

**UMDNJ-School of Public Health Strategic Plan
GOALS AND OBJECTIVES AY2009-AY2011♦♦ SCOPE OF WORK**

Goal 2 - Community and Diversity: Address challenges in public health by providing a primary source of knowledge for New Jersey citizens, building community capacity and partnerships, and making service a priority in the School.

OBJECTIVES	MEASURES (INDICATORS)	STRATEGIES (ACTION PLANS)	TARGET DATES	PRIORITY	AY2009 PROGRESS	RESPONSIBILITY
<i>Community & Diversity</i>	<i>By the target dates,</i>			1=critical 2=important 3=when can		Bold represents individual(s) responsible for reporting progress.
2.1 Provide continuing education (CE) for public health practitioners and related professionals	(1) Offer at least 250 CE programs annually	Create inventory of CE programs	Annually	1		Director, Office of Public Health Practice
	(2) Train at least 3,000 public health practitioners and related professionals through CE programs annually	Implement CE programs; Conduct assessments for target populations; Adjust programs based on enrollment	Annually	1		Director, Office of Public Health Practice
2.2 Increase SPH partnerships with health systems and local organizations that serve diverse populations to promote public health and decrease health disparities	(1) Increase partnerships and/or external MOAs annually	Meet the goals for MOAs and partnerships; Establish at least 5 additional MOAs	Annually	1		Assistant Dean for Community Health; Directors of Centers, Programs and Institutes
	(2) Conduct and evaluate an Annual Public Health Symposium featuring community/campus partnerships	Plan and conduct a symposium during public health week	Annually (in April each year)	1		Symposium Planning Committee
	(3) Present at least one poster on community/campus partnerships (C/CP) at SPH Research Day annually	Request posters from students and faculty	Annually	1		Assistant Dean for Community Health; Office of Research and Sponsored Programs; Fieldwork Coordinators
	(4) Highlight community/campus partnerships that serve diverse populations on SPH web page quarterly	Request information on partnerships; Post content on partnerships	Quarterly	2		Assistant Dean for Community Health; Departments; Technology Committee
2.3 Encourage community-based service, including outreach to diverse populations for faculty, staff, students and alumni	(1) Update at least 50% of the Faculty/Staff Profiles on the SPH website annually (See Goal 3.8-4)	Request all faculty and staff to review and update profiles annually; Ensure current faculty CVs are posted yearly	Annually	2		Community Health Committee; Office of Academic Affairs
	(2) Secure at least \$5,000 from external funding sources to help support community service projects annually	Obtain funding for community service; Assist community partner agencies in securing funding	Annually	1		Assistant Dean for Community Health; Director of Development

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2.3 <i>continued</i> Encourage community-based service, including outreach to diverse populations for faculty, staff, students and alumni	(3) Document the success of the SPH service program annually	Document V.O.I.C.E.S. activities (Target= ≥ 9); Document percentage of SPH Institutes, Centers and Programs engaging in service activities (Target=100%); Document number of public health seminars and participants (Target=10); Document number of faculty involved in V.O.I.C.E.S. and international public health service (Target= > 4); Document number of students involved in V.O.I.C.E.S. and international public health service (Target= ≥ 12)	Annually	1		Assistant Dean for Community Health
	(4) Present a Community/Campus Partnership Award at Convocation annually	Formally recognize partnerships and collaboration	Annually (in May each year)	1		Awards Committee
	(5) Complete and analyze a student survey every two years	Assess community service among students through a survey	AY2010	1		Assistant Dean for Community Health; Campus Student Government Associations; Associate Dean for Education and Assessment
	(6) Complete and analyze an alumni survey every three years	Assess community service among alumni	AY2011	1		Office of Education and Assessment; Alumni Affairs Coordinator; Assistant Dean for Community Health
2.4 Incorporate public health practice and community service emphasis and opportunities into the curriculum	(1) Provide a thorough and current list of placement sites for fieldwork	Ensure updated lists for placement of fieldwork students, including a possible searchable database of potential sites; Establish a mechanism for regular updating; Make list available to students and faculty	January and June	1		Fieldwork Coordinators

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<i>Community & Diversity</i>	<i>By the target dates,</i>					
2.4 <i>continued</i> Incorporate public health practice and community service emphasis and opportunities into the curriculum	(2) Engage a broader audience of potential sites for FDWC students	Submit abstract to APHA or other professional orgs re: Fieldwork Contact UMDNJ media representative, the SPH Student Bugle, and/or Dean's Bulletin Board regarding Fieldwork presentations to publicize; Create pamphlet/brochure outlining FDWC components, requirements, and responsibilities for distribution to potential fieldwork placement sites	AY2009	2		Fieldwork Coordinators
	(3) Offer at least one 3-credit public health practice course through SPH annually	Prepare, offer and market a 3-credit public health practice course	Annually	1		Faculty; Departments; Curriculum Committee
	(4) Encourage departments to incorporate practice opportunities into courses	Inventory departments to identify current practices opportunities within curriculum	AY2009	2		Community Health Committee; Department Chairs
2.5 Increase awareness of public health issues	(1) Implement at least 15 public health outreach programs annually	Implement outreach programs in the community	Annually	1		Director, Center for School and Community Health Education; Director, Office of Public Health Practice; Faculty
	(2) Develop a mechanism to disseminate timely public health information	Create public health information committee; Meet with state agencies (e.g., DHSS, Department of Defense, LINCS system); Identify technical expertise who could respond	AY2011	3		Assistant Dean for Community Health; Department Representatives; Director, Office of Public Health Practice; Director, Center for Public Health Preparedness; Director, Center for School and Community Health Education
2.6 Increase diversity within SPH (faculty, staff, students, curriculum)	(1) Assess faculty and staff diversity based on the racial/ethnic composition of relevant segments of New Jersey population annually	Calculate and document faculty and staff diversity (Target for Faculty=5% Black, 3% Hispanic, 25% All Minorities; Target for Staff=10% Black, 9% Hispanic, 25% All Minorities); Report status annually to Executive Council	Annually	1		Office of Academic Affairs

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<i>Community & Diversity</i>	<i>By the target dates,</i>					
2.6 <i>continued</i> Increase diversity within SPH (faculty, staff, students, curriculum)	(2) Assess student diversity annually	Calculate and document student diversity (Target=10% Black, 8% Hispanic, 12% Asian, 50% Female); Report status annually to Executive Council	Annually	1		Office of Academic Affairs
	(3) Develop an appropriate approach for considering disability diversity	Charge an existing or new committee to consider options	AY2009	2		Ad Hoc Committee to Address Gender and Ethnic/Racial Diversity
	(4) Finalize the Ad Hoc Committee to Address Gender and Ethnic/Racial Diversity recommendations	Finalize the plan including specific objectives and measurable outcomes related to diversity	AY2009	1		Dean; Ad Hoc Committee to Address Gender and Ethnic/Racial Diversity
	(5) Finalize the diversity plan	Include plan for obtaining support for minority post-doctoral fellows; Include plan to achieve match of faculty diversity with NJ population of advanced degrees; Approve recommendations of the Ad Hoc Committee to Address Gender and Ethnic/Racial Diversity	AY2009	1		Dean; Associate Dean for Academic Affairs ; Executive Council
	(6) Implement the diversity plan	Implement recommendations of the Ad Hoc Committee to Address Gender and Ethnic/Racial Diversity	AY2010	1		Dean; Associate Dean for Academic Affairs