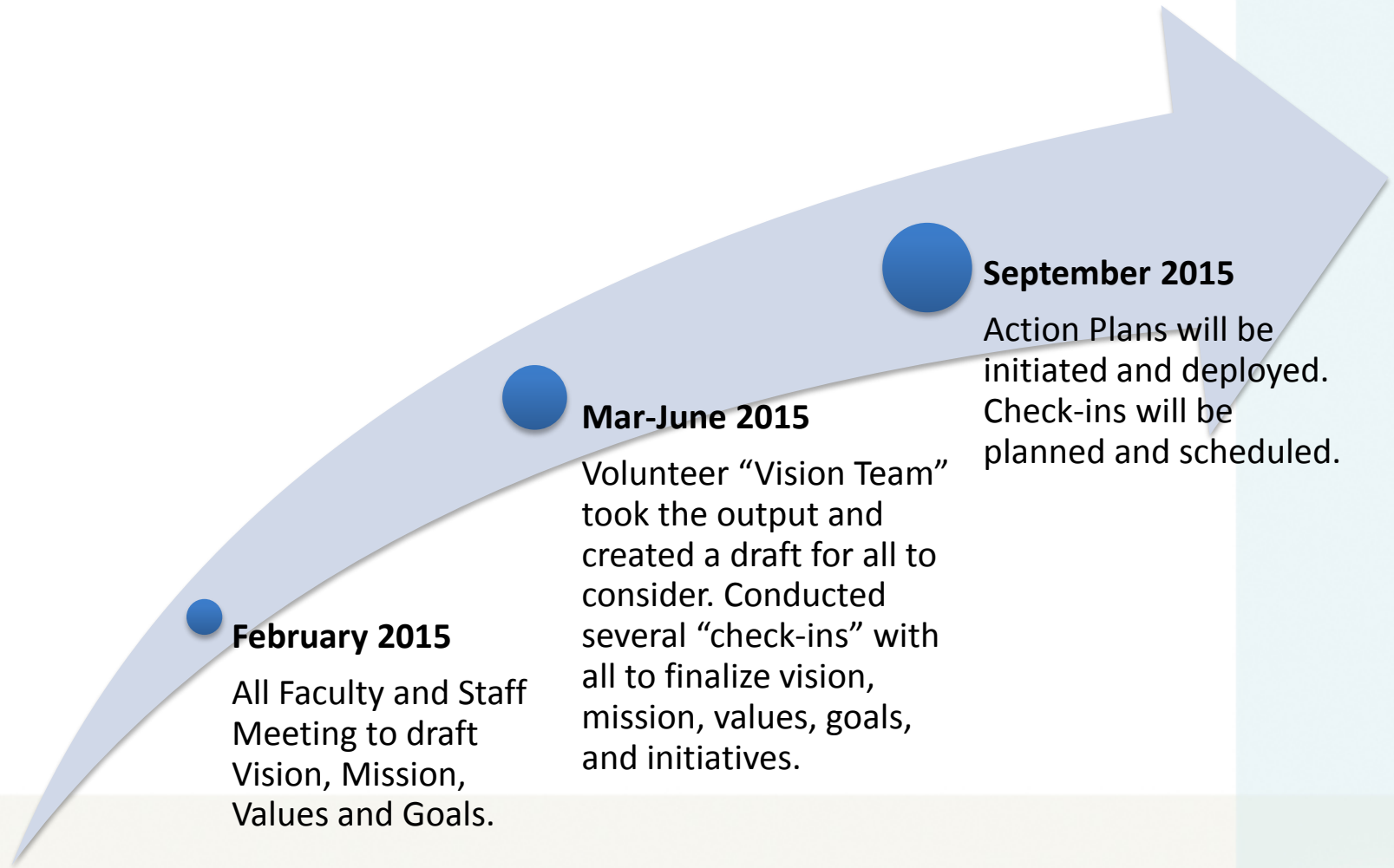


Department of Public Health Sciences Strategic Plan

June 17, 2015

Changing What's Possible.

Process for Building Our Plan



Dept. of Public Health Science Vision

Cultivating a healthier tomorrow through leadership in public health sciences

Dept. of Public Health Science Mission

The mission of the Department of Public Health Sciences is to advance knowledge and scholarship in public health through its core activities in research, collaboration, education and service to enable positive health outcomes locally, regionally, nationally and globally.

Dept. of Public Health Science Values



Changing What's Possible.

