

Goal 1 Overview

69 Targets

- o 48 met
- o 21 not met
 - o Nearly all were targets that were increased or added January 2016

Highlights of Targets Met

- o 1.1c
 - o 88% of students were satisfied with the academic advisement they received (target: 80%)
- o 1.7a
 - o 85% of students were satisfied with the career advisement they received (target: 65%)
- o 1.4e and 1.4g
 - o For the first time we achieved our goals for MPH (70%) and PhD (60%) graduation rates within 7 years
- o 1.5a and 1.5c
 - o Nearly all MPH students (91%; target: 80%) and all PhD students (100%; target: 80%) find employment within one year of graduation
- o 1.5d
 - o 100% of students who took the CPH professional exam passed (target: 90%)



Goal 1 Overview

Highlights of Targets Not Met

- o 1.1a
 - o The student-to faculty ratio is lower than desired (actual: 3:1; target: between 5:1 and 10:1)
- o 1.1b
 - o The average class size is smaller than the ideal (actual: 8; target: 15)
- o 1.11b
 - o 13% of domestic MPH students are under-represented minority (target: 18%)
 - o No American Indian/Alaskan Native or Native Hawaiian Pacific Islander students
 - o Only 2.5% of students are Hispanic/Latino (target: 10.2%)
- o 1.11f
 - o 14% of domestic MS/PhD students are under-represented minority (target: 18%)
 - o No American Indian/Alaskan Native, Native Hawaiian Pacific Islander, or Hispanic/Latino students
- o 1.11e and 1.11i
 - o The majority of students are female (70% MPH; 66% MS/PhD; target: 40-60%)
- o 1.11j
 - o 10% of tenured and tenure-leading faculty are under-represented minority (target: 18%)



Goal 2: The College will promote and participate in scholarly research locally, regionally, and globally



Goal 2 Overview

9 Targets

- 2 were met
- 7 were not met
 - 6/7 of these targets were increased January 2016

Highlights of Targets Met

- 2.1d
 - External funding is 33% of the budget (target: 30%)
- 2.2b
 - 44% of faculty have funding from a grants/contracts secured with public health practice partners (target: 40%)

Highlights of Targets Not Met

- 2.1c
 - 80% of faculty have external funding (target: 90%)
- 2.1e
 - External funding dollars per faculty FTE is \$127,133 (target: \$200,000)
- 2.2a
 - 49% of the College's research portfolio includes community-based research (target: 60%)
- 2.3a and 2.3b
 - 86% of faculty publish at least one article and 82% present their work at a conference at least once per year (target: 95%)



Goal 3: The College will promote and participate in public health service via community engagement and public health practice



Goal 3 Overview

4 Targets

- 2 targets were met
- 2 targets were not met
 - Both were increased January 2016

Highlights of Targets Met

- 3.1a
 - The college offered 3 educational activities on the principles and practices of community engagement (target: 3)
- 3.2a
 - The college offered 3 training activities available to community partners (target: 3)

Highlights of Targets Not Met

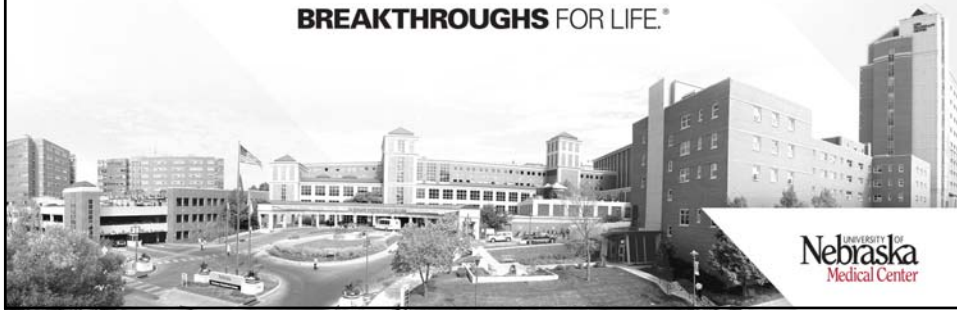
- 3.3a
 - 83% of faculty provided technical assistance/services to external organizations that promote the public's health (target: 85%)
- 3.4a
 - 58% of faculty developed/participated in outreach activities that serve communities of need (target: 60%)





