MPH
Consultant



Kim Ramsey-White, PhD
Associate Dean for
Inclusive Excellence;
Associate Professor, Public
Health Leadership

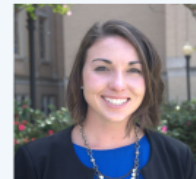
Task Force



Kathy Anderson, PhD
Associate Dean for
Information Technology &
Project Planning



Monika Soria Caruso, CRA
Contracts and Grants
Manager, Pre-Award
Administration



Caroline Chandler, PhD
Assistant Professor
Department of Maternal
and Child Health



Julie Daniels, PhD
Professor, Department
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Department of
Maternal and Child
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BS Student, Nutrition,
Health and Society



Marisa G. Hall, PhD
Assistant Professor
Department of Health
Behavior



Steven Houang, MSPH
DrPH Student, Health
Behavior



LaSonya Hudson
HR Consultant

Inclusive Excellence Strategic Plan Taskforce

Task Force



Alexia Kelly, PhD
Assistant Dean for
Research
Research, Innovation
and Global Solutions



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DrPH Student, Health
Policy and Management;
Senior Director, DEI,
Baystate Health



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Assistant Professor
Environmental Sciences
and Engineering



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Elton Sunnyway
MHA Student, Health
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Director of External
Relations in the Healthcare
Consulting Club Gillings



Naya Villareal, MPH
Gillings Global Health
Associate Director;
Adjunct Assistant
Professor, Department
of Health Behavior



John Wiesman, DrPH
Associate Dean,
Professor of the
Practice, Department of
Health Policy and
Management; Director,
Executive Doctoral
Program in Health
Leadership

Key Support



Noah Patrick Lenhardt, MSc
Executive Assistant
Dean's Office



Kristine Villaflor, MA
Executive Assistant
Dean's Office

Board of Governors Policy Process



April 16, 2024

Vote by smaller BOG Committee

Students were prevented from attending the meeting –

**Policy on Diversity and Inclusion Within the
University of North Carolina** vs **Equality Within the
University of North Carolina**

- Diversity is described almost exactly the same with one distinction.....
- Includes commitment to Free Speech and Free Expression
- No Action that would limit the right of Academic Freedom
- Exceptions for Student-Led Organizations

Board of Governors Policy Process



April 16, 2024

Vote by smaller BOG Committee

Students were prevented from attending the meeting –

Policy on Diversity and Inclusion Within the University of North Carolina vs
Equality Within the University of North Carolina



May 15, 2024

There will be a full BOG meeting and vote

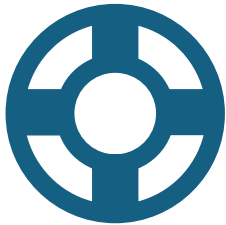
If policy is approved will go into effect immediately



September 1, 2024

The Chancellors and Director' of Student Affairs for each institution must report the institution in in compliance with section VII of the policy regarding “Maintaining Institutional Neutrality”

What Does it Mean For Gilling's Culture and Community ?



Mission



Values



Goals

UPCOMING EVENTS

- 5th Annual Summer Symposium – May 30, 2024 (first time in person!)
- National Health Equity Research Webcast – September 27, 2024
- Righting Racism Workshop Series – coming Fall 2024

Change is Guaranteed: Improvements are Not



Gillings School Preparedness



GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH

- Gillings School After-Action Report
- UNC After-Action Report

ALERT Carolina

- Sirens
- Text
- Email
- Alertus



- Locking doors at Gillings
 - Classrooms
 - Auditoriums
 - Exterior

Classroom preparedness

Emergency preparedness in the classroom: Staying safe at Gillings

The best way to prepare for an emergency is to *plan ahead*.

Faculty will stop teaching immediately upon Alert Carolina notification to shelter in place.

Practice how to lock the classroom door and turn off the lights.

In a situation in which someone intends harm, think ahead of what you would do if the circumstances require you to *run, hide or fight*. Course syllabus provides additional details.

If you see something, *SAY SOMETHING* to your instructor, DPS security guard, program director etc.

Room specific instructions

2308 McGavran-Greenberg

EMERGENCY RESPONSE

TO SECURE ROOM:

- Lock doors
- Turn off lights
- Silence all phones
- Close window shades
- Move to 2301 McGavran-Greenberg if able

FOR TORNADO **WARNING**:

- Exit room and move to 1301 or 1304 McGavran-Greenberg

ALWAYS FOLLOW GUIDANCE FROM ALERT CAROLINA

Gillings Facilities_SPH_FACILITIES@UNC.EDU

GILLINGS SECURITY 919-357-8037

Carolina Ready App



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL



Heels Care

[Click For Mental Health & Wellness Resources](#)



Emergency
Contacts



Mobile
BlueLight



Friend Walk



WorkAlone



Take Action
Guides



Report a Tip



Support
Resources



Maps & Transit



Safety Toolbox



Send I'm OK! Now



About / Preferences



GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH

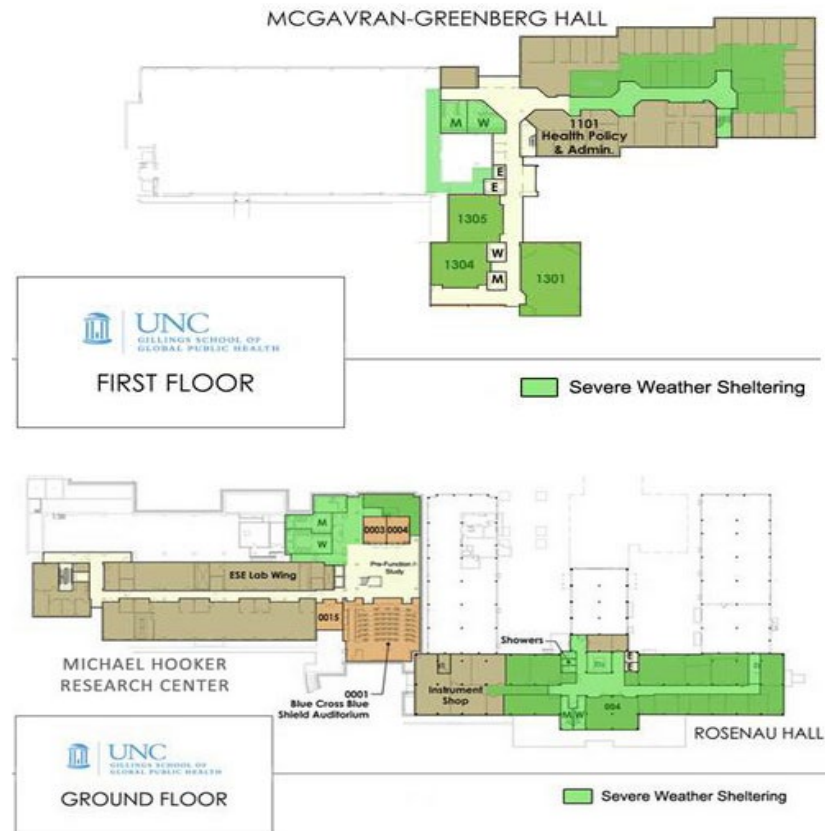
Active Shooter and Critical Incident Response Training

- **Summer training – Zoom**
- **Fall semester – Zoom and in-person**



- 24/7 DPS Security
- Camera system
- AED in each building lobby area
- Narcan located in MHRC mailroom - 1101

SEVERE WEATHER SHELTERS AT GILLINGS



- SPH_FACILITIES@UNC.EDU
- sph.unc.edu/staff-contact-information/
- Security guard – 919.357.8037
- Reach out anytime!

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