



Administrative Unit Outcomes Plan and Report (Academic and Student Services & Administrative Support Units)

SECTION I: UNIT INFORMATION

Annual Report Year 2021-22

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Reports To Sarah Wackerbarth, Associate Dean of Academic & Student Affairs

Mission

The UK College of Public Health strives to develop health champions, through inspiring instruction, multidisciplinary and applied research, and increased collaboration with partners on-campus and off, to improve the health within the commonwealth and beyond.

Description of Services Provided

At the University of Kentucky College of Public Health, we know the odds: severe health disparities affect populations across Kentucky and around the globe. Creating change can be a long process with daunting obstacles. But we're persistent — and we bet you are too.

Our college is a place where passionate students come together with expert faculty to fight on behalf of the most vulnerable populations. Sometimes that fight looks like advocacy. Sometimes it looks like leadership. Sometimes it looks like following the data. It always looks like dedication and resilience.

The College of Public Health offers students the knowledge, support, and real-world experience they need to expand their hearts and minds. We are champions for health, who beat the odds every day to make the world a healthier place. Our champions persist, collaborate, and create a healthier world for all. *Are you ready to be a champion?*

**Populations Served
(e.g., Online, Off-campus, Faculty)**

On-campus and off-campus (online) students, faculty and staff, general population of the commonwealth (numerous partners and active staff and faculty work directly with and for Kentucky's government), external stakeholders from health departments, long-term care facilities, and healthcare facilities who hire our graduates.



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SECTION II: OUTCOMES AND ASSESSMENT

Complete the table for each outcome the unit will assess during the current cycle. At least 1 outcome should align with the new University Strategic Plan; the Strategic Plan objective(s) to which a given outcome aligns should be specified in the space provided below the field containing the outcome statement. The University Strategic Plan goals and objectives are provided in Appendix I. During the planning phase, the unit should specify the measure(s) that will be used to assess each outcome, a target for each measure, and the year(s) for which data will be (or have been) collected and reported as part of the current cycle. During the reporting phase, a summary of results, interpretation of results, and any actions planned in response to the results should be provided for each measure. The unit will be asked to provide a reflection on any actions taken as part of the current cycle at the end of the following year.

Outcome #1 Statement:		Our instruction will be adaptable & exceptional					
Strategic Plan Objective(s) Aligned with (e.g., 2.1)		SF4					
Measure	Measurement <small>(Measurement should include the process, the tools, and resources planned to measure the outcome/objective, as well as specific individuals responsible for collecting the data)</small>	Target <small>(Target should be directly related to the measurement)</small>	Year(s) Assessed <small>(e.g., AY 2021-22, Calendar Year 2021)</small>	Results <small>(Description of results)</small>	Interpretation of Results <small>(Include whether the target was met or unmet, what this means for the unit, when metrics will be reassessed, and next steps)</small>	Actions Planned <small>(Description of actions planned or enhancements that will occur in response to results. Include any budgetary considerations)</small>	Reflection on Past Action Planned <small>(Provide evidence that planned actions occurred. Descriptions of whether actions were effective at improving operations and efficiencies)</small>
1	Undergraduate Enrollment Rate Data from centralized and local (college-level) sources Individual responsible Sarah Wackerbarth	5-7% growth per year in BPH program	2021-2022	Spring 2022 enrollment = 287 undergraduate students. This is a 6.7% increase from Spring 2020, but a 2.3% decrease from Spring 2021	The percent increase fell below the goal. Passive recruitment strategies (e.g., reliance on CPH 201 and GRN 250, taken to fulfil UK Core requirements, and connections with College of Nursing) proved inadequate at generating interest in PH.	Plans to add active recruitment will launch (as planned Fall 2022). Strategies will shift from increasing awareness of public health as a profession to sharing opportunities to positively impact public health.	This is our initial report. Reflection will be reported on next year's report.