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Annual Outcomes Assessment Report 2014-2015 Summary

Overview

- The initial Evaluation Table was established and adopted in May 2010 at the Governing Faculty Retreat
- The Evaluation Table was revised in the Summer of 2013 and Winter of 2016
 - Governing Faculty provided feedback and voted on changes
- The Evaluation Table helps us track progress toward our goals and is included in our self-study document that we prepare for the CEPH accreditation process

Goal 1: The College will address the needs of the public health profession through excellence in education that prepares students for successful careers and provides continuing educational opportunities.

- 69 Targets - 48 met, 21 not met
 - Most “not met” targets were increased or added January of 2016
- Highlights of Targets Met
 - 1.4e and 1.4g
 - For the first time we achieved our goals for MPH (70%) and PhD (60%) graduation rates within 7 years
 - 1.5a and 1.5c
 - Nearly all MPH students (91%; target: 80%) and all PhD students (100%; target: 80%) find employment within one year of graduation
 - 1.5d
 - 100% of students who took the CPH professional exam passed (target: 90%)
- Highlights of Targets Not Met
 - 1.1b
 - The average class size is smaller than the ideal (actual: 8; target: 15)
 - 1.11b
 - 13% of domestic MPH students are under-represented minority (target: 18%)
 - No American Indian/Alaskan Native or Native Hawaiian Pacific Islander students
 - Only 2.5% of students are Hispanic/Latino (target: 10.2%)
 - 1.11f
 - 14% of domestic MS/PhD students are under-represented minority (target: 18%)
 - No American Indian/Alaskan Native, Native Hawaiian Pacific Islander, or Hispanic/Latino students



- 1.11e and 1.11i
 - The majority of students are female (70% MPH; 66% MS/PhD; target: 40-60%)
- 1.11j
 - 10% of tenured and tenure-leading faculty are under-represented minority (target: 18%)

Goal 2. The College will promote and participate in scholarly research locally, regionally, and globally

- 9 Targets – 2 were met, 7 were not met
 - 6/7 “not met” targets were increased or added January of 2016
- Highlights of Targets Met
 - 2.1d
 - External funding is 33% of the budget (target: 30%)
 - 2.2b
 - 44% of faculty have funding from a grants/contracts secured with public health practice partners (target: 40%)
- Highlights of Targets Not Met
 - 2.1c
 - 80% of faculty have external funding (target: 90%)
 - 2.2a
 - 49% of the College’s research portfolio includes community-based research (target: 60%)

Goal 3. The College will promote and participate in public health service via community engagement and public health practice

- 4 Targets – 2 were met, 2 were not met
 - Both “not met” targets were increased January of 2016
- Highlights of Targets Met
 - 3.2a
 - The college offered 3 training activities available to community partners (target: 3)
- Highlights of Targets Not Met
 - 3.3a
 - 83% of faculty provide technical assistance/services to organizations that promote the public’s health (target: 85%)

Table 1.2.c. College of Public Health Goals, Outcome Measures, and Targets for Years 2012-2013 through 2014-2015

