

Department of Genetics Town Hall Meeting

09 SEP 2020

Agenda

- Compliance Reminders
- Department Performance (3/15 – 8/31)
- COVID Impacts on Research and DEI Focus
- Q & A

Reminder - Guidance from OVCR for Laboratory Research

- 50% occupancy
- Physical distancing
- Safety practices, including PPE and cleaning
- Reduce number of users in DCM facilities
- Cores must focus on cleaning equipment, surfaces before and after use
- Re-arrange equipment to ensure physical distancing
- Symptoms monitoring – each employee must perform a daily health check for Covid-related symptoms before coming to work
- Researchers who can work remotely should continue to do so

Reminders

- New lab members must be trained by PIs on all safety procedures prior to starting in the laboratory
- Carolina Together Care Kits
 - Employee kits are distributed by Department/Centers
 - Student kits are distributed by associated Education group
 - If you need a kit, please contact Cara or Chris
- Revised Mask Guidance
 - Non-clinical units may allow use of personal/cloth face masks to encourage compliance in SOM spaces as long as the mask meets University guidelines
 - Disposable masks will continue to be provided throughout the fall as needed through the CPE Framework.

COVID Testing Guidance

Faculty, postdocs, graduate students and staff

- If you have symptoms:
 - Do not come to work
 - Call Health Link at: 984-974-0019. If you are approved for a COVID test appointment, move to step 3.
 - Call Occupational Health: 919-966-9119 to let them know that you have symptoms and are being tested.
 - Get tested. You cannot return to work until test results are provided, communicated to Occ Health and you have been cleared to return.
- If you do not have symptoms:
 - Can report to work
 - If you want to be tested (even without symptoms), follow steps above

Flu Vaccination Walk-In Clinics

- Noon to 4pm, no advance registration required
- Bring your insurance card

Tent in front of Genetic Medicine Building

- Thursday, Oct. 1
- Friday, Oct. 16

SOM COVID-19 Research

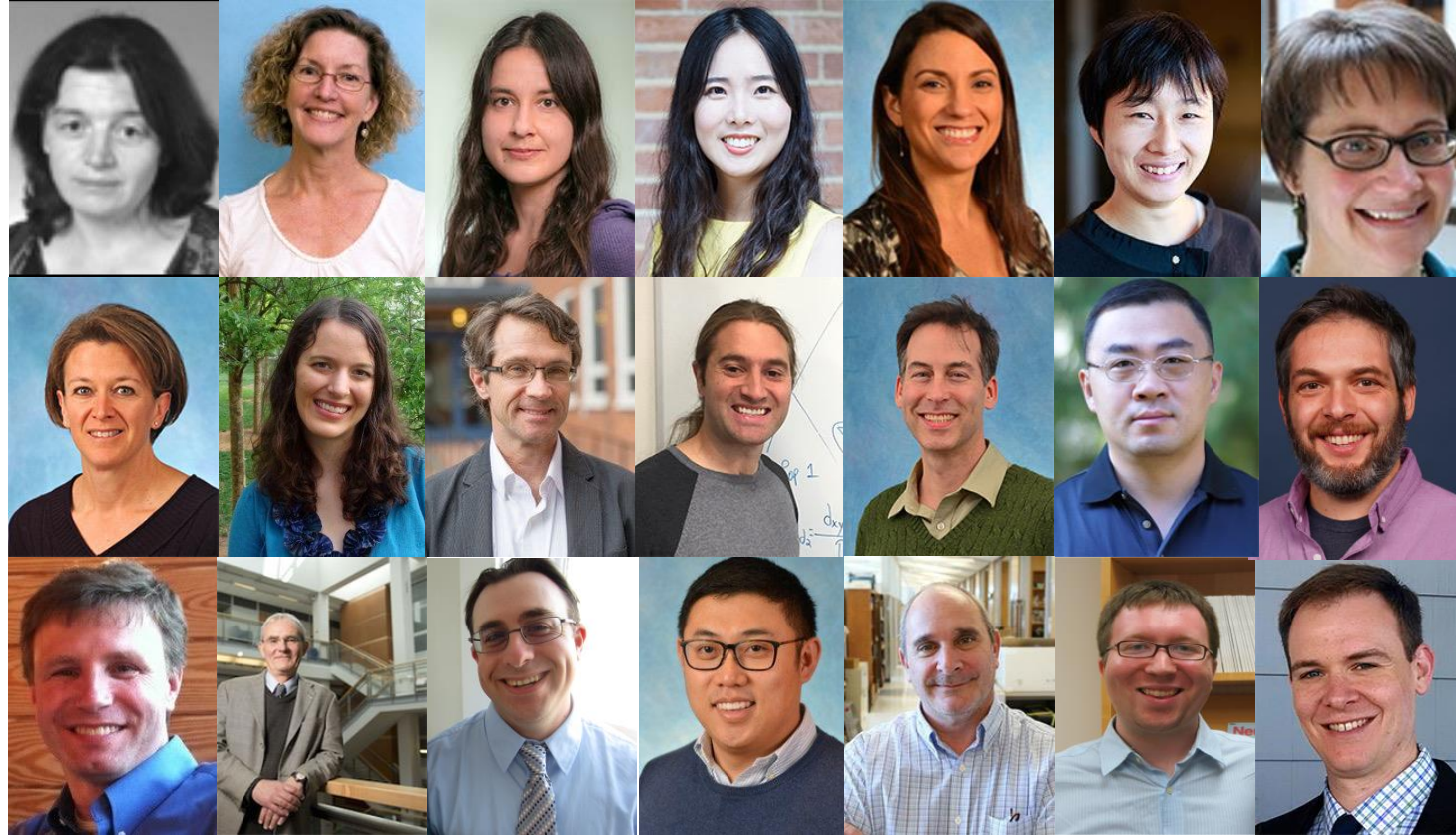
Microsoft Analytics named UNC the Top Research University for COVID-19

