

**State University System
Education and General
2022-2023 Legislative Budget Request
Form I**

University(s):	Florida A&M University
Request Title:	Improving 21st Century Health and Wellness
Date Request Approved by University Board of Trustees:	Pending Board of Trustees Approval August 5, 2021
Recurring Funds Requested:	\$6 million
Non-Recurring Funds Requested:	
Total Funds Requested:	\$6 million
Please check the request type below:	
Shared Services/System-Wide Request	<input type="checkbox"/>
Unique Request	<input checked="" type="checkbox"/>

- I. Purpose** - 1. Describe the overall purpose of the plan, specific goal(s) and metrics, specific activities that will help achieve the goal(s), and how these goals and initiatives align with strategic priorities and the 2021 University Accountability Plan established by your institution (include whether this is a new or expanded service/program). If expanded, what has been accomplished with the current service/program? 2. Describe any projected impact on academic programs, student enrollments, and student services. University of Distinction proposals should also address the requirements outlined in the separate guidance document.

SUMMARY

Florida A&M University is requesting **\$6 million** in recurring funding via the Universities of Distinction program to support strategic investments in the areas of Public Health and Health Administration. The graduate programs are areas of strength for the University and are poised to achieve sustained excellence at the state and national levels with an infusion of Universities of Distinction funding. As outlined below, these investments will facilitate FAMU's focus on **Improving 21st Century Health and Wellness** and lead to increased: 1) program rankings; 2) production of high-quality graduates to meet Florida's critical workforce needs; 3) research productivity and scholarly output; and 4) community collaborations and partnerships to build healthy sustainable communities through disease awareness, prevention, and intervention. These program enhancements in turn will provide a significant

return on investment, by enhancing Florida's capacity to provide high quality healthcare and services to its diverse and aging citizenry.

Section I:

FAMU Universities of Distinction Project Framework and Rationale

The modern healthcare system has become one in which interdisciplinary teams represent complex entities who are increasingly asked to innovate, lead change, maximize work quality and efficiency to address challenges to public health, the healthcare service arena, and the health profession. To help address these challenges, Florida A&M University (FAMU) has identified a unique area of strength where it will focus on **Improving 21st Century Health and Wellness** by leveraging its high-level graduate programs in Public Health and Health Administration as a University of Distinction. Three specific academic programs have been identified that will work synergistically towards Improving 21st Century Health and Wellness in the State of Florida.

1. Doctor of Public Health (DrPH)
2. Master of Public Health (MPH)
3. Master of Health Administration (MHA)

FAMU's approach to Improving 21st Century Health and Wellness is guided by the goals and priorities outlined in FAMU's 2021 Accountability Plan and 2017-2022 Strategic Plan (*FAMU Rising*), which are aligned with the State University System's Strategic Plan. Outcomes from this initiative will result in the production of a more highly qualified workforce to meet the demands of today's public sector and healthcare industry. Specific to the State of Florida, foci of the initiative will be geared towards:

- Enhancing methods of disease prevention, health promotion, awareness, intervention, and community-participatory research (Public Health);
- Increasing efficiency and effectiveness in the management of health services (Health Administration); and
- Developing enhanced inter-professional collaboration and training initiatives with integrated practical and simulated experiences designed to improve overall health outcomes in the 21st century (Integration of Public Health and Health Administration).

Inter-professional collaborations allow public health professionals and healthcare managers to engage in protecting and improving the health of people and the communities in which they live; promoting healthy lifestyles, researching disease and injury prevention; and detecting, preventing and responding to critical health issues. Essential components to inter-professional collaboration include educational training that incorporates practical experiences for faculty and students, either through authentic on-site encounters in a face-to-face environment or through multi-disciplinary simulations that enhance skill proficiency and promote teamwork in the delivery of health care. Through this initiative, FAMU will increase

opportunities for students to be actively immersed and engaged as developing professionals groomed in a multifunctional and interdisciplinary environment that exemplifies the scholarship of teaching and learning, allowing faculty and students from both public health and health administration to engage in learning and evaluation simultaneously.