Outcome Measure ¹	Target ^{2, 3, 4}	2012-2013 ⁵	2013-2014 ⁵	2014-2015 ⁵	Data Sources and Details	Entities Responsible ⁶	Met/Not Met Recommendations for Action
Goal 1. The College will address the needs of the public health profession through excellence in education that prepares students for successful careers and provides continuing educational opportunities.							
1.1. The College will ensure adequate student-to-faculty ratios.	a. Student-to-faculty FTE ratio will be at least 5:1, but will not exceed 10:1.	2.2:1 (115.50/52.16)	2.7:1 (139.56/52.47)	3.0:1 (162.25/53.32)	OES/Jessica-Students HR/Fran-Faculty Academic Year-Fall	CC ADASA	Not met. While we did not meet this target, we continue to make progress each year. This ratio is the result of our rapid expansion and hiring of new faculty. Major steps are being taken to increase student enrollment, which will affect this ratio. The newly reconstituted Student Recruitment Advisory and Professional Programs Admission workgroups are focused on enhancing student recruitment and admissions initiatives to help double student enrollment by 2020. Together with maintaining a stable number of faculty , this ratio will continue to improve. See Self-Study Challenges and Plans, 1.6.e.
	b. Median 500-800-level class size will be at least 15.	17	9	8	OES/Jessica Academic Year	CC ADASA	Not met. The decrease in median class size is due to offering more courses and additional sections of several courses to meet the needs of both online and on campus students, and allow more flexibility in scheduling for students. Department Chairs are working with faculty to better balance resources while continuing to meet students' needs for timely progression toward graduation. See Self-Study Challenges and Plans, 1.6.e.
	c. At least 80% of students will be satisfied with the academic advisement they received.	77%	80%	88%	Student Survey/Aleta Academic Year	CC ADASA	Met.
1.2. College faculty will participate in learning opportunities with a focus on effective teaching skills, methods, and technologies.	a. The College will offer at least two seminars and training opportunities for faculty members.	5	3	6	DDL/Analisa McMillan Academic Year	ADASA	Met.
	b. At least 75% of faculty will attend at least one teaching tools, methods, or effectiveness seminar.	88%	95%	88%	Faculty Survey/Harlan Academic Year	ADASA	Met.

Outcome Measure ¹	Target ^{2, 3, 4}	2012-2013 ⁵	2013-2014 ⁵	2014-2015 ⁵	Data Sources and Details	Entities Responsible ⁶	Met/Not Met Recommendations for Action
1.3. The College will ensure a state-of-the-art learning environment.	a. At least 80% of students will be satisfied with the learning space.	89%	92%	93%	Student Survey/Aleta Academic Year	CC ADASA	Met.
	b. At least 80% of faculty will be satisfied with the quality of the classrooms in which they teach.	96%	100%	98%	Faculty Survey/Harlan Academic Year	CC ADASA	Met.
	c. At least 80% of students will be satisfied with the use of technology.	81%	86%	87%	Student Survey/Aleta Academic Year	CC ADASA	Met.
	d. At least 80% of faculty will be satisfied with the quality of teaching technology.	92%	100%	91%	Faculty Survey/Harlan Academic Year	CC ADASA	Met.
1.4. The College will ensure a qualified student body.	a. The mean GPA of students admitted to the MPH Program will be at least 3.5.	3.4	3.5	3.5	OES/Jessica Academic Year	ADASA	Met.
	b. The mean GPA of students enrolled in the MPH program will be at least 3.5.	3.7	3.7	3.8	OES/Jessica Academic Year	CC ADASA	Met.
	c. The mean GPA of students admitted to academic programs will be at least 3.5.	3.7	3.6	3.7	OES/Jessica Academic Year	GPC's ADASA	Met.
	d. The mean GPA of students enrolled in academic programs will be at least 3.5.	3.7	3.8	3.8	OES/Jessica Academic Year	GPC's ADASA	Met.
	e. MPH graduation rates within seven years of entering the program will be at least 70%.	60% (n=15)	67% (n=30)	71% (n=28)	OES/Jessica CEPH Annual Report Academic Year	CC ADASA	Met.
	f. MS graduation rates within five years of entering the program will be at least 70%.	100% (n=1)	NA (n=0)	NA (n=0)	OES/Jessica CEPH Annual Report Academic Year	GPC's ADASA	Met.
	g. PhD graduation rates within seven years of entering the program will be at least 60%.	33% (n=3)	50% (n=2)	60% (n=10)	OES/Jessica CEPH Annual Report Academic Year	GPC's ADASA	Met.