Dept. of Public Health Science Goals

1. To lead in Public Health Focused Team Science to Advance Knowledge
2. Foster Education at Multiple Levels
3. Enhance Community Engaged Research and Service
4. Strengthen National and International Reputation
5. Promote and Enhance Health Equity

Goal 1 and Objectives

To lead in Public Health Focused Team Science to Advance Knowledge

Strategic Objectives
<i>a. Increase the number and proportion of DPHS faculty who are PIs on funded PH projects.</i>
<i>b. Increase the number and proportion of DPHS faculty who are co-investigators (i.e., named key personnel) on funded PH projects</i>
<i>c. Incentivize team science and collaboration as well as taking a leadership role in team science projects</i>
<i>d. Increase DPHS led scholarly activity .</i>
<i>e. Increase participant mentoring of doctoral students and post-docs in team science</i>
<i>f. Improve the Department mentoring program and evaluation</i>

Goal 2 and Objectives

Foster Education at Multiple Levels

Strategic Objectives
<i>a. Produce more DPHS graduate students (MS and PhD)</i>
<i>b. Build MPH Programs</i>
<i>c. Increase the percentage of graduates working in the field of PH</i>
<i>d. Increase the involvement of DPHS faculty in medical school student and resident education</i>
<i>e. Increase DPHS faculty members' on-campus outreach (Apple Tree, Grand Rounds)</i>
<i>f. Identify and engage partners (community, international, national) to help expand our outreach</i>
<i>g. Increase faculty and staff development (including interprofessional development)</i>

Goal 3 and Objectives

Enhance Community Engaged Research and Service

Strategic Objectives

- a. *Engage the following communities as partners in the DPHS research enterprise:*
 - *Local community – include in the research continuum (from study design to evaluation of results)*
 - *Policy makers – share data/information with them to inform their policies; receive information from them to inform DPHS research*
 - *Health care providers – identify research outcomes that are of mutual interest, such as providing quarterly evaluation reports based on patients' clinical outcomes*
- b. *Increase networking with other units at MUSC conducting community engaged research*

Goal 4 and Objectives

Strengthen National and International Reputation

Strategic Objectives
<i>a. Representation of DPHS faculty at national and international meetings .</i>
<i>b. Involvement of DPHS faculty in national and international research teams</i>
<i>c. Grant review participation among DPHS faculty</i>
<i>d. Participation of DPHS faculty on expert teams (national monographs, IOM, etc.)</i>
<i>e. Involvement as journal editors or member of review boards</i>
<i>f. Involvement as officers in national and international professional associations</i>
<i>f. Increase number of quality graduate applications for our MPH/PHD programs</i>

Goal 5 and Objectives

Enhance Health Equity

Strategic Objectives
a. <i>Obtain grant funding to identify causes of disparities in health and healthcare, and to develop and test community-partnered interventions to reduce disparities</i>
b. <i>Foster high-impact health and health disparity research by expanding the number of well-trained researchers from diverse backgrounds</i>
c. <i>Disseminate research results to local communities, policy makers, and health care providers to inform policy and systems change to promote health equity</i>
d. <i>Engage with the MUSC/MUHA efforts regarding population health to strengthen the implementation of the Population Health Plan</i>
e. <i>Increase Global Health collaborative partnerships to transfer knowledge gained to our regional populations (and vice versa)</i>

Priority Objectives

- Improve the Department mentoring program and evaluation
- Increase the percentage of graduates working in the field of Public Health Foster high-impact health and health disparity research by expanding the number of well-trained researchers from diverse backgrounds
- Increase the number and proportion of DPHS faculty who are co-investigators (i.e., named key personnel) on funded PH projects
- Engage the following communities as partners in the DPHS research Enterprise :
 - Local Community – Include in the research continuum (from study design to evaluation of results)
 - Policy Makers – Share data/information with them to inform their policies; receive information from them to inform DPHS research
 - Health Care Providers – Identify research outcomes that are of mutual interest, such as providing quarterly evaluation reports based on patients' clinical outcomes

Objective 1 and Initiatives

Prioritized Objective 1: Improve the Department mentoring program and evaluation				
INITIATIVES		MEASURES	RESPONSIBLE PARTIES	MILESTONES YEAR(S) 1, 2-3, 4-5
Goal	<p>Create a formal mentoring strategy/plan/protocol and process (considering some of the below activities):</p> <ul style="list-style-type: none"> Benchmark other institutions or within MUSC that have good mentoring programs Assess faculty needs Develop a set of basic mentoring tools for mentors Consider the role of a mentoring committee 	<ul style="list-style-type: none"> Satisfaction with the mentoring relationship Milestones kept in the mentoring process (number of meetings with mentee, etc.) Faculty are more successful in obtaining milestones that support promotion (i.e., grant funding, etc.) 	Administrative Leadership Core will Decide	Recommend this in Year 1
	<p>Create a formal structure for the evaluation process (considering some of the below activities):</p> <ul style="list-style-type: none"> Determine whether we are evaluating dyads or the program as a whole 	<ul style="list-style-type: none"> Successful evaluation plan in place Evaluation feedback is considered and utilized (changes are made) 	Administrative Leadership Core will Decide	Year 2
	<p>Create a training program to support developing our Department faculty as mentors</p>	<ul style="list-style-type: none"> Successful workshops that are highly evaluated 	Administrative Leadership Core will Decide	Year 2