Table 1 – Alignment of Proposal with Key Goals of Universities of Distinction

Key Goals of Universities of Distinction	Alignment of FAMU’s Proposal for Improving 21st Century Health and Wellness
Focuses on a core competency unique to the State University System and one that achieves excellence at the national or state level.	<ul style="list-style-type: none"> ▪ Focuses on Health programs (core competency for SUS and FAMU). ▪ Targets goals to achieve excellence at state and national levels via rankings and recognitions for program quality, diversity, and affordability.
Meets state workforce needs now and into the future, including needs that may further diversify Florida’s economy.	<ul style="list-style-type: none"> ▪ Addresses critical workforce needs in the healthcare industry including: <ul style="list-style-type: none"> ➢ Servicing Florida’s aging population; ➢ Servicing underserved populations; and ➢ Producing highly trained workforce.
Fosters an innovation economy that focuses on areas such as health, security and STEM.	<ul style="list-style-type: none"> ▪ Contributes to diversification of Florida’s Health economy via production of highly trained graduates equipped to address emerging need to offer healthcare services in both institutional and non-hospital homecare settings.

**Section II:
Overview of FAMU’s Public Health Programs**

The field of Public Health focuses on improving and protecting community health and well-being, with an emphasis on prevention among large groups of people. Significant progress has been made in the past century in improving health and longevity through public health interventions and advances towards high-quality healthcare. However, fundamental challenges still exist as key factors that significantly influence overall health and well-being for many members of society; particularly outcomes related to racial and ethnic disparities. (Public Health 3.0: A Call to Action for Public Health to Meet the Challenges of the 21st Century, 2019).

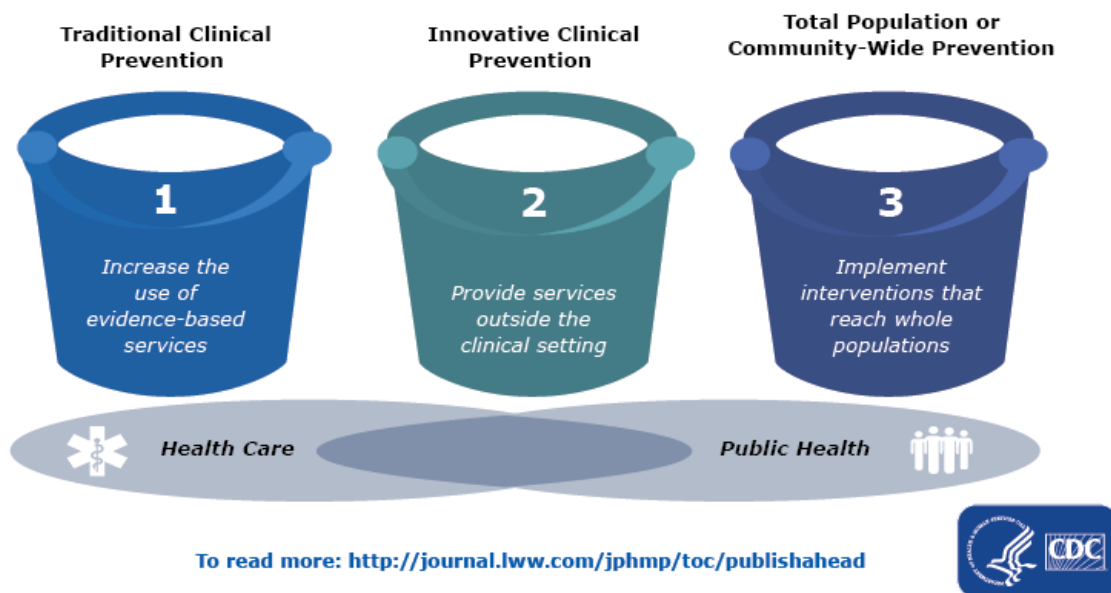
Fortunately, many programs, such as FAMU’s DrPH and MPH are working to influence these determinants both by producing more graduates (especially minorities) trained to effect change and bring added value in disciplines that address workforce shortages. FAMU public health professionals are uniquely

qualified to conduct research and build collaborative partnerships with local communities that focus on effective methods for increasing awareness and implementation of primary prevention and disease intervention measures.