Outcome Measure ¹	Target ^{2, 3, 4}	2012-2013 ⁵	2013-2014 ⁵	2014-2015 ⁵	Data Sources and Details	Entities Responsible ⁶	Met/Not Met Recommendations for Action
1.5. The College will ensure qualified graduates.	a. The MPH job placement rate within 12 months of graduation will be at least 80%.	94% (n=18)	89% (n=25)	91% (n=34)	CS/Brenda CEPH Annual Report Academic Year	CC ADASA	Met.
	b. The MS job placement rate within 12 months of graduation will be at least 80%.	NA (n=0)	NA (n=0)	NA (n=0)	CS/Brenda CEPH Annual Report Academic Year	GPC's ADASA	Met.
	c. The PhD job placement rate within 12 months of graduation will be at least 80%.	80% (n=5)	100% (n=4)	100% (n=8)	CS/Brenda CEPH Annual Report Academic Year	GPC's ADASA	Met.
	d. The pass rate of COPH students and graduates on the CPH professional examination will be at least 90%.	100%	100%	100%	DMP/Kendra Academic Year	CC ADASA	Met.
1.6. Students will participate in public health research, presentations, and publications.	a. At least 30% of students will participate in public health research (other than SL/CE).	49%	41%	50%	Student Survey/Aleta Academic Year	RDC ADR	Met.
1.7. The College will organize opportunities for professional guidance and career advisement.	a. At least 65% of students will be satisfied with the career advisement they received.	78%	82%	85%	Student Survey/Aleta Academic Year	CC ADASA	Met.
	b. At least 30% of students will be members of professional public health organizations.	28%	39%	33%	Student Survey/Aleta Academic Year	CC ADASA	Met.
1.8. The College will strengthen the public health workforce in Nebraska.	a. At least 40% of MPH graduates will report their employment to be in the Nebraska workforce.	63% (n=24) (COPH Survey)	62% (13/21)	50% (13/26)	CS/Brenda Database Academic Year	CC ADASA	Met.
	b. At least 50% of faculty will provide educational opportunities (through conference sessions, webinars, workshops, lectures at public health organizations, etc.) to strengthen the capacity of Nebraska's public health workforce.	59%	62%	60%	Faculty Survey/Harlan Academic Year	DOPHP ADASA	Met.

Outcome Measure ¹	Target ^{2, 3, 4}	2012-2013 ⁵	2013-2014 ⁵	2014-2015 ⁵	Data Sources and Details	Entities Responsible ⁶	Met/Not Met Recommendations for Action
1.9. The College will promote workforce development by providing accessible, relevant, lifelong education and training.	a. The College will offer at least three programs (certificate, MPH, and/or MS) accessible via distance education.	2	4	6	OES/Jessica Academic Year	CC ADASA	Met.
	b. The College will offer at least 100 ⁴ non-degree-related educational activities relevant to public health organizations in Nebraska.	78	141	132	OPHP/Brandon Academic Year	DOPHP ADASA	Met.
1.10. The College will ensure success in achieving educational goals through standards of excellence for faculty.	a. At least 90% of faculty will have a terminal degree in their field.	90%	97%	95%	HR/Fran Academic Year	Department Chairs Dean	Met.
	b. Faculty will have a median of at least seven years of teaching experience.	11	13	11	Faculty Survey/Harlan Academic Year	Department Chairs Dean	Met.
1.11. The College will ensure excellence in education, research, and service by supporting diversity ⁷ .	a. The Office of Educational Services will participate in at least 50 ⁴ recruitment events encompassing diverse populations.	41	44	49	OES/Jessica Academic Year	ADASA DOES	Not Met. Governing Faculty voted in January 2016 to raise this target that had been exceeded for 5 years, based on the data trend. While we did not meet this target, we continue to make progress each year. The OES will continue to identify and actively participate in recruitment events engaging diverse populations of prospective students . Additionally the Diversity Council will develop a COPH Diversity, Equity, and Inclusion Plan that meets CEPH requirements to present to COPH leadership by June 2017. See Self-Study Challenges and Plans, 1.8.f.
	b. At least 18% of domestic students enrolled in the MPH Program will be under-represented minority ⁷ , as outlined below:	NA ⁴	NA ⁴	13% (16/119)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council ADASA	Not Met. Governing Faculty voted in January 2016 to add targets specific to COPH's defined underrepresented minority populations. The Diversity Council will develop a COPH Diversity, Equity, and Inclusion Plan that meets CEPH requirements to present to COPH leadership by June 2017. See Self-Study Challenges and Plans, 1.8.f.
	b.1. 1.4% American Indian or Alaskan Native ⁷	NA ⁴	NA ⁴	0.0% (0/119)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council ADASA	Not Met. See Recommendations for Action in 1.11.b., above.
	b.2. 0.1% Native Hawaiian/Pacific Islander ⁷	NA ⁴	NA ⁴	0.0% (0/119)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council ADASA	Not Met. See Recommendations for Action in 1.11.b., above.

