

FLORIDA A&M UNIVERSITY

College of Pharmacy and Pharmaceutical Sciences, Institute of Public Health

INSTITUTE OF PUBLIC HEALTH

PUBLIC HEALTH PROGRAM

STRATEGIC PLAN

2020-2025



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STRATEGIC PLAN (2020-2025)

PREAMBLE

Background - The FAMU Institute of Public Health (IPH) was created by the Florida Legislature (as a Type II Center in the State University System (SUS) of Florida) in 1995. The IPH was created as the result of strong advocacy, at the grassroots level, to address disproportionately affected populations, experiencing adverse health outcomes such as heart disease, stroke, cancer, diabetes, infant mortality, HIV/AIDS and environmentally related conditions. The FAMU IPH was given the authority, by the former Florida Board of Regents, to offer the Master of Public Health (MPH) degree in 1997, the Doctor of Public Health (DrPH) degree, by the FAMU Board of Trustees and the Florida Board of Governors (March of 2004 and October 2004, respectively). In addition, the Program now also offers the Online MPH degree Since the graduation of the first seven MPH graduates (5/1/1999), there are now currently 430 MPH graduates and 42 doctoral graduates. The *mission* of the FAMU Public Health Program is to **develop and produce culturally competent public health practitioners and leaders through graduate training, research and service.** The FAMU Public Health Program has full, maximum accreditation from the Council on Education for Public Health.

Vision Statement: “Creating and Advancing Health Equity for All”

Mission Statement: The *mission* of the FAMU Public Health Program is to **develop and produce culturally competent public health practitioners and leaders through graduate training, research and service.**

Goals: Goal statements have been formulated to address each of the three *primary* functions of the Program:

- **Instruction**

- (1) **To** provide quality graduate education and training in public health.
- (2) **To** advance knowledge of the cultural competencies required to decrease high-risk behaviors and to promote healthy behavior choices.
- (3) **To promote** and advance competencies in professional development in public health.

Research

- (4) **To** conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease.
- (5) **To** disseminate and translate research knowledge and findings gained to all public health stakeholders and the community at large.

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Service

- (6) **To** encourage effective health promotion and disease prevention measures through pro-active community outreach efforts statewide.
- (7) **To** contribute to the development of effective public health policy for Florida’s poor and underserved populations.
- (8) **To** contribute to the development of a sustainable, culturally competent public health workforce

- (9) **To** strengthen existing partnerships and establish new sustainable service linkages with university, local, state, and national agencies and organizations

Values (Guiding Principles)

Honesty and Integrity	To emphasize and subscribe to the significance of dignity and ethical behavior in public health practice.
Excellence with Caring	To provide an environment that is nurturing while striving for excellence in academic performance and public health practice
Respect for the Individual	To recognize and respect each and every individual as deserving of good health and access to health care.
Equality of Opportunity	To ensure equity in maintenance of health status and access to health care.
Social Justice	To understand that responsible public health is rooted in a social justice philosophy.
Cultural Sensitivity	To embrace and celebrate a diverse public that requires acknowledgement and consideration in the design and implementation of programs and practices resulting in culturally competent public health professionals.
Community Empowerment	To promote community protection of its own health through knowledge and training.
Peer Review	To continually monitor, evaluate and review the Program's goals and objectives based on the feedback and counsel of Program constituencies.

Premise

The FAMU Public Health Program Strategic Plan is guided by the Program Vision, Mission, Goals and Values (Guiding Principles). Our annual planning advance constitutes working groups of stakeholders who contribute to Program enhancement and look to the future regarding Program growth and responsiveness to the professional and lay communities we serve. Our Program Development Committee and Strategic Planning Committee are instrumental in providing feedback on strategic planning as it related to the three

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salient areas of instruction, research and service. Thus, the strategic plan provides the proposed action items, related goal(s), value(s), timeframe, and responsible party.

INSTRUCTION

Increase Course Offerings to Enhance MPH and DrPH Curricula to Ensure Continued Compliance with CEPH MPH Foundational Competencies and Program Specialization Competencies

Develop and implement a course in advanced data management and analysis

- Goal I-1 -To provide quality graduate education and training in public health
- Goal S-3 – To contribute to the development of a sustainable culturally competent public health workforce
- Value – Excellence with Caring
- **Timeframe – Spring 2020; Implementation – Summer 2020**
- **Responsible Party – Epidemiology and Biostatistics Track**
- **Assessment – Program Development Committee, Curriculum Committee, Strategic Planning and Assessment Committee (annual reviews)**