Leveraging the competencies of FAMU Public Health programs increases opportunities to more directly impact healthcare by integrating the three distinct areas of prevention as provided in the Center for Disease Control and Preventions' framework Public Health 3.0. The CDC developed this framework in response to a transforming system of healthcare that typically focused on episodic, non-integrated care towards one that integrates healthcare and public health to effect substantial change in lasting health for individuals, communities, and populations. The integration is conceptualized using three "buckets" of prevention-traditional clinical prevention interventions, innovative clinical interventions, and extended care outside the care setting, and total population or community-wide interventions. (*Healthy People 2020*, U.S. Department of Health and Human Services).

FAMU public health programs work in concert with this model as graduates are trained to develop non-clinical, community approaches using evidence-based research to help build sustainable, healthy communities outside of the clinical setting and that affect total populations.

Figure 1 – Center for Disease Control Public Health Framework



Source: <https://nam.edu/public-health-3-0-call-action-public-health-meet-challenges-21st-century/>

Evidence of FAMU's Public Health programs that have directly impacted the public health sector can be seen in recent events in response to the global COVID-19 pandemic. FAMU's Institute of Public Health faculty have been directly involved in state and local efforts to help combat the rapidly growing pandemic in the United States. On April 25, 2020, Florida A&M University opened its Bragg Stadium as a walk-up COVID-19 testing site to assist Tallahassee's Southside

community in the fight against the pandemic. FAMU in partnership with Bond Community Health Center organized the site, with logistical and other support from the Florida Department of Health and the Florida Department of Management Services. The Leon County Health Department is also a partner.

Since its opening, nearly 360,000 people have been tested for COVID-19. Our community partners have noted its success and have been very pleased with the outcomes, particularly the services provided to Tallahassee's Southside, where FAMU is physically located. "What we are doing is within the mission of FAMU and the Bond Community Health Center," said Dr. Cynthia Harris, who is director of the FAMU Institute of Public Health. "This is a huge team effort. I am elated to see the outpouring of support." The site was initially scheduled to operate for a few weeks. However, it remains open due to the demand to serve Leon County and its constituents. "It is vital that this site remains open," said Dr. Temple Robinson, CEO of Bond Community Health Center, a partner in operating the site. "There are so many people we have yet to reach in the Tallahassee area who need to be tested." The site will remain open for the foreseeable future in an effort to combat the COVID-19 pandemic with essential services provided by the FAMU Institute of Public Health, FAMU faculty, staff, and community partners.

In addition to the COVID testing site, the FAMU Institute of Public Health was instrumental in the recent development and implementation of the FAMU Vaccine Administration Center (located in the Al Lawson Multipurpose Center) and offers all vaccines (Moderna, Pfizer and Johnson and Johnson). To date, nearly 13,000 people have been vaccinated at the Center. Twenty-three public health faculty and 13 students were also deployed by the Florida Department of Health to provide epidemiological support with contact tracing and modeling as well as health education assistance. Additionally, in April 2021, the FAMU Institute of Public Health was asked to lead an effort to reduce state-wide vaccine hesitancy in black and brown communities. This effort is interdisciplinary and involves the efforts of faculty and students in public health, allied health sciences, pharmacy, and nursing.

The FAMU Institute of Public Health also has expertise in mental health education and peer support for first responders. Recently, FAMU (through the FAMU Institute of Public Health) provided peer support and mental health services for firefighters called to action in the wake of the condo tragedy in Surfside, Florida. Through a grant awarded to a FAMU public health faculty member (2nd Alarm Project-\$1 million), invaluable mental health and peer support services were rendered to these first responders.

