

COPH STRATEGIC PLAN 2016 – 2020

Goal #1 Education

We will achieve excellence in education for all of our students in the classroom didactic teaching and during the experiential learning for every practicum and internship.

Target met or Exceeded
Within 5% or Less of Target
Greater Than 5% From Target



Goals		Targets		Suggested Lead		Score Card										
						2016		2017		2018		2019		2020		
						1	2	1	2	1	2	1	2	1	2	
1.1	Excellence in education will include leading the sustained use of competency based education, teaching and learning methods for all programs.	<u>Process Measures</u>														
		A.	Departments will assess practice and research needs at least every two years and use this assessment to add, modify, or retire competencies as appropriate.	Chairs and Program Directors (document to AD for AA)												
		B.	Departments will review course syllabi prior to each semester to ensure consistent curricular coverage of competencies.	Chairs and Program Directors (document to AD for AA)												
		C.	Develop and implement pilot program for peer review of teaching based on program designed by BSE that will expand throughout the College.	BSE Faculty; all COPH faculty (document to AD for AA)												
		<u>Outcome Measure</u>														
		D.	Three-year aggregated rating of competency achievement in end-of-course evaluations will be 80% positive in 100% of didactic courses.	Associate Dean for Academic Affairs												
		E.	Student satisfaction survey scores on quality of curricula, courses, instruction, advising, and mentoring shall be 80% or greater in the excellent/good category.	Associate Dean for Academic Affairs												
		F.	COPH students will successfully complete the CPH Exam with a 90% pass rate on the first attempt.	Associate Dean for Academic Affairs												
		G.	At least 80% of graduates will be employed or engaged in continuing education within 12 months of graduation.	Associate Dean for Academic Affairs												
		H.	At least 70% of graduates will be employed in a public-health related position or engaged in health-related continuing education within 12 months of graduation.	Associate Dean for Academic Affairs												
		I.	Preceptor assessment of COPH practicum students' competencies shall be 90% or greater in the favorable category.	Associate Dean for Academic Affairs												
J.	Employer satisfaction with the preparation of COPH graduates expressed in annual surveys and/or structured interviews shall be 90% or greater in the favorable	Associate Dean for Academic Affairs														
K.	Consistent with the guidance provided by the CEPH site team in April 2015, Section 1.7, we are offering additional courses and electives in response to student requests and the site team's recommendation.	Associate Dean for Academic Affairs														

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			2016		2017		2018		2019		2020		
			1	2	1	2	1	2	1	2	1	2	
1.2	Our educational environment will include cultural diversity among students, faculty and staff.	<u>Process Measures</u>											
		A.	Consistent with state law, we will seek diverse faculty and staff candidates and student applicants measured relative to the state demographics.	Associate Dean for Administration									
		B.	COPH will offer biannual lunch and learn regarding cultural diversity and related topics and all faculty will attend one session each year led by Academic Affairs	Associate Dean for Academic Affairs									
		C.	We will post announcements in selected publications to attract diverse faculty candidates.	Associate Dean for Administration									
		<u>Outcome Measures</u>											
		D.	Faculty and staff will match the demographics of the state. (2013 census information (Quick Facts used)	Associate Dean for Administration									
		a.	American Indian/Alaska Native – 15%										
		b.	Asian – 2.0%										
		c.	Black/African American – 7.7%										
		d.	Hispanic/Latino – 9.6%										
		e.	Two or more races - 5.8%										
		f.	White – 67.5%										
		E.	Students that are US citizens will match the demographics of the state. (2013 census information (Quick Facts used)	Assistant Dean for Student Services									
		a.	American Indian/Alaska Native – 15%										
		b.	Asian – 2.0%										
		c.	Black/African American – 7.7%										
		d.	Hispanic/Latino – 9.6%										
		e.	Two or more races - 5.8%										
		f.	White – 67.5%										
		F.	The student body will consist of 10-15% International students.	Assistant Dean for Student Services									

