



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

SECTION I: UNIT INFORMATION

Annual Report Year 2023-24

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Reports To Paula Arnett, Associate Dean for Administration

Mission To develop public health leaders, conduct innovative and impactful research, and collaborate with partners to improve public health in Kentucky and beyond

Description of Services Provided

In 2004, the University of Kentucky established the College of Public Health to develop transformative solutions to health challenges through teaching, research and service efforts. Located in Lexington, Kentucky, we take seriously our public health responsibility to all communities and individuals in the Commonwealth of Kentucky and beyond.

Our state is at the epicenter in some of the major public health challenges in the areas of obesity, cardiovascular disease, and cancer, among others. With that in mind, we are dedicated to transforming and assisting in the creation of a healthier community, state, and world - for everyone.

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:		Provide impactful education and training programs					
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 Tableau enrollment workbook - % change Associate Dean for Academic & Student Affairs responsible	5-7% growth per year	2023-2024				



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2	MPH Concentration Evaluation MPH faculty meetings and Academic Program Summary from Periodic Review Associate Dean for Academic & Student Affairs responsible	Faculty will review concentrations with the MPH degree to determine fit and future	2023-2024				
3	Increase academic collaborations and opportunities Internally tracked Associate Dean for Academic & Student Affairs responsible	Associate Dean for Academics will create proposals for new opportunities for students	2023-2024				



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Outcome #2 Statement:		Advance the development and diversity of CPH faculty and staff.					
Strategic Plan Objective(s) Aligned with (e.g., 2.1)		OP1, OP2					
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	Website counts (New HR webpage being developed for Professional Development) Internally tracked Assistant Dean for Finance responsible	Increase awareness of Professional Development opportunities for staff.	2023-2024				
2	Feedback on Trainings Internally tracked Assistant Dean for Finance responsible	Develop surveys and collect feedback data on trainings for CPH faculty/staff	2023-2024				
3	Allocate funds for DEI initiatives Internally tracked	Budget created and funds distributed for DEI initiatives	2023-2024				



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	Assistant Dean for Finance responsible						
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Outcome #3 Statement:		Advance actionable research and creative work in public health					
Strategic Plan Objective(s) Aligned with (e.g., 2.1)		II2, II3					
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	<p>Successful intramural and extramural grant funding (in dollars) with CPH as PI, Co-PI, or multiple PIs</p> <p>Tableau</p> <p>Assistant Dean Research Operations responsible</p>	The College will receive ~\$29,000,000 in funding for the year	2023-2024				
2	<p>Students involvement in research activities</p> <p>Internally tracked</p> <p>Assistant Dean Research Operations responsible</p>	Process and instrument will be developed to collect the data	2023-2024				



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3	Faculty development in research opportunities. Internally tracked Assistant Dean Research Operations responsible	The college will offer 12 faculty development opportunities over the next year.	2023-2024				
4	Dissemination of impactful research at the local, state, and/or national level. Internally tracked Assistant Dean Research Operations responsible	The college will have 225 publications over the next year.	2023-2024				



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Outcome #4 Statement:		Build capacity to enhance community engagement in teaching, research, service, and practice					
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	Percent of faculty (specify primary instructional or total faculty) participating in extramural service activities including peer-reviewed journals and funding agency panels Internally tracked Associate Dean for Practice & Workforce Development responsible	Establish mechanism for capturing faculty participating in service as measured by their DOE plus tracking of journals and panels, as well as self-reported data via college-wide survey. (currently tracked separately)	2023-2024				
2	Number of continuing education hours offered during the year; Training modules usage Internally tracked	Establish mechanism for tracking	2023-2024				



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	Associate Dean for Practice & Workforce Development responsible						
3	<p>Community feedback on competency attainment/demonstration and curriculum development</p> <p>Internally tracked</p> <p>Associate Dean for Practice & Workforce Development responsible</p>	<p>Establish diverse, multidisciplinary external workgroup to obtain feedback</p>	2023-2024				
4	<p>Student involvement in community engagement</p> <p>Internally tracked</p> <p>Associate Dean for Practice & Workforce Development responsible</p>	<p>Establish mechanism for tracking</p>	2023-2024				



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Outcome #5 Statement:		Integrate Inclusive Excellence through our teaching, research and service					
Strategic Plan Objective(s) Aligned with (e.g., 2.1)		PC2, PC4					
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	Review assessment of cultural competency and diversity in all academic programs Internally tracked IE Officer	Completion of diversity and cultural competency assessment forms for AY23-24 courses	2023-2024				
2	Launch IE Committee Internally tracked IE Officer	IE committee launched with charge from the Dean	2023-2024				
3	Increase IE web presence for the College Internally tracked IE Officer	Web page updated with increased presence	2023-2024				



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4	Create Inclusivity Action Plan Internally tracked IE Officer	Action plan created by IE committee					
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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.



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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.
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.