Develop and implement course in bioinformatics

- Goal I-1 – To provide quality graduate education and training in public health
- Goal S-3 – To contribute to the development of a sustainable culturally competent public health workforce
- Value – Excellence with Caring
- **Timeframe – 2020-2021**
- **Responsible Party – Epidemiology and Biostatistics Track**
- **Assessment – Program Development Committee, Curriculum Committee, Strategic Planning and Assessment Committee (annual reviews)**

Develop and advanced course in public health leadership and management

- Goal I-1 – To provide quality education and training in public health
- Goal I-3 – To promote and advance competencies in professional development in public health
- Goal S-2 – To contribute to the development of effective public health policy for Florida's poor and underserved populations
- Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce
- Value(s) – Excellence with Caring, Honesty and Integrity, Respect for the Individual, Equality of Opportunity, Social Justice, Cultural Sensitivity, Peer Review
- **Timeframe – Summer 2020; Implementation – Fall 2020**
- **Responsible Party – All Specialization Tracks**
- **Assessment – Program Development Committee, Curriculum Committee, Strategic Planning and Assessment Committee (annual reviews)**

Develop and implement a course in public health aging

- Goal I-1 – To provide quality graduate education and training in public health
- Goal I-2 – To advance knowledge of the cultural competencies required to decrease high-risk behaviors and to promote healthy behavior choices.
- Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce
- Value(s) – Excellence with Caring, Respect for the Individual, Cultural Sensitivity
- **Timeframe – Spring 2020; implementation – Fall 2020**
- **Responsible Party – Behavioral Science and Health Education Track**
- **Assessment – Program Development Committee, Curriculum Committee, Strategic Planning and Assessment Committee (annual reviews)**

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Develop a course in public health grantsmanship and budgeting

- Goal I-1 – To provide quality graduate education and training in public health
- Goal I-3 – To promote and advance competencies in professional development in public health
- Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce
- Values (s) Honesty and Integrity, Excellence with Caring
- **Timeframe – 2020-2021**

- **Responsible Party – Health Policy and Management Track**
- **Assessment – Program Development Committee, Curriculum Committee, Strategic Planning and Assessment Committee (annual reviews)**

Develop a course in risk assessment

- Goal I-1 – To provide quality graduate education and training in public health
- Goal I-2 – To advance knowledge of the cultural competencies required to decrease high-risk behaviors and to promote healthy behavior choices.
- Goal R-1 – To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease (application of risk assessment tools)
- Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce
- Value(s) – Honesty and Integrity, Excellence with Caring, Cultural Sensitivity, Community Empowerment
- **Timeframe – 2021-2022**
- **Responsible Party – Environmental and Occupational Health Track**

Develop a course on public health and climate change

- Goal I-1 – To provide quality graduate education and training in public health
- Goal I-2 – To advance knowledge of the cultural competencies required to decrease high-risk behaviors and to promote healthy behavior choices.
- Goal R-1 – To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease (includes case studies regarding climate change and vulnerable populations)
- Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce
- Value (s) – Honesty and Integrity, Excellence with Caring, Cultural Sensitivity, Community Empowerment
- **Timeframe – 2020-2021**
- **Responsible Party – Environmental and Occupational Health Track**

Increase Degree Specialization Tracks (MPH and DrPH)

Develop and offer an MPH degree concentration in Global Health

- Goal I-1 – To provide quality graduate education and training in public health
- Goal I-2 – To advance knowledge of the cultural competencies required to decrease high-risk behaviors and to promote healthy behavior choices.
- Goal R-1- To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease (focus on international disparities)
- Goal S-3 – To strengthen existing partnerships and establish new sustainable service linkages with university, local, state and national agencies and organizations (with a focus on global health)
- Value (s) – Excellence with Caring, Honesty and Integrity, Equality of Opportunity, Social Justice, Cultural Sensitivity, Community Empowerment

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- **Timeframe – 2022-2023**
- **Responsible Party – All Specialization Tracks**

Develop and offer a DrPH degree concentration in Environmental and Occupational Health

- Goal I-1 – To provide quality graduate education and training in public health
- Goal I-2 – To advance knowledge of the cultural competencies required to decrease high-risk behaviors and to promote healthy behavior choices

- Goal R-1 – To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease
- Goal R-2 – To disseminate and translate research knowledge and findings gained to all public health stakeholders and the community at large.
- Goal S-1 – To encourage effective health promotion and disease prevention measures through proactive community outreach efforts statewide
- Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce
- Goal S-4 – To strengthen existing partnerships and establish new sustainable service linkages with university, local, state and national agencies and organizations
- Value (s) – Excellence with Caring, Honesty and Integrity, Equality of Opportunity, Social Justice, Cultural Sensitivity, Community Empowerment
- **Timeframe – 2021-2022**
- **Responsible Party – Environmental and Occupational Health Track**

