



Department of Public Health

Strategic Plan

12/07/2012

Goal 1. Achieve national and international recognition for the quality, productivity, and visibility of the Department of Public Health's educational and research programs.

Objective 1. By 2014, establish a DrPH with a major in public health with initial efforts to develop two concentrations/foci: health behavior and epidemiology.

Strategy 1. Determine procedures and obtain necessary approvals for new doctoral offering

Strategy 2. Appoint faculty member responsible for developing interest group and intent to plan

Strategy 3. Develop expected competencies, admission criteria, curricular requirements, and other details

Strategy 4. Process proposed new degree through curricular review committees beginning fall 2013

Objective 2. By 2015, 100% of faculty achieve at least two published articles per year, measured on a three-year rolling average.

Strategy 1. Encourage practice-based research through Academic Health Department collaboration

Strategy 2. Establish research partnerships with Oak Ridge-associated institutions and agencies (e.g., Oak Ridge National Laboratory (ORNL) and Oak Ridge Associated Universities (ORAU))

Strategy 3. Promote the creation of faculty research teams

Strategy 4. Identify potential sources of data that may be useful for collaboration and publication

Strategy 5. Commit to systematically reviewing selected journals in one's discipline

Objective 3. By 2015, 100% of faculty without current grant funding submit at least two external grants or contracts each year.

Strategy 1. Each faculty member identify at least five sources of external funding related to his/her disciplinary area for tracking over time.

Strategy 2. By 2014, recruit one additional faculty member in epidemiology to create epidemiologic research synergy in the Department and to add to the capacity to develop a concentration/focus in epidemiology for the new DrPH program

Objective 4. By 2015, expand degree offerings through the development of one or more dual or combined degree programs with related disciplines at UTK and/or across the UT System

Strategy 1. Identify UTK related disciplines where a combined or dual degree program will be mutually beneficial

Strategy 2. Identify one or more collaborative opportunities with other UT System partners (UTIA, UTHSC, UTC, UTMCK)

Strategy 3. Establish ad hoc work groups to develop curriculum framework, draft course/program change narratives for Curriculum Review Committees

GOAL 2: Attract, educate, and graduate a diverse body of undergraduate and graduate students who will become productive contributors to and leaders in their professions.

Objective 1. By 2014, establish an undergraduate minor in Public Health.

Strategy 1. By spring semester 2013, offer two sections of PUBH 300.

Strategy 2. By fall semester 2013, offer two sections of PUBH 300 plus one of the other classes currently listed in the catalog.

Strategy 3. By fall semester 2013, finalize curricular design for the undergraduate minor

Objective 2. By 2016, obtain extension of accreditation by the Council on Education for Public Health (CEPH).

Strategy 1. Explore adding doctoral degree program(s) as part of the accreditation unit (CEPH Criterion 2.10)

Strategy 2. By spring 2015, prepare preliminary self-study documentation responsive to CEPH criteria

Strategy 3. By fall 2015, prepare final self-study documentation and finalize plans for on-campus review by CEPH site visit team

Goal 3. Attract, support, and retain excellent and diverse faculty and staff.

Objective 1. By 2014, establish a fund to foster research collaboration with Oak Ridge-associated institutions and agencies to promote access to a broader resource base.

Strategy 1. Identify interested ORNL and ORAU researchers

Strategy 2. Establish joint appointments for at least two-three ORNL/ORAU researchers

Strategy 3. Identify research fund as priority area for development funding by College Board of Advisors

Objective 2. By 2014, all staff members will achieve at least 32 hours of training annually, as recommended in HR policy 0128, to support, develop, and retain excellent staff.

Strategy 1. Staff will document total hours of continued education training to report during annual employee performance reviews.

Strategy 2. Encourage administrative staff to achieve and maintain Certified Professional Secretary/Certified Administrative Professional certification (CPS/CAP) by offering sufficient financial assistance to be reimbursed after passing the exam.

