

FLORIDA BOARD OF GOVERNORS

November 18, 2004

SUBJECT: Implementation Authorization for a Ph.D. in Public Health at Florida International University

PROPOSED BOARD ACTION

Consider implementation authorization for a Ph.D. in Public Health (CIP 51.2201) at Florida International University.

AUTHORITY FOR BOARD OF GOVERNORS ACTION

Article IX, Section 7 (d), Constitution of the State of Florida

BACKGROUND INFORMATION

Florida International University is requesting to implement a Ph.D. in Public Health. The graduates of this program will be prepared to assume a variety of professional positions, including public health educators and policymakers. Other Ph.D. programs exist in the state at the University of South Florida and the University of Miami. A Doctor of Public Health was approved for implementation at FAMU at the last meeting of the Board of Governors.

The total workforce in public health is estimated at 300,000 (33% federal). Since schools of public health graduate between 3,000-5,000 per year, with only 20-25% of that total entering public service, a major shortage is predicted in the public health workforce. Doctorates in public health are necessary for students who aspire to teach, and preferred for those who aspire to help make and implement public health policy at the highest level.

There are currently 26 faculty who would participate in the program by Year Five. FIU faculty have the research and instructional experience necessary to implement the program, and the infrastructure is in place.

The program consists of a minimum of 60 post-master's graduate credits. The program's student learning outcomes are based on Council on Linkages in Public Health and Medicine standards, and include the areas of analytic assessment, program planning, policy development, and leadership skills. The School of Public Health intends to pursue Council on Education for Public Health and Association of Schools of Public Health accreditation as soon as possible. Institutions that meet increased programmatic standards, including offering a doctorate, may be accredited as a School of Public Health. Only accredited Schools are eligible to compete for certain federal funding for Schools of Public Health and Medical Schools.

Dr. James Merchant of the University of Iowa College of Public Health served as a consultant for this proposal and enthusiastically supports it. The FIU Board of Trustees approved the proposal at its June 14, 2004 meeting. If the Board of Governors approves the request, the University plans to implement the program in Fall 2005.

Supporting Documentation Included: Staff Analysis

Facilitators / Presenters:

Chancellor Austin / R. E. LeMon / FIU Representatives

Ph.D. DEGREE PROPOSAL STAFF ANALYSIS
Public Health
Florida International University

Estimated costs:

	Total	% & \$ Current	% & \$ New	% & \$ C&G	Cost per FTE	SUS 02-03 Average Costs
Year 1	\$475,375	16% \$76,000	73%, \$348,975	11%, \$50,400	\$59,646	\$25,717 for CIP 51
Year 5	\$1,095,375	25% \$278,000	51%, \$557,375	24%, \$260,000	\$27,167	

Projected FTE and headcount are:

	Projected Headcount	Student FTE
First Year	12	7.13
Second Year	24	14.25
Third Year	33	20.25
Fourth Year	42	25.88
Fifth Year	49	30.75

On April 30, 2003, the Florida Board of Governors approved eight criteria, divided into the two categories of Readiness and Accountability, by which implementation authorization of new doctorates were to be assessed. The following is an analysis of the University's proposal based on further delineations of those eight criteria.

Evidence that the proposed program is listed in the current State University System Master Plan, and/or that the goals of the proposed program relate to the institutional mission statement as contained in the Master Plan

The proposed Ph.D. in Public Health responds to FIU's mission to "offer selected professional, graduate, and research programs, with emphasis on state and national needs," and to "promote service to the public." It is clearly aligned with the University's Health and Medical Education Initiative and the formation of a new Academic Health Center, and the discipline is listed as an area of Emerging Technology in Medical Science and Health Care in the January Draft of the SUS Strategic Planning Y-axis. The goals of the proposed Ph.D. in Public Health relate to the

vision, mission, values, and themes as stated in the FIU Millennium Strategic Plan. The proposed doctoral program will provide opportunities for the development of public health both locally and globally by addressing directly the five strategic themes - health, international, environmental, local/global engagement, and learning opportunities.

Evidence of a relationship to specific institutional strengths

The University's Master of Public Health (MPH) program has been innovative in offering graduate certificate programs online. The fact that the Dietetics and Nutrition faculty will offer a track in the new proposed program is seen by University personnel as relating to the University's strengths. Since initiation in 1995, their students have competed nationally and within the University for fellowships and research funding. This research has been closely aligned with community nutrition, with graduates presenting their research in refereed venues at national meetings. With the inclusion of Community Nutrition in the Ph.D. in Public Health program, the health initiative of FIU is enhanced.

Evidence that planning for the proposed program has been a collaborative process involving academic units and offices of planning and budgeting at the institutional level, as well as external consultants, representatives of the community, etc.