SOM researchers are engaged in different studies including:

- Basic science research to understand the biology of SARS-CoV-2
- Translational research to apply our understanding of SARS-CoV-2 to the clinic
- Observational cohort studies on COVID-19/SARS-CoV-2
- Clinical research involving testing of novel treatments and vaccines

Since April 2020, \$21.6M in SOM COVID funding has been awarded.

NEW Grants in Genetics since 3/15/20



New Awards - \$8.25M in year 1 direct costs
Total Awards - \$19.52M in current year direct costs

Department Metrics

- Fiscal Year 20 (FY20 – July 1, 2019 – June 30, 2020)
 - Total number of grants awarded (new and continuations) = 93
 - Total value of grants awarded = \$36.7M
 - Number of papers published - 209

- Number of papers published in March-August 101

Graduate Education

- Large BBSP class (> 100 students). More deferrals than typical year.
- Lisa Tarantino, PhD, Named Faculty Director of BBSP
- Classes and Training are challenging but these are critical for the mission of the department and two curricula that we administer (GMB and BCB)

• Trainee support

- OGE Directors added four new DEI sessions in the first-year Biological and Biomedical Sciences (BBSP) Curriculum on anti-racism and implicit bias with important contributions from SPIRE postdocs. The DEI session in BBSP Orientation was also updated to “Identity, Intersectionality, and Implicit Bias. In addition new sessions are in development to train active bystanders (i.e., “upstanders”) and in mental health first aid.
- UNC students established and launched social media accounts for the new Society for Black Biomedical Scientists on Twitter and Instagram @sbbs_unc; website in development.
- A task force in the OIE strategy will integrate Social Justice into SoM educational curricula. The group has started with the MD curriculum, but will soon turn to PhD training later in the fall. Seeking a few volunteers from students and faculty to serve on that subgroup (email Jean Cook).