Outcome Measure ¹	Target ^{2, 3, 4}	2012-2013 ⁵	2013-2014 ⁵	2014-2015 ⁵	Data Sources and Details	Entities Responsible ⁶	Met/Not Met Recommendations for Action
1.11. The College will ensure excellence in education, research, and service by supporting diversity ⁷ .	b.3. 4.9% Black or African American ⁷	NA ⁴	NA ⁴	6.7% (8/119)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council ADASA	Met.
	b.4. 10.2% Hispanic or Latino ⁷	NA ⁴	NA ⁴	2.5% (3/119)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council ADASA	Not Met. See Recommendations for Action in 1.11.b., above.
	b.5. 1.0% Two or More Races ⁷	NA ⁴	NA ⁴	4.2% (5/119)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council ADASA	Met.
	c. At least 20% of domestic students enrolled in the MPH Program will be minority ⁷ .	18% (18/100)	24% (28/115)	24% (29/119)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council ADASA	Met.
	d. At least 10% of all students enrolled in the MPH program will be international ⁷ .	NA ⁴	NA ⁴	12% (16/135)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council ADASA	Met.
	e. 40-60% of all students enrolled in the MPH program will be women.	NA ⁴	NA ⁴	70% (94/135)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council ADASA	Not Met. See Recommendations for Action in 1.11.b., above.
	f. At least 18% of domestic students enrolled in MS and PhD programs will be under-represented minority ⁷ , as outlined below:	NA ⁴	NA ⁴	14% (5/36)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council GPC's ADASA	Not Met. See Recommendations for Action in 1.11.b., above.
	f.1. 1.4% American Indian or Alaskan Native ⁷	NA ⁴	NA ⁴	0.0% (0/36)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council GPC's ADASA	Not Met. See Recommendations for Action in 1.11.b., above.
	f.2. 0.1% Native Hawaiian/ Pacific Islander ⁷	NA ⁴	NA ⁴	0.0% (0/36)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council GPC's ADASA	Not Met. See Recommendations for Action in 1.11.b., above.
	f.3. 4.9% Black or African American ⁷	NA ⁴	NA ⁴	11.1% (4/36)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council GPC's ADASA	Met.
f.4. 10.2% Hispanic or Latino ⁷	NA ⁴	NA ⁴	0.0% (0/36)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council GPC's ADASA	Not Met. See Recommendations for Action in 1.11.b., above.	
f.5. 1.0% Two or More Races ⁷			2.8% (1/36)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council GPC's ADASA	Met.	

Outcome Measure ¹	Target ^{2, 3, 4}	2012-2013 ⁵	2013-2014 ⁵	2014-2015 ⁵	Data Sources and Details	Entities Responsible ⁶	Met/Not Met Recommendations for Action
1.11. The College will ensure excellence in education, research, and service by supporting diversity ⁷ .	g. At least 20% of domestic students enrolled in MS and PhD programs will be minority ⁷ .	22% (10/46)	16% (8/50)	28% (10/36)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council GPC's ADASA	Met.
	h. At least 10% of all students enrolled in MS and PhD programs will be international ⁷ .	NA ⁴	NA ⁴	44% (28/64)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council GPC's ADASA	Met.
	i. 40-60% of all students enrolled in MS and PhD programs will be women.	NA ⁴	NA ⁴	66% (42/64)	OES/Jessica ASPPH Annual Report Academic Year-Fall	Diversity Council GPC's ADASA	Not Met. See Recommendations for Action in 1.11.b., above.
	j. At least 18% of tenured and tenure-leading faculty will be under-represented minority ⁷ , as outlined below:	NA ⁴	NA ⁴	10% (4/40)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs Dean	Not Met. See Recommendations for Action in 1.11.b., above.
	j.1. 1.4% American Indian or Alaskan Native ⁷	NA ⁴	NA ⁴	0.0% (0/40)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs Dean	Not Met. See Recommendations for Action in 1.11.b., above.
	j.2. 0.1% Native Hawaiian/ Pacific Islander ⁷	NA ⁴	NA ⁴	2.5% (1/40)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs Dean	Met.
	j.3. 4.9% Black or African American ⁷	NA ⁴	NA ⁴	2.5% (1/40)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs Dean	Not Met. See Recommendations for Action in 1.11.b., above.
	j.4. 10.2% Hispanic or Latino ⁷	NA ⁴	NA ⁴	2.5% (1/40)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs Dean	Not Met. See Recommendations for Action in 1.11.b., above.
	j.5. 1.0% Two or More Races ⁷	NA ⁴	NA ⁴	2.5% (1/40)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs Dean	Met.
	k. At least 20% of tenured and tenure-leading faculty will be minority ⁷ .	46%	48%	43% (17/40)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs Dean	Met.