The proposal presents evidence that the planning process has been collaborative. Personnel from the public health community, including experts in the field from other institutions, practitioners in the field, and local area stakeholders have been involved in shaping the program,

Evidence of an appropriate timetable of events leading to the implementation of the proposed program

The timetable of events presented in the program is reasonable, and achievable--long enough to allow for a maximum of input while not stretching the process out too far. Initial discussion began in spring 2000. The program's curriculum was developed beginning in fall 2003. The University Board of Trustees approved the program in June 2004 and sent it forward to the Board of Governors to be placed on the November 2004 agenda. If approved, the program will be implemented in Fall 2005.

Evidence that progress has been made in implementing recommendations from program reviews or accreditation activities in the discipline pertinent to the proposed program

Accreditation site visitors have been very complimentary of the MPH program, citing strength in diversity, richness in field placement opportunities, outstanding internal and external affiliation opportunities, and excellent support from the administration. Their concerns identified a faculty too small in number to accommodate increasing student enrollments, lack of a continuing education program, and lack of an environmental health laboratory. Since that time, steps have been taken to address these concerns: authority to hire eight new faculty members for the 2004-2005 was received; a commitment to hire five new faculty in subsequent years was made; a commitment to seek grant funding to hire two new faculty in Year Five of the program (2009); a continuing education program was started; and new environmental health laboratories were included in the new Health and Life Sciences Building I. The addition of a doctorate in public health will make the Stempel School of Public Health eligible for college-level accreditation instead of the current program-level accreditation.

Evidence of an appropriate, sequenced, and fully described course of study; evidence of

specific learning outcomes and industry-driven competencies for any science and technology programs

In planning the curriculum for the Ph.D. program, the Institute of Medicine's *Who Will Keep the Public Healthy? Educating Public Health Professionals for the 21st Century* was used to determine current perceived priorities in educational programs. For example, the Ecological Model of Health, which describes multiple determinates of health, is a critical component of coursework for Public Health students. This report also recommends that the current core of public health areas of focus (i.e., biostatistics, epidemiology, social and behavioral sciences, environmental sciences, and health services management) be expanded. Eight new content areas have been suggested: communication, community-based participatory research, global health, ethics, cultural competency, policy/law, informatics and genomics. The first six are covered by the Ph.D. curriculum, and students could use electives to include the two additional areas of informatics and genomics. A new School-wide Graduate Seminar in Emerging Public Health Issues also will address these eight new content areas.

The research focus of the Ph.D. will be enhanced by the recommended community-based participatory research methodology that has continued to gain recognition by the funding agencies. This partnership approach to research equitably involves community members, organizational representatives, and researchers in all aspects of the research process.

Evidence that, if appropriate, the bachelor's and master's degree programs associated with the program are accredited and that the institution anticipates seeking accreditation for the proposed program if available.

The Council on Education for Public Health (CEPH) accredits degree programs in Public Health. CEPH has two categories of accreditation. Institutions that offer the Master of Public Health degree may be accredited as Programs in Public Health. Institutions that meet increased programmatic standards, including offering a doctorate, may be accredited as a School of Public Health. Only accredited Schools of Public Health are eligible to compete for certain federal funding for Schools of Public Health and Medical Schools. There are only 34 accredited schools of public health in the United States, who are also full members of the Association of Schools of Public Health. Eight additional schools (including FIU) are vying to become accredited within the next few years and are currently associate members.

The Master of Public Health program at FIU was pre-accredited through CEPH in 1993; it was reaccredited in 1996 and 1999. An interim report in 2001 extended full accreditation through 2006; this reflects the maximum allowable accreditation period of seven years. The MPH program is available via the Internet as well as through the traditional campus-based course offerings.

At this time, FIU does not offer an undergraduate degree in Public Health.

Evidence that the proposed institution has analyzed the feasibility of providing all or a portion of the proposed program through distance learning technologies via its own technological capabilities, as well as through collaboration with other universities

The Public Health Ph.D. program is anticipated to be a "traditional" program with students encouraged to pursue full-time doctoral study. It is believed that through faculty mentorship, doctoral students will gain the necessary research competencies to be successful in academia,

research, and public health policy endeavors. Due to the intense research requirements for this degree, the University argues that a close, long-term student/faculty relationship is needed and that distance-based and other non-traditional formats would not be ideal. However, there will be a few students working in public health agencies who may be considered for part-time status.

Evidence that there is a critical mass of faculty available to initiate the program based on estimated enrollments

There are currently 26 faculty who would participate in the program by Year Five, and the University plans to hire 15 additional faculty. The proposal indicates a plan for increasing the number of faculty as the program grows over its first five years. In addition, there are enough faculty to ensure that the research needs of the students (especially dissertation/research supervision) are met.