Goal 4: Promote excellence in local, state, and global outreach, service, and social and civic engagement.

Objective 1. By 2014, all faculty will have at least one on-going collaboration with community partners (e.g., hospitals, health departments, schools, policy advocates, or social service providers) on a service activity that involves public health practice. This collaboration may occur at the local, state, national, or international level.

Strategy 1. Support faculty in competing annually for grants to promote collaborative basic and applied research with community partners through active, on-going identification of grant opportunities.

Strategy 2. Designate department funds for collaborative pilot projects and/or professional presentations of collaborative research.

Strategy 3. Enlist one or more community partners to participate on faculty search committees.

Objective 2. By 2014, the Department of Public Health will have at least one on-going research, teaching, or service collaboration with UT Extension faculty.

Strategy 1. Ensure two UT Extension faculty member(s) who have the Department of Public Health as their academic home participate in public health teaching, service, and/or research activities.

Strategy 2. Initiate partnerships by applying for external grants with UT Extension faculty.

Strategy 3. Incorporate UT Extension projects as learning opportunities in classes as appropriate.

Objective 3. By 2015, a third or more of Public Health courses at undergraduate and graduate level will include at least 25 hours of effective service learning.

Strategy 1. Develop a working definition of course-based service learning by December 2012.

Strategy 2. Ensure that current courses that contain service learning incorporate a description of the service learning in the course syllabus and website as a minimum, and in revised course descriptions when appropriate.

Strategy 3. Collect student and community partner assessment data annually on their service learning experience in order to continually improve the effectiveness of service learning.

Strategy 4. Initiate a database on community partners to expedite faculty's ability to establish connections and incorporate community partners in the coursework experience

Objective 4. By fall 2015, establish an external public health advisory board for the department.

Strategy 1. Develop purpose statement and by-laws

Strategy 2. Identify resources to support a Board of Advisors

Strategy 3. Identify potential members of the advisory board, to include the College's Board of Advisors representatives to the Department.

Strategy 4. Secure necessary university approvals

Strategy 5. Arrange first meeting of the public health advisory board

GOAL 5: Lead the state in workforce development of public health practitioners.

Objective 1. By summer 2013, offer the Public Health Summer Academy (PHSA) to the East Tennessee Regional public health workforce.

Strategy 1. Revise the format and content based on feedback from earlier PHSA

Strategy 2. Explore workforce development needs assessment data collected by LifePath

Strategy 3. Determine potential for offering the PHSA to the Southeast Regional area

Strategy 4. Develop a marketing plan for the PHSA

Objective 2. By 2013, broaden the application of the Grand Rounds concept of the Academic Health Department consisting of the Knox County Health Department and the Department of Public Health.

Strategy 1. Identify opportunities for practice-based research on issues identified by public health practitioners.

Strategy 2. Identify and invite topic experts from areas other than the Academic Health Department to participate in Grand Rounds presentations.

Strategy 3. Broaden participation of the Grand Rounds by identifying and inviting a broader audience of stakeholders to the Grand Rounds presentations.

Strategy 3. Support public health practitioners/academician research teams in attending the annual Keeneland Conference on Public Health Systems and Services Research.

Objective 3. By 2013, provide at least two workshops for public health practitioners on topics of their choosing.

Strategy 1. Use the feedback from PHSA and data from the LifePath workforce needs assessment to identify specific needs of the public health workforce.

Strategy 2. Provide financial support to faculty to deliver workshop content.

Objective 4. By 2014, ensure long-term sustainability of the Academic Health Department by establishing a permanent coordinator position.

Strategy 1. Annually, develop an AHD summary of accomplishments to garner administrative support from Knox County Health Department and UT College of Education, Health, and Human Sciences.

Strategy 2. Submit a poster to the American Public Health Association Conference to publicize the AHD as a national model for collaborative, sustainable workforce development.

Strategy 3. Publish at least one article in a peer reviewed journal that communicates the AHD's accomplishments in terms of measurable metrics.