

Vision 2022 (draft)

I. TRANSFORMING THE MPH DEGREE PROGRAM

Goal: The USF COPH will provide an MPH education that is integrative, comprehensive, and interdisciplinary, while allowing for flexibility based on prior learning and professional development goals.

Objective 1: The USF COPH will offer the transformed MPH curriculum by 2022.

***Indicator I.1.1:** By the Spring 2015 semester, the College will pilot the transformed MPH Core curriculum to a select number of MPH students in an in-class format.*

***Indicator I.1.2:** By Fall 2016, the transformed MPH Core curriculum will be offered in-class (blended) and in fully online formats.*

Objective 2: USF COPH MPH and MSPH students will complete the transformed Core sections within three semesters of matriculation.

***Indicator I.2.1:** Effective with the Spring 2020 semester 90% of MPH and MSPH students will complete the Core within three (3) semesters of matriculation.*

II. TRANSLATING TRANSLATIONAL RESEARCH

Goal: The USF COPH will be known as a leader of interdisciplinary, transformational research.

Objective 1: The USF COPH will create a forward-thinking infrastructure that supports innovative and interdisciplinary team science and promotes a positive research culture at all levels.

***Indicator II.1.1:** The USF COPH will annually create opportunities for faculty with related research interests to engage in interdisciplinary interactions designed to facilitate the growth and development of research initiatives.*

***Indicator II.1.2:** The USF COPH will annually support the formation of cross-disciplinary teams including faculty and students through internal funding mechanisms.*

Objective 2: USF CPH researchers and research findings will be readily accessible to the public, policymakers, health care providers, consumers of health care, advocates, and other researchers.

***Indicator II.2.1:** The USF CPH faculty will annually increase the average number of peer-reviewed publications by per tenured/tenure track FTE.*

***Indicator II.2.2:** The USF CPH faculty will increase its annual number of presentations at national and/or international meetings and conferences over baseline.*

***Indicator II.2.3:** By 2022 the USF CPH faculty will increase the dissemination of research translated into practice in the community.*

Objective 3: The USF CPH will engage the community in developing research consistent with the College's research expertise and the community's needs and priorities.

***Indicator II.3.1:** By 2022 the CPH will increase the number of research proposals in collaboration with community partners over baseline.*

***Indicator II.3.2:** By 2022 the CPH will increase the number of funded initiatives in collaboration with community partners over baseline.*

III. ENHANCING SYSTEM CAPACITY

Goal: The USF CPH will be recognized as a leader in promoting public health system capacity locally, statewide, nationally and internationally.

Objective 1: The USF CPH will, through state-of-the-art technology, provide continuing education, formal education, and training opportunities to the public health workforce, domestically and abroad.

***Indicator III.1.1:** By 2022 the USF CPH will increase the number of conferences offered by 50% over baseline.*

***Indicator III.1.2:** By 2022 the USF CPH will increase by 20% over baseline the number of attendees reached through workforce development, conferences and continuing education activities.*

Indicator III.1.3: *By 2022, the USF COPH will increase the number of graduate certificates earned by non-degree students by 100% over baseline.*

Indicator III.1.4: *By 2022, the USF COPH will increase the total number of applicants to the DrPH program by 50% over baseline.*

Indicator III.1.5: *By 2022, the USF COPH will increase the total number of students enrolled in the DrPH program by 50% over baseline.*

Indicator III.1.6: *By 2022, the USF COPH will increase the total number of applicants to online MPH degree programs by 50% over baseline.*

Indicator III.1.7: *By 2022, the USF COPH will increase the total number of students enrolled in online MPH degree programs by 10% over baseline.*

Objective 2: The USF COPH will provide public health educational activities for the general public, in Tampa and beyond.

Indicator III.2.1: *Beginning in 2014, the USF COPH will annually offer at least one public health educational activity designed for the general public.*

Objective 3: The USF COPH will leverage partnerships and strength in key international markets to develop a continuum of education and training programs.

Indicator III.3.1: *By 2022, the USF COPH will have at least one designated World Health Organization (WHO) Collaborating Center.*

Indicator III.3.2: *By 2022, the USF COPH will increase the number of educational/training initiatives in international markets over baseline.*

Indicator III.3.3: *By 2022, the USF COPH will increase the enrollment of international participants in academic and training initiatives over baseline.*

Objective 4: The USF COPH will serve as a resource for education, training and the practice of public health for the State of Florida.

Indicator III.4.1: *By 2022, the USF COPH will increase the number of educational/training initiatives targeted to practicing Florida professionals over baseline.*

***Indicator III.4.2:** By 2022, the USF CPH will increase the number of attendees in educational/training initiatives targeted to practicing Florida professionals over baseline.*

IV. OUR PEOPLE

Goal: The USF CPH values inclusiveness and respect for all people. We will accomplish this through our culture, curriculum, research and service by continually fostering an environment within the College that embraces diversity, a sense of community, collegiality and life-long learning.

Objective 1: The USF CPH is committed to offering development opportunities for our faculty and staff in an effort to ensure their ongoing professional growth and success.

***Indicator IV.1.1:** The USF CPH will offer a minimum of one program per year designed to enhance the teaching skills and competencies of our faculty and to encourage the effective use of technology and advanced teaching methodologies in the classroom, laboratory and online.*

***Indicator IV.1.2:** The USF CPH will provide a minimum of one program per year designed to enhance the research skills and competencies of our faculty.*

***Indicator IV.1.3:** The USF CPH will offer annually at least one general professional development program for new and current faculty and staff.*

***Indicator IV.1.4:** The USF CPH will offer annually opportunities for professional development through the College Faculty and Staff Professional Development Award Program.*

***Indicator IV.1.5:** By Fall 2016, the USF CPH will launch a series of professional development tracks for staff.*

Objective 2: The USF CPH is committed to developing leaders who will shape the future of the College and the profession.