Develop and offer a DrPH degree concentration in Health Policy and Management

- Goal I-1 – To provide quality education and training in public health
- Goal I-2 – To advance knowledge of the cultural competencies required to decrease high-risk behaviors and to promote healthy behavior choices
- Goal R-1 – To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease
- Goal R-2 – To disseminate and translate research knowledge and findings gained to all public health stakeholders and the community at large.
- Goal S-2 – To contribute to the development of effective public health policy for Florida’s poor and underserved populations.
- Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce
- Goal S-4 – To strengthen existing partnerships and establish new sustainable service linkages with university, local, state, and national agencies and organizations
- Value(s) – Excellence with Caring, Honesty and Integrity, Equality of Opportunity, Social Justice, Cultural Sensitivity, Community Empowerment
- **Timeframe – 2022-2023**
- **Responsible Party – Health Policy and Management**

Increase New Degree Programs and Certificate Programs

Develop and offer the Bachelor of Science in Public Health (BSPH – Health Disparities(focus))

- Goal I-2 – To advance knowledge of the cultural competencies required to decrease high risk-behaviors and to promote healthy behavior choices
- Goal I-3 – To promote and advance competencies in professional development in public health
- Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce
- Value(s) – Excellence with Caring, Honesty and Integrity, Respect for the Individual, Social Justice, Cultural Sensitivity, and Community Empowerment

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- **Timeframe – 2021-2022 (Feasibility Study – Fall 2021; Implementation Plan – Spring 2022, Fall 2022 – First Degree Offering)**
- **Responsible Party – All Specialization Tracks and Other Health-Related Colleges and Schools**

Develop and offer the Master of Science in Biostatistics

- Goal I-1 – To provide quality graduate education and training in public health

- Goal R-1 – To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease.
- Goal R-2 – To disseminate and translate research knowledge and findings gained to all public health stakeholders and the community at large.
- Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce
- Value(s) – Excellence with Caring, Honesty and Integrity
- **Timeframe – 2021-2022 (Feasibility Study – Fall 2021; Implementation Plan – Spring 2022, Fall 2022 – First Degree Offering)**
- **Responsible Party – Epidemiology and Biostatistics Track**

Develop and offer the PhD in Public Health (Biostatistics, Epidemiology)

- Goal I-1 – To provide quality graduate education and training in public health
- Goal R-1 – To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease.
- Goal R-2 – To disseminate and translate research knowledge and findings gained to all public health stakeholders and the community at large.
- Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce
- Value(s) – Excellence with Caring, Honesty and Integrity
- **Timeframe – 2023-2024 (Feasibility Study – Fall of 2023; Implementation Plan – Spring 2024; Fall 2024 – First Degree Offering)**
- **Responsible Party – Epidemiology and Biostatistics Track**

Develop and offer the PharmD/MPH

- Goal I-1 – To provide quality graduate education and training in public health
- Goal I-2 – To advance knowledge of the cultural competencies required to decrease high-risk behaviors and to promote healthy behavior choices
- Goal I-3 – To promote and advance competencies in professional development in public health
- Goal R-1 – To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease
- Goal R-2 – To disseminate and translate research knowledge and findings gained to all public health stakeholders and the community at large
- Goal S-1- To encourage effective health promotion and disease prevention measures through proactive community outreach efforts statewide
- Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce
- Value(s) – Excellence with Caring, Honesty and Integrity, Respect for the Individual, Equality of Opportunity, Cultural Sensitivity, Community Empowerment
- **Timeframe – 2022-2023 (Feasibility Study – Fall of 2022; Implementation Plan – Spring 2023; Fall 2023 – First Degree Offering)**

RESEARCH AND SCHOLARLY ACTIVITY

Grant and Contract Submissions and Awards (Federal, State/Local, and Foundation)

Increase # of Federal Research Grant Submissions (1-2/year)

Increase # of Federal Research Grant Awards (1/year)

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Increase # of State/Local Research Grant/Contract Submissions (2-3/year)

Increase# of State/Local Research Grant/Contract Awards (1/year)

Increase # of Foundation Research Grant Submissions (1/year)

Increase # of Foundation Research Grant Awards (1/2 years)

Identify international research opportunities (1-2/year)

Increase # of funded international research opportunities (1/3 years)

- Goal R-1 - To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease.
- Goal R-2 – To disseminate and translate research knowledge and findings gained to all public health stakeholders and the community at large
- Value (s) – Honesty and Integrity, Excellence with Caring, Social Justice, Cultural Sensitivity, Community Empowerment
- **Timeframe – Annual Assessment (based on measurable objectives)**

Translational and Interdisciplinary Health Disparity Research

Increase # of translational health disparity research grant opportunities (1-2/year)

Increase # of interdisciplinary health disparity research grant opportunities (1-2/year)

- Goal R-1 – To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease.
- Goal R-2 – To disseminate and translate research knowledge and findings gained to all public health stakeholders and the community at large
- Goal S-4 – To strengthen existing partnerships and establish new sustainable service linkages with university, local, state, and national agencies and organizations
- Value(s) – Honesty and Integrity, Excellence with Caring, Social Justice, Cultural Sensitivity, Community Empowerment
- **Timeframe: Annual Assessment (based on measurable objectives)**

Faculty-Led Research Projects, Publications and Presentations

Increase # of faculty publications (6/yr.)

