

# Setting the Stage

- Faculty Assembly (FA) Meeting on 12/4/17.
  - Dean presented the results of her conversation with Faculty and Staff.
  - She proposed the organizational structure process timeline.
  - Process per USF System Policy 10-055: 90 days from proposal submission to faculty
  - Faculty decided to have three meetings: Jan 5 and 22, Feb 12 (moved to 19) to have comments for the Dean by February 21 (moved to 28).
- Proposal for COPH Structural Reorganization received by Faculty and Staff on 12/22/17
- FA meeting 01/05/18. Proposal is considered as a draft and people wanted more information. The three committees' chairs invited people to participate in special meetings (2 per committee) to gather opinions on the proposal.
- FA meeting 01/22/18 a summary of committees' meetings were presented.
  - Some confusion about the decision if Faculty wanted to move forward with the re-structure. A motion was made: “agree to entertain the proposal from the Dean and work with the Dean to take this opportunity to re-envision our future”. 2<sup>nd</sup> motion. Discussion. Vote positive to move on (there was quorum).
  - Because of the above, a new survey needed to be designed. Ad Hoc committee was formed: Alison Oberne, Zac Pruitt, Sandy Potthoff, and FA officers.

# Setting the Stage

- Ad Hoc committee and FA officers met to develop the new survey: 01/24/18.
- Qualtrics survey was posted with the support of the ETA office: 01/26/18.
- Survey was closed 02/02/18.
- Ad Hoc committee and FA officers met to review the survey report (facilitated by ETA). 02/05/18
- Ad Hoc committee and FA officers organized the survey answers by themes. 02/13/18
- Also on 02/13/18 the Ad Hoc committee and FA officers met with the restructuring expert consultant, Dr. Mario Hernandez. The themes were consolidated and Dr. Hernandez offered to help the Ad Hoc committee and FA officers draft a Conceptual Framework based on the survey themes. Meeting end after 6 PM with just three members (two had to leave).
- Ad Hoc committee met in the expert consultant's office on 02/14/18 to create a draft of the Conceptual Framework based on the survey answers (themes).
- FA meeting today 02/19/18:
  - Presentation
  - Discussion
  - Two Votes:
    1. Vote to include survey results with FA commentary to Faculty Senate with proposal.
    2. Vote to recommend Dean's proposal. (If vote is to approve, next step is for Faculty to collaborate with leadership to develop process for new structure)

# Our Practice is Our Passion

## Our Mission

Our collective mission is to provide excellence in public health education, leadership, advocacy, research and service; to nurture and motivate our students; and to deliver enhanced health and well-being to all humankind through collaborative partnerships with researchers, educators, health professionals and administrators.

## Our Vision

Our vision is to be the exemplary catalyst for public health innovation and advancement of the profession, locally and globally.

## Our Values

The COPH core values are:

- Social responsibility
- Social justice
- Multidisciplinary approach
- Global perspective
- Altruism
- Diversity and inclusiveness
- Leadership
- Academic excellence

# Guiding Principles

- Provide opportunities to support flexibility in all academic activities
- Enhance collaboration among faculty for teaching and research
- Enhance collaboration between faculty and local & global communities
- Promote independence in teaching, research, and service
- Foster mentoring and engagement between faculty and students
- Maintain support structures and services to enhance and empower faculty in teaching and research
- Ensure a congenial academic environment
- Ensure that curriculum is theory-based and connects students to the field of practice

# Goals

- Attract the best and the brightest students
- Increase student enrollment
- Elevate national reputation of the college
- Connect students to career opportunities
- Maximize funding for research projects
- Attract top notch faculty
- Maintain innovation in public health pedagogy and in teaching with technology
- Amplify cutting edge research that informs policy and practice

# College Strategies

## College Strategies

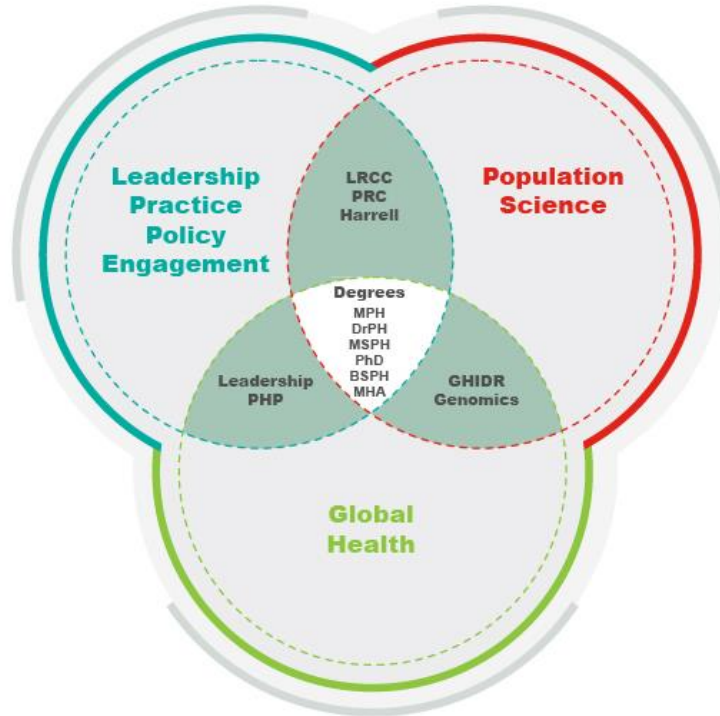
Teaching



Research



Service



- Organize teaching by concentrations and degree programs with associated faculty
- Faculty with strong identity around a particular area (e.g. global health, health policy & management, maternal & child health) should be maintained with a title that indicates a recognized “cluster” in the academic world.

## College-Wide Faculty Supports

Teaching Services/Supports

Research Services/Supports

Human Resources/Financial/Facilities

## Foundational Supports/Services

IT

Staff Assessment/Support for Success

Faculty Assessments/Support for Success

Marketing and Public Relations

# College-Wide Faculty Supports

- Teaching Services/Supports:
  - Advising
  - Teaching enhancements and technology
  - Scheduling
- Enrollment/Recruitment:
  - Admissions
  - Marketing
  - Pre-admissions advising

# College-Wide Faculty Supports

- Research Services/Supports:
  - Pre-award
  - Post-award
- Research Collaboration:
  - Encouraging student engagement in faculty led research
  - Faculty collaboration in research/multi-disciplinary approaches



# Foundational Supports/Services

- Human Resources/Financial/Facilities:
  - Benefits
  - Effort reporting/salary
  - GA/TA HR processes
  - Classroom operations
  - Adjunct hiring
  - Credentialing

# Foundational Supports/Services

- Faculty Assessment and Support for Success:
  - Assignments and evaluations
  - Compensation and rewards
  - Resources (money, GA's, time, etc.)
  - Professional development opportunities
  - Leadership opportunities
- Staff Assessment and Support for Success:
  - Assignments and evaluations
  - Compensation and rewards
  - Optimization of talent