***Indicator IV.2.1:** By Fall 2013, the USF CPH will pilot a leadership program designed to enhance the leadership skills and competencies of the Dean's executive leadership team.*

***Indicator IV.2.2:** By Summer 2014, the USF CPH will offer a pilot program designed to enhance the leadership skills and competencies of the College-wide leadership team.*

Indicator IV.2.3: *By Spring, 2015, the USF COPH will offer programs to faculty designed to enhance their leadership skills and competencies.*

Objective 3: The USF College of Public Health is committed to building a strong sense of community among its faculty and staff through on-going programs designed to foster professional relationships and connectivity to one's colleagues while reinforcing the values of the College.

Indicator IV.3.1: *The COPH will offer at least ten (10) community-building programs annually.*

Objective 4: The USF COPH supports faculty, staff and students in fulfilling their professional goals while contributing to the mission and overall success of the College continually building a diverse community with a Global perspective.

Indicator IV.4.1: *By Fall, 2014, the College will establish a committee charged with promoting and evaluating the effectiveness of practices and initiatives designed to increase the diversity of our students, faculty and staff.*

Indicator IV.4.2: *By Fall, 2022, the curriculum of all degrees offered in the College will include specific diversity competencies to be mastered by our students.*

Indicator IV.4.3: *By Fall 2015, the College will conduct a biennial survey to determine to the extent that our educational, work environment and support systems reflect a community that embraces diversity, belonging and respect for all people.*

Indicator IV.4.4: *By Spring, 2015, the College will provide and promote semi-annual cultural awareness/community building activities and programs.*

Indicator IV.4.5: *By Fall 2015, the College will create a Diversity website that focuses on programs, policies and activities offered within the College and throughout USF designed to raise awareness of the importance of diversity.*

Indicator IV.4.6: *By Fall 2022, the College will proactively recruit and retain students from underrepresented groups as defined by the University's Equity Accountability Plan, increasing the representation of each group by 20% over the baseline year.*

Indicator IV.4.7: *By Fall 2022, the College will proactively recruit and retain faculty from underrepresented groups as defined by the University's Equity Accountability Plan, increasing the representation of each group by 20% over the baseline year.*

Indicator IV.4.8: *By Fall 2022, the College will proactively recruit and retain staff from underrepresented groups as defined by the University's Equity Accountability Plan, increasing the representation of each group by 20% over the baseline year.*

V. SUSTAINABILITY

Goal: *The USF CPH will develop and maintain academic and financial practices and a physical environmental that will ensure the sustainability of the College through 2022 and beyond.*

Objective 1: The USF CPH will implement sound financial strategies that will contribute to the sustainability of our College.

Indicator V.1.1: *By 2022 the USF CPH will increase expenditures of extramural research funds by 10% over baseline.*

Indicator V.1.2: *The USF CPH will maintain or improve its ranking among accredited schools and colleges of public health for annual expenditures of extramural research dollars.*

Indicator V.1.3: *By 2022, the USF CPH will increase the revenue generated through workforce development initiatives by 25% over the baseline year.*

Indicator V.1.4: *By 2022, the USF CPH will increase the annual three-year average amount of donations to support student scholarships by 100% over the baseline year.*

Indicator V.1.5: *At least 50% of USF CPH faculty and staff will participate annually in the USF Faculty/Staff Campaign.*

Objective 2: The USF CPH will provide an environment that allows us to successfully recruit, enroll, support and graduate students.

Indicator V.2.1: *By the Fall semester of the 2021-22 academic year, the USF CPH will have increased the number of graduate students by 10% over Fall 2012 enrollment.*

Indicator V.2.2: *By the Fall semester of the 2021-22 academic year, the USF COPH will have increased the number of BSPH students by 30% over the Fall 2012 enrollment.*

Indicator V.2.3: *By the end of the 2021-22 academic year, 20% of the BSPH majors will have matriculated as freshman majors.*

Indicator V.2.4: *By 2022, the USF COPH will increase the number of total gross student credit hours taught per year by 50% over the 2012-13 academic year.*

Indicator V.2.5: *By 2022 the USF COPH will increase the amount of financial support provided to students through tuition support and scholarships by 20% over the amount awarded in the baseline year.*

Indicator V.2.6: *By the 2016-17 academic year and thereafter, the USF COPH will graduate at least 400 BSPH students per year.*

Indicator V.2.7: *The USF COPH will graduate ten research doctoral students per year by 2015-16 and each year thereafter.*

Indicator V.2.8: *By 2022, the USF COPH will graduate five professional doctoral degree students per year.*

Indicator V.2.9: *By 2022, the USF COPH will graduate 220 master's degree students per academic year.*

Indicator V.2.10: *Of our BSPH graduates who graduate each year, 75% will graduate within five years.*

Indicator V.2.11: *Of our BSPH students who graduate each year and entered the program as true freshmen, 75% will graduate within four years.*

Indicator V.2.12: *Of our master's degree students, 80% will graduate within five years.*

Indicator V.2.13: *Of our full-time master's degree students, 90% will graduate within three years.*

Objective 3: The USF COPH will ensure our facilities provide an optimal environment for working and learning.

Indicator V.3.1: *The USF COPH will conduct a biennial survey of the faculty, staff and students to determine to the extent that the College's facilities are meeting the working and learning needs of the College community.*