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				2016		2017		2018		2019		2020		
				1	2	1	2	1	2	1	2	1	2	
1.3	We will develop and offer an undergraduate program in public health.	<u>Process Measures</u>												
		A.	Curricular design and implementation planning.	Associate Dean for Academic Affairs										
		B.	First class will be enrolled in fall 2017.	Associate Dean for Academic Affairs										
		<u>Outcomes Measurers</u>												
	C.	To be determined	Associate Dean for Academic Affairs											
1.4	Inter-professional education will be woven into the curriculum and become a component of the learning experience for our students.	<u>Process Measures</u>												
		A.	We will include a module on Inter-professional education in Integrated Public Health practice course, required for graduation.	Associate Dean (Bratzler) and Practicum Coordinator										
		B.	We will include in certain courses the interdisciplinary and Inter-professional models and applications consistent with the ASPPH “Framing the Future”	Faculty										
		C.	Departments decide which courses and members of the faculty should include these models in course content and report to APC regarding modifications to	Chairs										
		<u>Outcomes Measurers</u>												
		D.	Expand EPIC course to enroll COPH students by fall 2015.	College EPIC Coordinators										
		E.	COPH will participate in development of three stages of IPE on campus.	College EPIC Coordinators										
			a.	Stage 1 – COPH students participate in APD and will be placed on IPE teams for active learning sessions.										
	b.	Stage 2 – Student teams will be given problem based learning activity to fulfill participation in campus IPE requirement.												

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Goal #2 Research and Scholarship

We will seek and actively pursue research and scholarship opportunities in public health in order to achieve national and international recognition.

Target met or Exceeded
Within 5% or Less of Target
Greater Than 5% From Target



Goals		Targets	Suggested Lead	Score Card										
				2016		2017		2018		2019		2020		
2.1	We will achieve national and international recognition for research and scholarship in public health	<u>Outcome Measure</u>												
		A.	Increase the 3-year rolling average for peer reviewed and/or invited publications by 20% in 2020. (Baseline is CY2012-CY2014 = 119)	Faculty										
		B.	Increase the 3-year rolling average for presentations of faculty by 20% in 2020. (Baseline is CY2012-CY2014 = 132)	Faculty										
		C.	Increase the 3-year rolling average of grant submissions for faculty by 20% in 2020. (Baseline is FY2012-FY2014 = 45)	Faculty										
		D.	Increase the 3-year rolling average of funding through extramural awards by 8% in 2020. (Baseline is FY2012-FY2014 = \$16,365,429)	Faculty										
2.2	We will sustain and enhance the translation of this scholarly work into evidence based public health practice.	<u>Process Measures</u>												
		A.	We will develop additional opportunities with various public health partners.	Sr. Associate Dean and Faculty										
		B.	Existing contracts with OSDH, OCCHD, THD, and other partners will sustain efforts to translate scholarly work into evidence based public health practice.	Sr. Associate Dean and Faculty										
		<u>Outcome Measure</u>												
		C.	The College of Public Health will seek to establish an MOU with various State agencies, to provide a platform for expanded opportunities to evaluate and assess public health risks relevant to Oklahoma and the region.	Sr. Associate Dean and Faculty										
		D.	The College will seek to expand the extant MOU and agreements with current public health partners to engage if practicable in a minimum of two community based research projects annually.	Sr. Associate Dean and Faculty										
		E.	The College commits to enhancing the adjunct and/or part-time faculty ranks of the College with not less than 3 public health agency personnel per core discipline to act in a collaborative capacity on the translation of scholarship into practice.	Sr. Associate Dean and Faculty										

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Goal #3 Service and Public Outreach

The College will actively pursue opportunities to provide service and professional leadership in various settings and situations.

