



THE UNIVERSITY OF NORTH CAROLINA
AT
CHAPEL HILL

School of Public Health

Michel A. Ibrahim, MD
Dean

July 18, 1995

Memorandum to: Faculty, Staff, and Students
Department of Epidemiology

From: Michel A. Ibrahim, MD

A handwritten signature in black ink that reads "Michel A. Ibrahim".

Re: Search for Chair, Department of Epidemiology

At the meeting with the faculty on June 28, I indicated that we will begin the search for a new chair of epidemiology from within the department. This approach has been discussed with the chairs on several occasions, and we have agreed that beginning the process by searching from within a department will be the mode of the future except in those circumstances where there is a clearly identified need to bring in outside leadership. The rationale is two-fold: 1) Cultivating and selecting leadership from within, when available, is healthy for the institution, and 2) The approach is ever more desirable today because the University and Schools are not in an expansion mode.

This process means that we will, of course, look for a well-qualified person who satisfies the attached criteria and who is worthy of our confidence to lead this sterling department. It also means that if no internal person is identified, the search will continue to identify others. It is important to say that this new approach does not mean that we will cease recruiting new talent to the department. On the contrary, we will always be looking for new talent, but not necessarily to be chair of the department. We expect that it will take several years for this model of searching for new chairs in the School to mature and serve the School in the way it is intended.

I will very soon appoint a search committee that will consist of departmental faculty, staff, and students as well as several individuals external to the department. I will ask the committee to take six to eight weeks to seek internal nominations, review them, and make recommendations to me. After this first phase is completed, I will begin the second phase, which will be either appointment of a new chair or widening the search to a national pool of applicants.

July 18, 1995

Please feel free to contact me with any ideas or concerns that you may have. I would naturally appreciate your cooperation in this matter.

Attachment

C: SPH Chairs
Vice Chancellor Hershey

MAI/ahk

Criteria for Appointment of Department Chair

1. Personnel: Attracting and hiring new faculty of the highest caliber; rewarding effective faculty and improving those whose performance is not entirely satisfactory; fairness in dealing with the faculty; assisting junior faculty development; and filling new positions in accordance with Department goals.
2. Leadership and Collegiality: Providing effective departmental leadership and delegating responsibilities to individuals and committees; promoting cooperation within the Department; and developing cooperative arrangements with other departments of this School and University.
3. Representation: Representing and promoting the Department, the School and University at the state, national, and international levels.
4. Curriculum: Establishing clear guidelines for the departmental mission; setting future directions for departmental development and improvement; planning and implementing new courses and programs; guiding the departmental balance of teaching, research, and service; establishing, reviewing, and improving degree programs; and planning and conducting programs of continuing education.
5. Research: Having a demonstrated commitment to teaching and research of the highest quality..
6. Students: Attracting outstanding students; producing well-trained, respected, and effective graduates; responding to student criticisms and suggestions for departmental improvement; and assisting in job placement of graduates.
7. General Administration: Attending to matters such as teaching, research, service, space, budget, resources, personnel, and directives from officers of the University.