

DEPARTMENT OF PUBLIC HEALTH

Strategic Plan

2017-2022

1. Strategic Priority: Undergraduate Education

Goal: Recruit, enrich, and graduate a diverse body of undergraduate students who are prepared to enter the global community as lifelong learners and authentic leaders.

Objective 1: By the end of calendar year 2017 establish a plan to meet with the advising teams of our College (CEHHS) and of the College of Arts & Sciences (CAS) to present the undergraduate minor, including a focus on PUBH 201- Introduction to Public Health.

Objective 2: By the end of calendar year 2018 establish a plan to meet with the directors and/or advisors of the various Honors (1794 Scholars, Honors Leadership, Chancellor's, and Haslam), Service Learning Honors (CEHHS), and College Scholars (College of Arts and Sciences) programs to present the undergraduate minor, including a focus on PUBH 201- Introduction to Public Health.

Objective 3: By the end of calendar year 2018 create a system to capture and compile the metrics needed to assess objectives 1 and 2.

Objective 4: By the end of calendar year 2020 establish a plan for implementing an undergraduate major in public health, as part of our transition from a Department, to a School of Public Health, to a College of Public Health.

2. Strategic Priority: Graduate Education

Goal: Strengthen graduate education through an emphasis on excellence and improvement of the graduate student experience.

Recruit (attract), educate, and graduate a diverse body of students who are competitive, competent and confident in their chosen career path.

Objective 1: By 2018, develop, implement, and evaluate a recruitment plan to increase the number of MPH students.

Objective 2: By 2020, implement an MPH curriculum compliant with the revised (2016) CEPH accreditation criteria.

Objective 3: By 2020, submit DrPH as a substantive change to CEPH.

Objective 4: By 2020, all Graduate Assistants and 50% of non-supported MPH students will present at a department, college, or university research day, professional conference, or community meeting at least once during their educational experience (DrPH students will present annually).

Objective 5: By 2020, professional development will be a required component of the MPH curriculum.

Objective 6: By 2020, within one year of graduation, 85% of graduates will be employed, enrolled in academic programs, appointed to a post-doctoral program, or participating in professional training/fellowship.

3. Strategic Priority: Diversity and Inclusion

Goal: Enhance diversity and inclusion to benefit our students, faculty, staff, and others we serve.

Create and sustain a welcoming, supportive, and inclusive departmental climate, that attracts and retains greater numbers of staff, students, and faculty from underrepresented populations, and ensure that our curriculum is diverse and inclusive in order to prepare all DPH graduate students to become professionals, teachers, and researchers for a diverse world.

Objective 1: Beginning in fall 2017, peer-led diversity and inclusion training will be provided by advanced MPH/DrPH students at the annual student orientation.

Objective 2: Beginning fall 2017, initiate an ongoing evaluation of graduate student knowledge and skills regarding diversity, equity, and inclusion and the discussion of evaluation findings at annual faculty retreat.

Objective 3: By August 2017, formal diversity and inclusion training will be provided by professionals external to DPH, to DPH faculty/staff at the annual faculty/staff retreat, regarding matters of diversity, equity, and inclusion.

4. Strategic Priority: Research, Scholarship, and Creative Activity

Goal: Strengthen capacity, productivity, and recognition across our total portfolio of research, scholarship, and creative activity.

Objective 1: By end of calendar year 2018, develop and disseminate an annual report of research activities that includes: all publications by faculty; all publications by doctoral students up to 3-years post-graduation; all currently funded grants; examples of how faculty integrate research and scholarly activities and experience into their instruction of students; and, examples of student opportunities for involvement in faculty research and scholarly activities.

Objective 2: By 2020, 100% of all full-time faculty will publish at least two peer-reviewed articles per year, measured on a three-year rolling average.

Objective 3: By 2020, 100% of all full-time faculty without current grant funding will submit at least two external grants or contracts each year.

5. Strategic Priority: Outreach and Engagement for CEHHS

Goal: Promote excellence in local and global outreach, service, and social and civic engagement to generate new knowledge, promote civic dialogue, and encourage economic and social development.

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

Objective 1: By 2019, all full-time faculty will have at least one 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.

Objective 2: By 2017, the DPH will have at least one on-going research, teaching, or service collaboration with UT Extension faculty.

Objective 3: By 2019, a third of Public Health courses at undergraduate and MPH level (for all concentrations and dual degree programs) will meet the departmental CSL criteria.

Objective 4: By 2019, faculty dossiers will reflect academic outreach and engagement as recommended in the UTK Faculty Handbook.

6. Strategic Priority: Faculty and Staff

Goal: Attract, retain, and support faculty and staff members who will proudly exemplify the values, embrace the vision, and execute the mission of the college through their research, teaching, outreach, and service.

Objective 1: By 2018, as part of the transition to a School of Public Health, develop a joint plan with the Department of Nutrition to recruit faculty to fill vacant positions between the DPH and the Department of Nutrition.

Objective 2: By 2018, as part of the transition to a School of Public Health, develop a joint plan with the Department of Nutrition to recruit staff to fill vacant positions between the DPH and the Department of Nutrition.

Objective 3: By 2019, initiate opportunities to strengthen and expand faculty capacities in leadership.

7. Strategic Priority: Resources and Infrastructure

Goal: Attract additional resources to enhance the infrastructure needed to support teaching, research, and outreach.

Objective 1: By fall 2017 fully engage the College Board of Advisors (BOA) in advocacy for the support of the transition from a Department, to a School of Public Health, to a College of Public Health.

Objective 2: By 2018 identify and prioritize specific resource needs that clearly put us on a path to achieve this transition.

Objective 3: By 2019 establish and begin implementation of a plan for securing corporate, foundation, and private gifts in support of this transition.