Target met or Exceeded
Within 5% or Less of Target
Greater Than 5% From Target



Goals		Targets		Suggested Lead	Score Card									
					2016		2017		2018		2019		2020	
					1	2	1	2	1	2	1	2	1	2
3.1	We will seek opportunities at the international, national domestic and local levels to provide meaningful and recurring service.	<u>Process Measures</u>												
		A.	We will increase service activities for each faculty member.	Chairs										
		<u>Outcome Measure</u>												
		B.	Increase the 3-year rolling average on national study sections/grant review committees by 20% in 2020. (Baseline for CY2012-2014 = 20)	Department Chairs and Faculty										
		C.	Increase the 3-year rolling average on national/international boards/committees by 20% in 2020. (Baseline for CY2012-2014 = 142)	Department Chairs and Faculty										
		D.	Increase the 3-year rolling average on local/state committees by 20% in 2020. (Baseline for CY2012-2014 = 271)	Department Chairs and Faculty										
		E.	Increase the 3-year rolling average as journal reviewers and/or NBPHE item writers by 20% in 2020. (Baseline for CY2012-2014 = 118)	Department Chairs and Faculty										
3.2	We will seek partnerships with public health agencies/practice partners to implement service activities.	<u>Outcome Measures</u>												
		A.	Each partnership agreement will be renewed and maintained throughout the five years.	Senior Associate Dean										
		B.	Initiate ways to expand the service we provide to our partners with one new proposal each year.	Senior Associate Dean										
3.3	We will proactively include students in the service provided and guided by the faculty, in collaboration and coordination with student organizations such as COPHSA	<u>Process Measures</u>												
		A.	Students will be provided with experiential learning that will include service opportunities with local public health agencies and other organizations.	Practicum Coordinator and Faculty										
		B.	We will expand partnering relationships to include opportunities for students to participate in meaningful public health service activities.	Practicum Coordinator and Faculty										
		<u>Outcome Measures</u>												
		C.	Expand current contracts with OCCHD and THD to include at least one service opportunity for students.	Practicum Coordinator and Faculty										
		D.	Expand the OSDH Apprenticeship program to engage 3 additional students per semester.	Practicum Coordinator and Faculty										

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Goal #4 Faculty and Other Resources

The College will actively pursue opportunities to strengthen its programs by recruiting well-qualified faculty and seeking funding to improve those programs.

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Greater Than 5% From Target



Goals		Targets	Suggested Lead	Score Card										
				2016		2017		2018		2019		2020		
4.1	Increase the number of faculty positions.	<u>Process Measures</u>		1	2	1	2	1	2	1	2	1	2	
		A.	Secure funding for 4 additional tenure- track faculty.	Dean										
		<u>Outcome Measure</u>												
		B.	Increase the College total primary faculty to 50.	Dean										
		C.	Increase the number of faculty on the Tulsa campus to 5 resident full-time faculty.	Dean										
4.2	Fundraising (Development) Plan	<u>Process Measures</u>												
		A.	Secure additional gifts for the college.	Dean										
		<u>Outcome Measures</u>												
		B.	Increase the number of endowed scholarships offered by 5 (CY 2015 = 21)	Dean										
4.3	We will achieve mentoring of junior faculty in a structured and organized way.	<u>Process Measures</u>												
		A.	Assign senior faculty to mentor each Assistant Professor	Chairs										
		B.	The faculty mentoring committee, under the direction and guidance of the Faculty Board, shall develop a checklist to monitor and record suggested mentoring action steps. The checklist may include guiding junior faculty as they progress toward obtaining extramural funding, assisting junior faculty with the use of secondary analyses of relevant data sets, and providing advice and supervision in connection with primary data collection studies.	Faculty Mentoring Chair										
		C.	Report quarterly to COPH Executive Committee	Faculty Mentoring Chair										
		<u>Outcome Measurers</u>												
		D.	Successful Promotion and Tenure of Junior Faculty	Faculty and Mentor(s)										
		E.	Successful Award Achievement at the college and university level	Faculty and Mentor(s)										
		F.	Progress towards securing extramural funding	Faculty and Mentor(s)										
		G.	Achieve national/international recognition for junior faculty as shown by invitations to study sections, poster presentations, or other scholarly achievements	Faculty and Mentor(s)										
		H.	Hold six face to face meetings annually between Senior Faculty and Junior Faculty (Mentor and Mentee)	Faculty Mentoring Chair										
I.	Mentor interactions: primary substantive, statistical, science-writing, other	Faculty and Mentor(s)												

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					2016		2017		2018		2019		2020	
4.4	Facilities Improvement	<u>Process Measures</u>			1	2	1	2	1	2	1	2	1	2
		A.	Obtain funding for building refurbishment	Dean										
		<u>Outcomes Measurers</u>												
		B.	Update the auditorium by 2016	Associate Dean for Administration										
		C.	Update classrooms (at least one each year)	Associate Dean for Administration										