Outcome Measure ¹	Target ^{2, 3, 4}	2012-2013 ⁵	2013-2014 ⁵	2014-2015 ⁵	Data Sources and Details	Entities Responsible ⁶	Met/Not Met Recommendations for Action
1.11. The College will ensure excellence in education, research, and service by supporting diversity ⁷ .	l. At least 10% of all tenured and tenure-leading faculty will be international ⁷ .	NA ⁴	NA ⁴	30% (13/43)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs Dean	Met.
	m. 40-60% of all tenured and tenure-leading faculty will be women.	44%	43%	42% (13/43)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs Dean	Met.
	n. At least 20% of faculty will be minority ⁷ .	36%	35%	36% (24/67)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs Dean	Met.
	o. 40-60% of faculty in administrative and managerial positions will be women.	37% (7/19)	33% (6/18)	45% (9/20)	HR/Fran Academic Year-Fall	Diversity Council Dean	Met.
	p. At least 20% of faculty in administrative and managerial positions will be minority ⁷ .	32% (6/19)	33% (6/18)	40% (8/20)	HR/Fran Academic Year-Fall	Diversity Council Dean	Met.
	q. At least 18% of staff will be under-represented minority ⁷ , as outlined below:	NA ⁴	NA ⁴	20% (13/64)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs, Center Directors, Dean	Met.
	q.1. 1.4% American Indian or Alaskan Native ⁷	NA ⁴	NA ⁴	0% (0/64)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs, Center Directors, Dean	Not Met. See Recommendations for Action in 1.11.b., above.
	q.2. 0.1% Native Hawaiian/ Pacific Islander ⁷	NA ⁴	NA ⁴	0% (0/64)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs, Center Directors, Dean	Not Met. See Recommendations for Action in 1.11.b., above.
	q.3. 4.9% Black or African American ⁷	NA ⁴	NA ⁴	13% (8/64)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs, Center Directors, Dean	Met.

Outcome Measure ¹	Target ^{2, 3, 4}	2012-2013 ⁵	2013-2014 ⁵	2014-2015 ⁵	Data Sources and Details	Entities Responsible ⁶	Met/Not Met Recommendations for Action
1.11. The College will ensure excellence in education, research, and service by supporting diversity ⁷ .	q.4. 10.2% Hispanic or Latino ⁷	NA ⁴	NA ⁴	8% (5/64)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs, Center Directors, Dean	Not Met. See Recommendations for Action in 1.11.b., above.
	q.5. 1.0% Two or More Races ⁷	NA ⁴	NA ⁴	0% (0/64)	HR/Fran Academic Year-Fall	Diversity Council Department Chairs, Center Directors, Dean	Not Met. See Recommendations for Action in 1.11.b., above.
	r. At least 20% of staff will be minority ⁷ .	27% (30/110)	27% (21/79)	25% (16/64)	HR/Fran Academic Year	Diversity Council Department Chairs, Center Directors, Dean	Met.
	s. 40-60% of staff in administrative and managerial positions will be women.	53% (8/15)	64% (9/14)	58% (7/12)	HR/Fran Academic Year	Diversity Council Dean	Met.
	t. At least 20% of staff in administrative and managerial positions will be minority ⁷ .	20% (3/15)	21% (3/14)	33% (4/12)	HR/Fran Academic Year	Diversity Council Dean	Met.