Objective 2 and Initiatives

Prioritized Objective 2: Increase the number and percentage of graduates working in the Public Health field				
INITIATIVES		MEASURES	RESPONSIBLE PARTIES	MILESTONES YEAR(S)
Goal	Create a more formalized list of job and internship opportunities for our graduates: <ul style="list-style-type: none"> • ID key individuals across the US that would allow us to develop a pipeline (internships, jobs, etc.) • Job posting board 	Successful placements (need to keep track of where our graduates go) <i>Note: Need to define "field of Public Health"</i>	Administrative Leadership Core will Decide	Years 1-5
	Create more opportunities for exposure to Public Health in the other Colleges: <ul style="list-style-type: none"> • Cross teaching in other colleges • Advertise our seminars more widely • Creating more internship opportunities 	Attendees	Administrative Leadership Core will Decide	Years 1-5
	Develop a more formal relationship (could be something like an internship or joint programs like a bachelor's to Master's) with other schools in the area (Charleston Southern, CofC, etc.)	Number of students enrolled	Administrative Leadership Core will Decide	Year 1
	Strengthen our relationship with other institutions in the State that focus on public health		Administrative Leadership Core will Decide	Years 1-2
	Develop an incentive plan for teaching	<ul style="list-style-type: none"> • Invite people to show us how to be better teachers • Provide funding for faculty to go to workshops to learn to be better teachers 	Administrative Leadership Core will Decide	Years 1-5

Objective 3 and Initiatives

Prioritized Objective 3: Foster high-impact health and health disparity research by expanding the number of well-trained researchers from diverse backgrounds				
INITIATIVES		MEASURES	RESPONSIBLE PARTIES	MILESTONES YEAR(S) 1, 2-3, 4-5
Goal	Recruitment plan for people from diverse backgrounds into the Department as faculty: <ul style="list-style-type: none"> Pipeline to other institutions that are more likely to graduate students from diverse backgrounds 	Number of people on the faculty from diverse backgrounds	Administrative Leadership Core will Decide	Year 1
	Provide training in health disparities research at both faculty and student levels	Training offered and satisfaction	Administrative Leadership Core will Decide	Year 3
	Increase in the diversity of the student population: <ul style="list-style-type: none"> Consider a diversity scholarship award Recruitment from schools who are more likely to come from diverse backgrounds 	Number of diverse students	Administrative Leadership Core will Decide	Year 1-5
	Establish a mechanism for mentoring students from diverse backgrounds	Percentage of students who complete a mentor plan	Administrative Leadership Core will Decide	Year 1

Objective 4 and Initiatives

Prioritized Objective 4: Increase the number and proportion of DPHS faculty who are investigators (i.e., named key personnel) on funded PH projects

INITIATIVES		MEASURES	RESPONSIBLE PARTIES	MILESTONES YEAR(S) 1, 2-3, 4-5
Goal	Include in seminar series 3 people; once per quarter	<ul style="list-style-type: none"> • People will sign up to present aims • Hit rate 	Administrative Leadership Core will Decide	Years 1-5
	<ul style="list-style-type: none"> • Develop an internal grant review process (formal or informal) • Incorporate the grant review process in the seminar series • Broadcast ahead of time as a special seminar • List of resources on campus 	<ul style="list-style-type: none"> • Increase in successful submissions • Describe key points <ul style="list-style-type: none"> - Aims - Design - Methods • Participation in the grant review seminars 	Administrative Leadership Core will Decide	Years 1-5
	Increase the visibility of the Department of PHS at MUSC: <ul style="list-style-type: none"> • Membership on MUSC committees • Attend research days in other Departments • National committee memberships • Attending national conferences 	<ul style="list-style-type: none"> • Joanne Sullivan's office • John Vena will also pay for external grant reviews 	Administrative Leadership Core will Decide	Years 1-5
	Develop departmental incentive for being co-I or PI	Operationalization and implementation of the incentive plan		Year 1

Objective 5 and Initiatives

Prioritized Objective 5: Engage the following communities as partners in the DPHS research enterprise				
INITIATIVES		MEASURES	RESPONSIBLE PARTIES	MILESTONES YEAR(S) 1, 2-3, 4-5
Goal	<u>Local Community</u> Include in the research continuum (from study design to evaluation of results): <ul style="list-style-type: none"> • Conduct workshops on community identified needs (implies the need for an evaluation of community needs), Dr. Oz style • Connect with local K-12 leaders – provide enrichment and education 	Number of grants that include community engagement <ul style="list-style-type: none"> • Submitted • Awarded 	Administrative Leadership Core will Decide	Year 1
	<u>Policy Makers</u> Create a mechanism to share data/information with them to inform their policies; receive information from them to inform DPHS research	<ul style="list-style-type: none"> • Measure of formal contacts with policy makers • Number of responses 	Administrative Leadership Core will Decide	Years 2-5
	<u>Health Care Providers</u> Attend medical society meetings in SC to be better informed	Number of meetings attended	Administrative Leadership Core will Decide	Years 1-5