SOM COVID-19 Impacts

Major Challenges

- Safety and Wellbeing of faculty, students and staff
- Shutdown of research labs March 20 - May 31
- Working remotely and balancing home obligations
- Navigating changing guidelines
- Financial impacts on the campus, SOM, and UNC Health

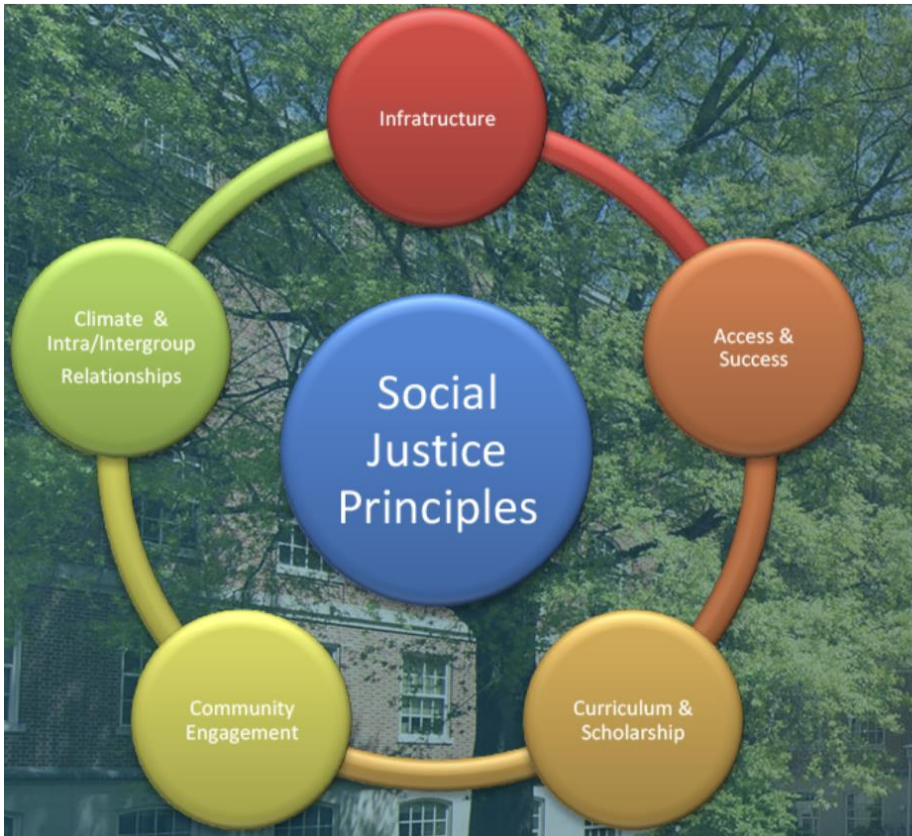
Response

- Weekly communications with chairs and center directors
- Guidelines for research reopening
- Coordination and distribution of PPE and sanitizing products

Opportunity

- Leverage existing strengths in virology and infectious disease
- New grant opportunities and supplements for researchers

Diversity, Equity and Inclusion



DEI Framework

The Diversity, Equity, and Inclusion (DEI) Framework is the School of Medicine's strategy to grow and sustain a more diverse and inclusive working and learning environment that improves the health and wellbeing of North Carolinians and others whom we serve. The framework is aligned with the school's Forward Together Strategic Plan. It has five primary dimensions:

1. Infrastructure
2. Access and Success
3. Climate and Intra/Intergroup Relations
4. Curriculum and Scholarship
5. Community Engagement

We use Inclusive Excellence Plans [1] to integrate the DEI Framework across the school's units and departments. The plans include goals, initiatives or action items, metrics, due dates, accountability, and are data driven where appropriate.

Department initiatives have been submitted to SOM Office of Inclusive Excellence.

The UNC Board of Governors' Racial Equity Taskforce and the UNC System have developed a new survey,

Let's Talk: A Survey on Race and Equity,
that will be distributed to all students, faculty,
and staff on **September 14, 2020**.

Please respond! It should take 10-15 minutes and
you can do it during work hours

Questions

- What are the biggest challenges you are facing?
 - Personally
 - Professionally
- What can the department do to better serve you?

Q & A

Discussion?