Evidence that the faculty in aggregate have the necessary experience and research activity to sustain the program

It is expected that all faculty will have some involvement with the Ph.D. students if they are active in research. The proposal gives evidence that the faculty is experienced in research and in research direction. Current faculty members who will devote some portion of their workload to the program in its first five years have served as major professors for 53 dissertations and 243 theses, published 826 journal articles and 202 books or chapters, and presented over 1,500 conference papers or abstracts.

Evidence that, if appropriate, there is a commitment to hire additional faculty in later years, based on estimated enrollments

The proposal details plans to increase the size of the faculty to keep pace with projected enrollment growth. In addition, the proposal provides comparisons with programs at Ohio State University, the University of Arizona, and St. Louis University. The number of faculty and number of students expected to be in the Florida International University program are generally in line with those in these peer programs.

Evidence that library volumes and serials are sufficient to initiate the program

The proposal indicates that the University library has a solid base from which to build a comprehensive collection in the field. In addition, University personnel indicate that there is a commitment to bolstering the collection in relevant areas. In addition to the 171 relevant journals subscribed to by the library, faculty have requested 37 more. The library acquisitions plan automatically purchases all university press monographs in the health sciences field. The library also has access to over 40 online databases in public health and related fields.

Evidence that classroom, teaching laboratory, research laboratory, office, and any other type of space necessary is sufficient to initiate the program

With occupancy of Health and Life Sciences (HLS) II in November 2004, all of the Stempel School of Public Health faculty will be housed in the same building. Stempel School faculty have seven state-of-the-art wet labs. The complex also contains a Food Preparation Lab and a Food Sciences Lab for Community Nutrition. In addition, there are Nutrition Intake and Assessment and other Nutrition Labs in nearby buildings. Doctoral students will work with faculty in these research labs; no additional teaching labs will be required for the proposed program. HLS I and II have several classrooms, from large lecture-style auditoriums to small

seminar rooms. College courses, including those of the Stempel School, are given first priority for use of these rooms. Additional classrooms are available in nearby buildings through the University allocation system.

Evidence that necessary and sufficient equipment to initiate the program is available

Currently, the College supports four computer labs with a total of 90 computer workstations, networked printers, and LCD projectors for instructional purposes. All College computers are connected to a University server and a wide variety of software is available on these laboratory machines, including specialized discipline-specific programs. Additional computer labs are maintained by the University for students' use. Students and faculty can access the Internet from any point in the School, though wireless technology.

Evidence that, if appropriate, fellowships, scholarships, and graduate assistantships are sufficient to initiate the program

FIU's Department of Public Health had 22 graduate assistantships (9 OPS and 13 grant) with \$61,428 total in fee waivers, need-based funding, and research grant-matching (\$28,074) tuition waivers for its master's students for the 2002-03 academic year. The Department of Dietetics and Nutrition had 16 assistantships, mostly at the doctoral level (7 OPS, 19 grant), with \$40,963 total in fee waivers, need-based funding, and in research grant-matching (\$19,463) tuition waivers for master's and doctoral students. In addition to State funding, the Star Foundation is a continuing source of funds for student scholarships in the School.

Evidence that, if appropriate, clinical and internship sites have been arranged

Programs within the Stempel School of Public Health have a long-standing record of working with the community. Most master's students complete an internship as part of their academic training. The internship facilities represent a myriad of agencies and healthcare organizations where doctoral students might engage in community-based research. Program personnel expect that Ph.D. students with less experience will be encouraged to spend some time at various public health-related facilities to better understand the milieu for their research and for public policy study. A formal internship experience could be arranged similar to that of MPH students.

Evidence that there is a need for more people to be educated in this program at this level

The proposal outlines the global numbers in the field. The total workforce in public health is estimated at 300,000 (33% federal). Since schools of public health graduate between 3,000-5,000 per year, with only 20-25% of that total entering public service, a major shortage is predicted in the public health workforce.

In addition to the increasing shortage in the public health workforce, the current workforce is under-educated. Nearly half of the public health workforce lacks formal academic training in public health; an even smaller percentage of the leadership group has completed such training. Moreover, faculty shortages are looming in schools of public health. The proposed Ph.D. in Public Health at FIU would help address these issues for Florida. The need for Ph.D. prepared professionals in Florida is argued to be greater than the nation as a whole. The University argues that the situation is most critical in South Florida, for the following reasons:

- As a large (4th largest) and diverse state, Florida has 15 million residents including elderly persons, immigrants – populations at high risk for major health risk factors.