Increase # of faculty-led research projects involving students (2-3/year)

Increase # of faculty-led publications with student co-authors (15% of total publications)

Increase # of faculty-led publications on racial and ethnic disparities (15%/year)

Increase # of faculty research presentations at national conferences/symposia (3-4/year)

- Goal R-1 – To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease.
- Goal R-2 – To disseminate and translate research knowledge and findings gained to all public health stakeholders and the community at large
- Goal S-4 – To strengthen existing partnerships and establish new sustainable service linkages with university, local, state, and national agencies and organizations
- Value(s) – Honesty and Integrity, Excellence with Caring, Social Justice, Cultural Sensitivity, Community Empowerment

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- **Timeframe: Annual Assessment (based on measurable objectives)**

Student Research Presentations at National or State-Wide Conferences/Symposia

Increase # of student research presentations at national or state-wide conferences/symposia (2-3/year)

- Goal R-1 – To conduct research that provides an evidence base for improving the health of those who bear a disproportionate burden of disease.
- Goal R-2 – To disseminate and translate research knowledge and findings gained to all public health stakeholders and the community at large
- Goal S-4 – To strengthen existing partnerships and establish new sustainable service linkages with university, local, state, and national agencies and organizations
- Value(s) – Honesty and Integrity, Excellence with Caring, Social Justice, Cultural Sensitivity, Community Empowerment
- **Timeframe: Annual Assessment (based on measurable objectives)**

PROFESSIONAL AND EXTRAMURAL SERVICE

Professional Service

Increase # of College and University Committee/Initiatives Involving Program Faculty (3-4/year)

Increase # of College and University Committee/Initiatives Involving Program Staff (1-2/year)

Increase # of College and University Committee/Initiatives involving Program Students (2-3/year)

- Goal S-4- To strengthen existing partnerships and establish new sustainable service linkages with university, local, state, and national agencies and organizations
- Value(s) – Excellence with Caring, Cultural Sensitivity, Honesty and Integrity
- **Timeframe: Annual Assessment (based on measurable objectives)**

Extramural Service

Increase # of Extramural Service Activities Involving Faculty (3-4/year)

Increase # of Extramural Service Activities involving Staff (1-2/year)

Increase # of Extramural Service Activities Involving Students (5-10/year)

Increase # of activities that directly engage community stakeholders in addressing health disparities and injustices (4-6/year)

Identify and increase the number of training opportunities for the public health workforce.

- **Host webinars and on-site trainings through the federally-funded Florida Public Health Training Center (housed in the Institute of Public Health) – 8-10/year**
- **Develop and implement Global Health Certificate Program - Fall of 2021**
- **Develop and implement Certificate in Public Health (add to work force development) – Fall of 2023**

Goal S-1 – To encourage effective health promotion and disease prevention measures through proactive community outreach efforts statewide.

Goal S-2 – To contribute to the development of effective public health policy for Florida's poor and underserved populations

Goal S-4 – To strengthen existing partnerships and establish new sustainable service linkages with university, local, state, and national agencies and organizations

Goal S-3 – To contribute to the development of a sustainable, culturally competent public health workforce

Value(s) – All Program Values

PROGRAM SUSTAINABILITY

Increase the # of enrollees in the MPH Program (20%/year)

Increase the # of enrollees in the DrPH Program (20%/year)

All Program Goals and Values

Timetable: Annual Assessment (based on measurable objectives)

Institute a Program Alumni Association – Fall 2020

All Program Service Goals and Values

Timetable: Annual Assessment (based on measurable objectives)

Increase Program Revenue – (10-15%/year)

All Program Goals and Values

Timetable: Annual Assessment (based on measurable objectives)

Increase the number of faculty in each specialty track (enrollment-driven/track)

All Program Goals and Values

Timetable: Annual Assessment (based on measurable objectives)

Develop and submit feasibility study for a school of public health – Spring 2024

Develop and submit implementation plan for a school of public health – Summer 2024

Implement FAMU School of Public Health – Fall 2024

All Program Goals and Values

Timetable: Annual Assessment (based on measurable objectives)