Outcome Measure ¹	Target ^{2, 3, 4}	2012-2013 ⁵	2013-2014 ⁵	2014-2015 ⁵	Data Sources and Details	Entities Responsible ⁶	Met/Not Met Recommendations for Action
Goal 2. The College will promote and participate in scholarly research locally, regionally, and globally.							
2.1. Faculty will secure external research funding.	a. At least 85% ⁴ of faculty will submit through the College, as either PI or co-PI, at least one proposal for external funding.	75%	79%	84%	Faculty Survey/Harlan Fiscal Year	RDC ADR	Not Met. DRAFT: Governing Faculty voted in January 2016 to raise several targets that had been consistently exceeded. While we did not meet this target, we continue to make progress each year. The RDC will develop and deliver seminars on “ How to enhance extramural funding ”, including information of funding opportunities from local and federal agencies and foundations. Seminars may include training on “ SciVal funding ” and how to salvage unfunded grant applications. See Self-Study Challenges and Plans, 3.1.f.
	b. At least 75% ⁴ of faculty will have external funding included on a proposal submitted from outside the College.	59%	70%	69%	Faculty Survey/Harlan Fiscal Year	RDC ADR	Not Met. DRAFT: Governing Faculty voted in January 2016 to raise several targets that had been consistently exceeded. While we did not meet this target, we continue to make progress each year. The RDC will develop and deliver seminars on “ How to enhance extramural funding ”, including information of funding opportunities from local and federal agencies and foundations. Seminars may include training on the use of “ Find an Expert ” to identify potential local and national collaborations. See Self-Study Challenges and Plans, 3.1.f.
	c. At least 90% ⁴ of faculty will have external funding.	75%	76%	80%	DO/Pam Fiscal Year	RDC ADR	Not Met. DRAFT: See Recommendations for Action in 2.1.a. and 2.1.b., above.
	d. External funding will be at least 30% of total budget.	53%	56%	33%	DO/Pam Fiscal Year	RDC ADR	Met.
	e. External funding dollars per faculty FTE will be at least \$200,000.	\$215,613	\$230,407	\$127,133	DO/Pam Fiscal Year	RDC ADR	Not Met. DRAFT: See Recommendations for Action in 2.1.a. and 2.1.b., above.

Outcome Measure ¹	Target ^{2, 3, 4}	2012-2013 ⁵	2013-2014 ⁵	2014-2015 ⁵	Data Sources and Details	Entities Responsible ⁶	Met/Not Met Recommendations for Action
2.2. The College will include community-based research in the research portfolio.	a. At least 60% ⁴ of the College's research portfolio will include community-based research.	38%	46%	49%	DO/Pam Fiscal Year	RDC ADR, DOPHP	Not Met. DRAFT: Governing Faculty voted in January 2016 to raise several targets that had been consistently exceeded. While we did not meet this target, we continue to make progress each year. The Dean will continue to provide seed funding for projects that involve community partners. The RDC will develop and deliver seminars to increase awareness of community partners and funding opportunities that will enhance the COPH community-based research portfolio. See Self-Study Challenges and Plans, 3.1.f. and 3.2.f.
	b. At least 40% of faculty will have funding from either a grant or contract that was secured with a public health practice partner.	35%	40%	44%	Faculty Survey/Harlan Fiscal Year	RDC ADR, DOPHP	Met.
2.3. Faculty will produce scholarly publications and presentations.	a. At least 95% ⁴ of faculty will publish at least one article per calendar year in a peer-reviewed journal.	85%	85%	86%	Faculty Survey/Harlan Calendar Year	RDC ADR	Not Met. DRAFT: The RDC will pilot manuscript clusters within the COPH as a way of mentoring early stage faculty in writing publications and to increase their number of publications per year. Manuscript clusters would be defined as a group of ~4 faculty that interact on a monthly basis to develop timelines and accountability for writing one manuscript during the year. All individuals in the cluster would contribute to each faculty's manuscript and would then be listed as a co-author on the final publication. See Self-Study Challenges and Plans, 3.1.f.
	b. At least 95% ⁴ of faculty will present their work at a conference/professional meeting at least once per calendar year.	79%	94%	82%	Faculty Survey/Harlan Calendar Year	RDC ADR	Not Met. DRAFT: The RDC will assess the barriers related to faculty not attending one conference per year. Barriers will be identified and interventions will be instituted to facilitate meeting this goal. See Self-Study Challenges and Plans, 3.1.f.