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2	<p>Undergraduate Retention Rate</p> <p>Data from centralized and local (college-level) sources Individual responsible Sarah Wackerbarth</p>	Steady or return to previous pre-pandemic numbers	2021-2022	In fall 2021, there was an increase of 5.4% from the previous fall of retained students to the second fall term. (n = 49)	The goal was met.	Continue academic advising process, implement small cycles of change, and monitor impact.	This is our initial report. Reflection will be reported on next year's report.
3	<p>Undergraduate Graduation Rate</p> <p>Data from centralized and local (college-level) sources Individual responsible Sarah Wackerbarth</p>	Steady or return to previous pre-pandemic numbers	2021-2022	For our first cohort (2016), 91% of the students have completed within the MTTG of 6 years)	The goal was met.	Continue academic advising process, implement small cycles of change, and monitor impact.	This is our initial report. Reflection will be reported on next year's report.

Outcome #2 Statement:		Our organizational culture will be inclusive & respectful					
Strategic Plan Objective(s) Aligned with (e.g., 2.1)		PC2					
Measure	Measurement	Target	Year(s) Assessed	Results	Interpretation of Results	Actions Planned	Reflection on Past Action Planned
	(Measurement should include the process, the tools, and resources planned to measure the outcome/objective, as well as specific individuals responsible for collecting the data)	(Target should be directly related to the measurement)	(e.g., AY 2021-22, Calendar Year 2021)	(Description of results)	(Include whether the target was met or unmet, what this means for the unit, when metrics will be reassessed, and next steps)	(Description of actions planned or enhancements that will occur in response to results. Include any budgetary considerations)	(Provide evidence that planned actions occurred. Descriptions of whether actions were effective at improving operations and efficiencies)
2	<p>Baseline data collection in URM faculty & staff</p> <p>HR/SAP Data and Student Data pulled each summer as of May 15</p> <p style="text-align: right;">Paula Arnett</p>	Understanding baseline information in current year to set metric for next reporting cycle.	2021-2022	<p>Faculty totals for FY22 are 72 with 11 being URM (15%) of the total faculty.</p> <p>Staff totals for FY22 are 149 with 16 being URM</p>	Baseline data only	The College is developing our next strategic plan and is currently recruiting an Associate Dean for Diversity, Equity and Inclusion. This person will assist	This is our initial report. Reflection will be reported on next year's report.



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				(11%) of the total staff		with recruitment efforts for faculty and staff. Data points will be set once the CPH Strategic Plan is finalized.	
3	UK@Work Survey Results in areas of Operating Effectively, Sustainable Engagement which includes, Diversity & Inclusion, Empowerment, and Career Development HR Office of Work-Life Paula Arnett	Results of 2021 survey improve in the categories of Sustainable engagement, Diversity & Inclusion, Empowerment, and career development	FY21,	Overall, the College of Public Health improved in all the expected categories. Improvements: Operating Effectively (Total Favorable (TF) 63 – 10 points higher than previous) Sustainable Engagement (TF 82- 3 points above previous CPH); Diversity & Inclusion (TF77 – 1 point higher than previous); Empowerment (TF-68 – 2 points higher than previous); Career Development (TF67 – 1 point higher than previous)	The target was met from the previous UK@Work Survey. Effective Operations was the primary target of the recent survey and the improvement is shown. Additional review of the data shows a distinct difference in views of these metrics within subunits of the College and between faculty and staff. The next survey will be in 2 years- 2023	The College plans to focus Communication, diversity & Inclusion initiatives, Stress, Balance and Workload, and faculty and staff engagement moving forward while continuing to focus on operational effectiveness. Diversity & Inclusion will have budgetary impacts due to the hiring of an Associate Dean to lead this initiative.	Operating effectively was the highest priority after the previous survey. The College has hired additional administrative staff, developed processes and procedures. The improvement in the score of this survey proves the impact.

