2014-2015 Priority Objectives and Proposed Strategies to Improve School Performance on SPH Goals and Objectives

SPH Academic Council Standing Committees
November 12, 2014
2014-2015 Evaluation and Planning Activities Timeline

August 2014: *SPH Report of Progress toward School Goals and Objectives* was made available via SPH website.

September 2014: Chairs of the SPH Academic Council’s standing committees met to discuss school wide planning and evaluation activities for 2014-2015 academic year.


November 12, 2014: Chairs of the SPH Academic Council’s standing committees met to review the recommendations of each committee and to establish proposed short-term and long-term priorities.

- Priorities established based upon criteria including:
  - Those needing strategic action by faculty, staff, and students
  - Those that seemed to hold most promise for facilitating fulfillment of the school’s mission
  - Those considered to be most realistic and achievable
  - Those that presented opportunities for collaboration across committees

November 12, 2014: School-wide meeting held to discuss proposed priorities and recommended strategies.

Upcoming, April 2015: Standing committee reports of progress toward priority strategies
2014-2015 Priorities

The following slides present the priority objectives and corresponding suggested strategies.

These are presented according to the school goal within which the objectives are situated.
2014-2015 Priority Objectives and Strategies

Objective IB. Maintain fiscal stability supportive of initiatives that advance the school's mission.

- Continue to grow the extramural funding portfolio
- Continue to improve administrative support systems for extramural proposal development
- Focus on initiatives to maintain undergraduate credit hour market share
- Support ongoing enhancement of initiatives of the Office of Development and Communications
- Develop plan to increase graduate student stipend beginning fall 2015
- Enhance faculty understanding of the school’s annual campus assessment

Objective IC. Facilitate the continuing professional development of faculty, staff, and students.

- Continue to facilitate collaboration between OGCHP, centers, institutes, and the Committee on Teaching & Learning to improve professional development opportunities
- Encourage faculty and staff to complete Public Health & YOU
- Committee chairs work together to develop a system for managing and archiving CE opportunities
- Begin discussions on a plan for managing CE credit systems school-wide

Objective ID. Recruit and retain a diverse faculty and staff.

- Continue to ensure implementation of the SPH Diversity and Inclusion Facilitation Plan
- Enhance recruitment and retention strategies
Goal Two: Educate and prepare the next generation of researchers, teachers, and practitioners, to effectively meet the public health-related needs of individuals and communities.

**2014-2015 Priority Objectives and Strategies**

**Objective 2C. Recruit and retain a diverse student body.**
- Ensure compliance with SPH Policy on Diversity and Inclusion and the Diversity and Inclusion Facilitation Plan
- Increase number of minority focused student recruitment events
- Increase number of minority students who receive minority specific fellowships and scholarships
- Engage faculty and staff with the office of development in order to focus fundraising strategies related to student diversity and inclusion

**Objective 2D. Engage students in community-based activities that enhance their ability to address contemporary health challenges.**
- By the end of the 2014-2015 academic year, task the Assistant Dean for Student Academic Affairs and the Assistant Dean for Global and Community Health, in collaboration with the staff they supervise, with the development of a plan for aligning and ensuring efficiency in the programs offered by the Office of Global and Community Health Partnerships, SPH Engage, and SPH Career Services.

**Objective 2E. Achieve optimal degree completion rates across all degree programs.**
- Committee on Student Affairs to work toward maximizing collaborative opportunities that exist across school and campus programs that support degree completion (e.g., fiscal literacy, enhancements to academic advising)
- Consider opportunities for future increases in scholarship and fellowships for undergraduate and graduate students
- Maximize opportunities for enhanced flexibility in course schedules and course sequences that may be present with online offerings as developed

**Objective 2F. Achieve optimal placement rates for graduates of the school’s degree programs.**
- Continue to enhance services of the SPH Career Services with undergraduate and graduate focus
- Sponsorship and hosting of career fairs within SPH
- Increase collaboration with the IU Alumni Association via the SPH Office of Development and Communication
Goal Three: Conduct, disseminate, and translate research and creative activity to advance knowledge and health worldwide.

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Objective 3A. Conduct and disseminate research and creative activity.
- Support innovative approaches to release time for faculty to work on research and creative activities
- Increase visibility of the school’s productivity in the areas of research and creative activity
- Increase level of funding for research-related travel of students

Objective 3B. Demonstrate success in acquiring extramural funding for research and creative activity.
- Continue to grow the extramural funding portfolio
- Analyze success of internal funding mechanisms (i.e., assessment of awards past 3-5 years to faculty and their outcomes in terms of funding)
- Continue to improve administrative support systems for extramural proposal submissions
- Examine departmental policies on course buyouts to understand barriers and facilitators as related to extramural funding
- Increase visibility and understanding of the outcomes and services provided by the SPH Study Design and Data Analysis Center

Objective 3C. Conduct research and creative activity in partnership with community organizations and institutions.
- Continue to articulate translational research opportunities presented by centers and institutes to develop new collaborative research efforts between committees
- Continue to incentivize collaborative efforts with Indiana-based communities and insure collaboration with SPH Office of Development and Communication
- Consider changes (structure, funding levels) to the community-based internal award mechanisms
- Implement CTSI-CHEP community-based research training program
Goal Four: Improve the health of people in Indiana and beyond through community-focused and participatory initiatives.

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Objective 4B. Deliver continuing education to the public health workforce
- Continue to improve systems for tracking and reporting continuing education, particularly that which is linked to needs identified through workforce assessments
- Continue to enhance communication with faculty regarding continuing education and facilitate faculty engagement in continuing education
- Develop plans for new courses under the Public Health & YOU program

Objective 4C. Sustain community-academic partnerships designed to enhance the capacity of Indiana’s public health workforce.
- Improve systems to engage students in workforce development partnerships
- Continue to provide leadership to statewide efforts to align workforce development assessments and programs across Indiana’s universities
- OGCHP work closely with student affairs entities to address workforce development needs identified during 2013-2014 assessment activities

Objective 4D. Engage faculty, staff, and students in service to community-based organizations.
- Continue to articulate opportunities available within centers and institutes that promote collaborative efforts between committees
- Increase emphasis on extramural funding for community-based public health service