- The large number of elderly persons, low income persons moving from other states, and immigrants from less developed countries create several factors that impact the health of the state and have implications for the services provided. These factors include the growing threat of infectious diseases, including HIV/AIDS; a disproportionately large number of substance abusers; and Floridians without access to healthcare services.
- In 1999, 18% of the population of Miami-Dade County was living below the poverty level, compared to the state average of 12.5%.
- Florida ranks third in the nation for incidence of AIDS cases. Miami currently reports over 25,000 cases of HIV/AIDS – more than the combined totals for the states of Georgia, Maryland, Massachusetts, and Virginia. Broward and Miami-Dade Counties were ranked #1 and #2 among all counties in the U.S. for their increased rates of HIV/AIDS in 2002.
- Its 2,000 miles of shoreline, the fact that Florida is a gateway from Latin America and other international areas, and the high visibility of its tourist destinations put the state at higher risk for terrorism than other states. Although there has been progress in developing systems for early identification and response, the state healthcare systems need more preparation for early identification and response to a major event.

Florida also is under the continual threat of natural disasters (e.g., hurricanes) with the resulting implications for health risks.

Evidence that the proposed program does not duplicate other SUS or independent college offerings or, otherwise, provides an adequate rationale for doing so

The only other doctoral programs in Public Health at a public institution in the State of Florida are the Ph.D. program at the University of South Florida (USF) and the recently approved Doctor of Public Health at Florida A&M University. Dr. Dev Pathak, Director of the Stempel School of Public Health has been in communication with USF's School of Public Health, which provided a letter of support for the development of a School of Public Health with a Ph.D. program at Florida International University.

Evidence of reasonable estimates of student headcount and FTE who will major in the proposed program, and commitment to achieve a diverse student body

The program will be marketed to women and minorities, who are underrepresented in doctoral programs and administrative and research positions in public health. The current MPH program consists of over 80% minority students—40% Blacks, many of whom are from the Caribbean, 27% Hispanics, and 15% Asians. About two-thirds of the students are women. Both through race/ethnicity and gender, the MPH program is seen to be responsive to the need to increase the number of women in public health leadership and address the under-representation of minorities in the health professions. Program personnel project that most applicants for enrollment the first two years will come primarily from among the very diverse population of MPH graduates. In future years, recruitment will focus on qualified students from across Florida, as well as from other College of Health and Urban Affairs Master's programs. Currently, the endowed Starr Scholarship substantially enhances the diversity of FIU's student base for Latin American and Caribbean students. The proposal includes the required signed EEO statement.

Evidence of a budget for the program that is complete, reasonable, comparable to the budgets of similar programs at other SUS institutions, and reflective of the proposal's text

The program budget given in the proposal appears to be complete, reasonable, and consistent with the rest of the proposal. The cost-per-FTE begins well above the SUS average for programs

in the 51 CIP (\$59,646 for the first year of this program, as opposed to the SUS average of \$25,717), but by the fifth year, the costs are reduced to the general area of the average (\$27,167).

Evidence that, in the event that resources within the institution are redirected to support the new program, such a redirection will not have a negative impact on undergraduate education

There is no baccalaureate program in public health at Florida International University.

Evidence that the academic unit(s) associated with this new degree have been productive in teaching, research, and service.

The teaching loads of faculty in the Stempel School of Public Health vary from 1-8 courses per year based on other research or administrative assignments. Numerous faculty have external funding which affords a reduction in their teaching loads. Those faculty with Research appointments that are 100% paid from grants do not have a teaching assignment. Available data from FIU Institutional Research for the past three years indicates FTE production in the MPH program ranged from about 80 FTE per year in 2000 to 73 FTE in 2002-03. This drop was attributed to the difficulty international students had entering the United States after 9/11/01. Degrees granted in Public Health increased from 45 in 00-01 to 51 in 02-03.

The Master's degree in Dietetics and Nutrition has had between 27-33 FTEs per year for the past three years. Graduates of that program have been 12-16 in the same time period. The PhD Program in Dietetics and Nutrition admitted its first students in 1996. Since that time 8 have graduated (1 in 2000, 3 in 2001, 1 in 2002, 3 in 2003) and 18 students were enrolled, of whom 8 were in candidacy at the time the proposal was submitted. Faculty have been productive in attracting external funding to support doctoral research. In 1997, the National Policy and Resource Center on Nutrition and Aging was the first to support a doctoral student from external funds.

Externally funded research in the Stempel School of Public Health targets state and local needs, such as research emphases in HIV/AIDS and lead poisoning. The research of the Center on Nutrition and Aging is focused on the demographic realities of Florida, especially the institutionalized elderly. And, the research interests of faculty concerned with obesity, hypertension and diabetes focus on issues that disproportionately effect Florida's minority populations. FIU faculty had a 95% record with 2.2 publications per faculty member. This was close to the peer institutions range of 2.3-2.5 publications per year.