Outcome #3 Statement:	Our discoveries will be innovative & transformative for public health
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Strategic Plan Objective(s) Aligned with (e.g., 2.1)		II1					
Measure	Measurement <small>(Measurement should include the process, the tools, and resources planned to measure the outcome/objective, as well as specific individuals responsible for collecting the data)</small>	Target <small>(Target should be directly related to the measurement)</small>	Year(s) Assessed <small>(e.g., AY 2021-22, Calendar Year 2021)</small>	Results <small>(Description of results)</small>	Interpretation of Results <small>(Include whether the target was met or unmet, what this means for the unit, when metrics will be reassessed, and next steps)</small>	Actions Planned <small>(Description of actions planned or enhancements that will occur in response to results. Include any budgetary considerations)</small>	Reflection on Past Action Planned <small>(Provide evidence that planned actions occurred. Descriptions of whether actions were effective at improving operations and efficiencies)</small>
1	Grant funding (in dollars) with CPH as PI, Co-PI, or multiple PIs Internally tracked Assistant Dean Research Operations (Doris Castellanos) responsible	It is expected to have an increase in total dollar amounts of grant funding from a diverse mix of funding agencies	FY 2021-2022 * *July 1 st , 2021-May 19 th , 2022)	\$17,494,929	Setting a baseline on the total dollar amounts from multiple funding sources (Federal, state, industry and Nonprofit).	Hiring of staff to assist and facilitate pre-award/proposal development. Hiring faculty in research focus areas such as environmental health, Biostatistics and health management and policy	Increase awareness of available resources, such as the Office of Scientific writing, Research newsletter and college-wide training sessions; have provided valuable support to faculty with proposal development.
2	# Publications in journals Internally tracked Assistant Dean Research Operations (Doris Castellanos) responsible	We expect to have an increase in the total number of publications with the hiring of new faculty.	2021-2022 * *July 1 st , 2021-May 20 th , 2022	221	Setting a baseline on the total number of publications from all CPH faculty	Secure additional training sessions of scientific writing.	Increase awareness of the Office of Scientific Writing, as well as specific college wide training sessions specific to manuscript preparation and common errors in scientific writing have helped with securing



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							publications in peer-review journals.
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Outcome #4 Statement:		Increase our collaborative & community-centered contributions					
Strategic Plan Objective(s) Aligned with (e.g., 2.1)		OP4					
Measure	Measurement <small>(Measurement should include the process, the tools, and resources planned to measure the outcome/objective, as well as specific individuals responsible for collecting the data)</small>	Target <small>(Target should be directly related to the measurement)</small>	Year(s) Assessed <small>(e.g., AY 2021-22, Calendar Year 2021)</small>	Results <small>(Description of results)</small>	Interpretation of Results <small>(Include whether the target was met or unmet, what this means for the unit, when metrics will be reassessed, and next steps)</small>	Actions Planned <small>(Description of actions planned or enhancements that will occur in response to results. Include any budgetary considerations)</small>	Reflection on Past Action Planned <small>(Provide evidence that planned actions occurred. Descriptions of whether actions were effective at improving operations and efficiencies)</small>
1	# External partnerships & collaborations for continuing education offerings Internally tracked Janie Cambron responsible	Establish a baseline from previous year	2021-2022	Kentucky Injury Prevention and Research Center (KIPRC): 129.5 hours of CE provided, with 7,065 trained/in attendance Center for Innovation and Population Health (IPH): 37 hours of	Measurement helps to establish a baseline for the number of continuing education hours provided and the number of people trained through our two main service and learning organizations (KIPRC and IPH)	We are working to enhance this metric by developing a more cohesive way to collect collaborations that CPH is involved with other than just CE offerings. A survey is being considered and is currently under	This type of information has been collected in the past but not in a standardized way for those outside of KIPRC and IPH. IPH is a new Center for CPH and thus, we have the opportunity to create a centralized reporting



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				<p>CE provided, with 475 people trained/in attendance (87 claimed CE credit)</p> <p>Total: 166.5 hours of CE provided</p> <p>Total: 7,540 people trained</p>		<p>review by faculty and admin.</p>	<p>mechanism for meaningful metrics. We aim to better capture these data to tell the story of CPH in providing valuable training and continuing education opportunities in a way that is less of a burden on staff, but that also shows growth and impact.</p>
2	<p># faculty & staff serving on community or organizational boards</p> <p>Internally tracked</p> <p>Janie Cambron responsible</p>	<p>Establish a baseline from previous year</p>	2021-2022	<p>New metric: establishing baseline currently so no reporting of data.</p>	<p>This metric is important in that we aim to showcase how our faculty and staff are providing external service with and to our community partners and stakeholders. It aligns with UK strategic direction of service and to leverage community resources to accelerate health.</p>	<p>We are working to enhance this metric by developing a cohesive way to collect service opportunities that our staff and faculty are involved with at CPH. A survey is being considered and is currently under review by faculty and admin.</p> <p>We value student service and will consider this a separate metric, given the value and importance to the college.</p>	<p>This type of information has not been collected in the past. We aim for meaningful metrics that tell the story of CPH and our collaboration and service outside of the college, but in a way that is useful and less of a burden on staff, but that also shows impact.</p>