Outcome Measure ¹	Target ^{2, 3, 4}	2012-2013 ⁵	2013-2014 ⁵	2014-2015 ⁵	Data Sources and Details	Entities Responsible ⁶	Met/Not Met Recommendations for Action
Goal 3. The College will promote and participate in public health service via community engagement and public health practice.							
3.1. The College will promote faculty, staff, and students' understanding and application of principles and practices of community engagement.	a. The College will offer at least three educational activities on principles and practices of community engagement.	3	3	3	OPHP/Brandon Academic Year	DOPHP ADASA	Met.
3.2. The College will develop and offer community-based training to increase understanding of and readiness for community engagement.	a. The College will offer at least three training activities available to community partners of the College.	3	3	3	OPHP/Brandon Academic Year	DOPHP ADASA	Met.
3.3. Faculty will actively participate in organizations that promote the public's health.	a. At least 85% ⁴ of faculty will participate in providing technical assistance/services to external organizations that promote the public's health.	78%	83%	83%	Faculty Survey/Harlan Academic Year	DOPHP ADASA	Not Met. Governing Faculty voted in January 2016 to raise several targets that had been consistently exceeded. While we did not meet this target, we continue to make progress each year. By the end of 2017, the Center for Reducing Health Disparities will have in place a strategy for prioritizing College participation in service-oriented activities . See Self-Study Challenges and Plans, 3.2.f.
3.4. The College will develop outreach activities that serve communities of need.	a. At least 60% ⁴ of faculty will develop/participate in outreach activities that serve communities of need.	41%	52%	58%	Faculty Survey/Harlan Academic Year	DOPHP ADASA	Not Met. Governing Faculty voted in January 2016 to raise several targets that had been consistently exceeded. While we did not meet this target, we continue to make progress each year. The Dean and other College leaders will seek funding annually to sustain community-linked health projects . See Self-Study Challenges and Plans, 3.1.f. and 3.2.f.

Notes:

¹Verbiage used in outcome measures and targets was refined in 2013 to better align with survey instruments. The changes were approved by Governing Faculty.

²All targets will be assessed annually unless otherwise noted.

³The MPH Program was a CEPH-accredited joint program with UNMC and UNO from 2001 through April 16, 2010, when it was officially transitioned to the UNMC College of Public Health.

⁴Governing Faculty voted in January 2016 to raise several targets that had been consistently exceeded, and to add targets specific to COPH’s defined underrepresented minority populations.

⁵The three years of complete data for the May 2016 Preliminary Self-Study document are 2012-13, 2013-14, and 2014-15. For the September 2016 Final Self-Study document, we plan to use 2013-14, 2014-15, and 2015-16, although we will not have all the data for the last column until December 2016, after the Site Visit.

⁶“Entities Responsible” refer to the Governing Faculty Committees responsible for monitoring and responding to the targets, where applicable. Data will also be forwarded to Dean’s Office representatives serving as “ex officio” members on these committees. In cases where no Governing Faculty Committee is named, the Associate Dean for Academic and Student Affairs works with appropriate entities to monitor and respond to those specific targets.

⁷Applicable diversity measures use methodology consistent with the Integrated Postsecondary Education Data System (IPEDS) instructions. For example, U.S. citizens and permanent residents are counted in the denominator for calculations of race and ethnicity, designations based on U.S. Census categories.

Key:

Academic Year (Fall semester start through Summer semester end)
ADASA = Associate Dean for Academic and Student Affairs
ADR = Associate Dean for Research
Calendar Year (January 01 through December 31)
CC = Curriculum Committee
CS = Career Services

DDL = Director of Distance Learning
DMP = Director of Masters Programs
DO = Dean’s Office Administrators
DOES = Director, Office of Educational Services
DOPHP = Director, Office of Public Health Practice
Fiscal Year (July 01 through June 30)

FPTC = Faculty Promotion and Tenure Committee
GPC = Graduate Program Committee
GPCC = Graduate Program Committee Chair
HR = Human Resources
OES = Office of Educational Services
RDC = Research and Development Committee