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APPENDIX I: UK STRATEGIC PLAN GOALS AND OBJECTIVES

PUTTING STUDENTS FIRST	
SF1	Expand on the existing foundation of a focused, intentional, purpose-driven curricular and co/extra-curricular experience with state-wide and global relevance, led and fostered by faculty and staff excellence.
SF2	Further utilize the distinctive attribute of an academic medical center and full range of academic colleges and offerings to further develop efforts to enhance holistic student well-being as part of a comprehensive approach to support for our community, in connection with activities within the principle "Taking Care of Our People."
SF3	Enhance our smart enrollment plan for the economic growth, workforce and societal development of the Commonwealth — in alignment with CPE's stated goals around educational attainment — that reflects the diverse, interdependent and complex world our students will enter.
SF4	Enhance and engage in a student-first ethos that inclusively embraces all students (e.g., full-time, part-time, transfer, non-traditional, international, etc.) utilizing equity mindedness lens.
TAKING CARE OF OUR PEOPLE	
OP1	Enhance the highest levels of holistic wellness for faculty, staff and students by expanding comprehensive, integrated structures to support working and learning environments where all may flourish and thrive.
OP2	Advance further our transformational culture and environment where students, faculty and staff are enabled and inspired to flourish and thrive by experiencing meaning and engagement in work and learning.
OP3	Create a healthier Kentucky for a more diverse and better prepared workforce for tomorrow, in coordination with "Putting Students First" and "Inspiring Ingenuity" principles.
OP4	Expand and enhance the land-grant engagement mission to include the entire campus community and leverage community-based resources to accelerate health, workforce and economic development across the Commonwealth.
INSPIRING INGENUITY	
II1	Build upon our strengths in research and creative work to address a broader range of local, national and global challenges, the solutions to which will attract prosperity and well-being to Kentucky and its citizens.
II2	Advance a culture of innovation in research, teaching and creative work that integrates disciplines and/or fields of study to address local, national and international challenges.
II3	Promote an agile research and creativity ecosystem that supports impactful, self-sustaining and efficient research addressing present and future challenges facing our local, national and global communities.



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ENSURING GREATER TRUST, TRANSPARENCY, AND ACCOUNTABILITY	
TTA1	To ensure a more responsive institution that can timely adapt when necessary or during challenges, assess language and application of university guidance and policies to better structure and define roles with respect to the bedrock principle of shared governance among faculty, students, staff and administrators.
TTA2	Empower effective decision-making at administrative, unit, departmental and college levels by utilizing resource-based budgeting approaches in a transparent fashion necessary to support the university's mission in alignment with the Strategic Plan and institutional values.
TTA3	Strengthen and expand orientation and training across all levels to promote compliance with university standards and processes through programs grounded in UK's institutional values, goals and objectives.
TTA4	Develop additional programs and approaches to engaging, resonant communication with both internal and external audiences.
BRINGING TOGETHER MANY PEOPLE, ONE COMMUNITY	
PC1	To broadly demonstrate and communicate the value of diversity of the UK campus to the Commonwealth of Kentucky and to the global community to create more interaction and involvement between campus and communities on DEI matters
PC2	Further recruit and retain diverse populations (students, faculty, staff) within all units on campus.
PC3	To create greater and direct partnerships between the university and communities throughout the Commonwealth on DEI-related matters.
PC4	To model and provide a hospitable, safe and inclusive environment acknowledging our past and creating opportunities for the free and open exchange of ideas to all people of the Commonwealth, the United States and the world.