A. Public Health (DrPH, MPH) Program Profile

The FAMU Institute of Public Health (IPH) was founded in 1995 and is housed within the College of Pharmacy and Pharmaceutical Sciences & Institute of Public Health. IPH was established to address disproportionately affected populations, experiencing adverse health outcomes such as heart disease, stroke, cancer, diabetes, infant mortality, HIV/AIDS and environmentally related conditions. Its

mission is to develop and produce culturally competent public health practitioners and leaders through graduate training, research and service. Focus areas of the program are: (1) Disease Intervention, Prevention and Awareness; and (2) Community-Based Participatory Research (CBPR).

The FAMU Public Health programs, through the expertise of its faculty, have collectively over 250 years of experience in teaching, research, and service and are continuously contributing substantially to the state of health in Florida through local and state-wide community partnerships. The program is the first DrPH degree program to be offered by a Florida institution of higher learning. Since its founding, the program has grown and distinguished itself as one of FAMU's signature and most impactful health programs. Since the graduation of the first DrPH student in 2008, 52 students have been conferred with the DrPH. The MPH program has graduated 450 students since 2004. Since its inception, the FAMU IPH has garnered over \$17 million in total extramural funds (includes committed funds for outlying years) through the success of the faculty in obtaining federal and state contracts and grants.

B. Strengths of FAMU's Master of Science in Public Health (MPH) and Doctor of Public Health (DrPH) Programs

FAMU's academic programs in the Institute of Public Health (IPH) are highly productive and successful and are major strengths for the University. As noted below, these programs play a critical role in helping the University fulfill its mission, which includes a dedication to the "empowerment of citizens and communities."

- IPH supports FAMU's long-standing focus and commitment to conducting research and producing graduates to address health disparities and issues that disproportionately impact minority populations.
- IPH currently plays a critical role in the nation's effort to reduce the spread of COVID-19. FAMU faculty are actively engaged in daily testing through the Florida A&M University-Bond Community Health Center COVID-19 Testing Site since its opening April 25, 2020. The site has tested nearly 360,000 individuals.
- IPH aligns with the Strategic Priorities of the State University System to increase the production of highly qualified graduates in STEM and health disciplines to meet Florida's workforce needs. More than 90 percent of IPH graduates are African American, which demonstrates the ability of the programs to address diversity needs in the workforce and produce graduates who are committed to providing health services to underserved populations.
- The FAMU Public Health Program is fully accredited by the Council on Education for Public Health (since 2000). The program underwent its most recent re-accreditation (September 20-21,2020) with maximum re-accreditation (seven years) and **no non-compliant** findings as rendered by the Council at its meeting on March 7, 2021.

C. Program-Specific Rankings

FAMU master's level program in Public Health is currently ranked within Florida and nationally, and program faculty are striving to reach a designation of excellence in this program by increasing its existing rankings.

- Master of Public Health ranked No. 35 by MPH Online as one of the best MPH Programs in Florida (Source: <https://www.mphonline.org/top-online-masters-in-public-health-programs/>)
- MPH ranked in the top 20 nationally for most affordable online MPH programs in 2020 (Source: <https://www.bestvalueschools.com/cheap/online/ MPH-degree-programs/>)
- IPH ranked 123rd nationally in the 2021 U.S. News Rankings of "Best Public Health Schools." This ranking placed IPH above two other SUS institutions (UNF and UWF), and below four others (USF, UF, FIU, FSU).
- MPH ranked #5 of Most Affordable Online MPH Programs in 2020 (Source: <https://www.mphonline.org/cheapest-online-mph/>)

Universities of Distinction funding will assist in elevating FAMU's Public Health programs to excellence at the state and national levels, as reflected below:

- Become a top 75 program nationally;
- Become a top 3 program in Florida; and
- Become a top 20 program nationally for affordability.

Universities of Distinction funding will also enhance the University's ability to increase community partnerships that target disease prevention and awareness. Specifically, the programs in Public Health are seeking to contribute to the overall health and wellness in the State of Florida through:

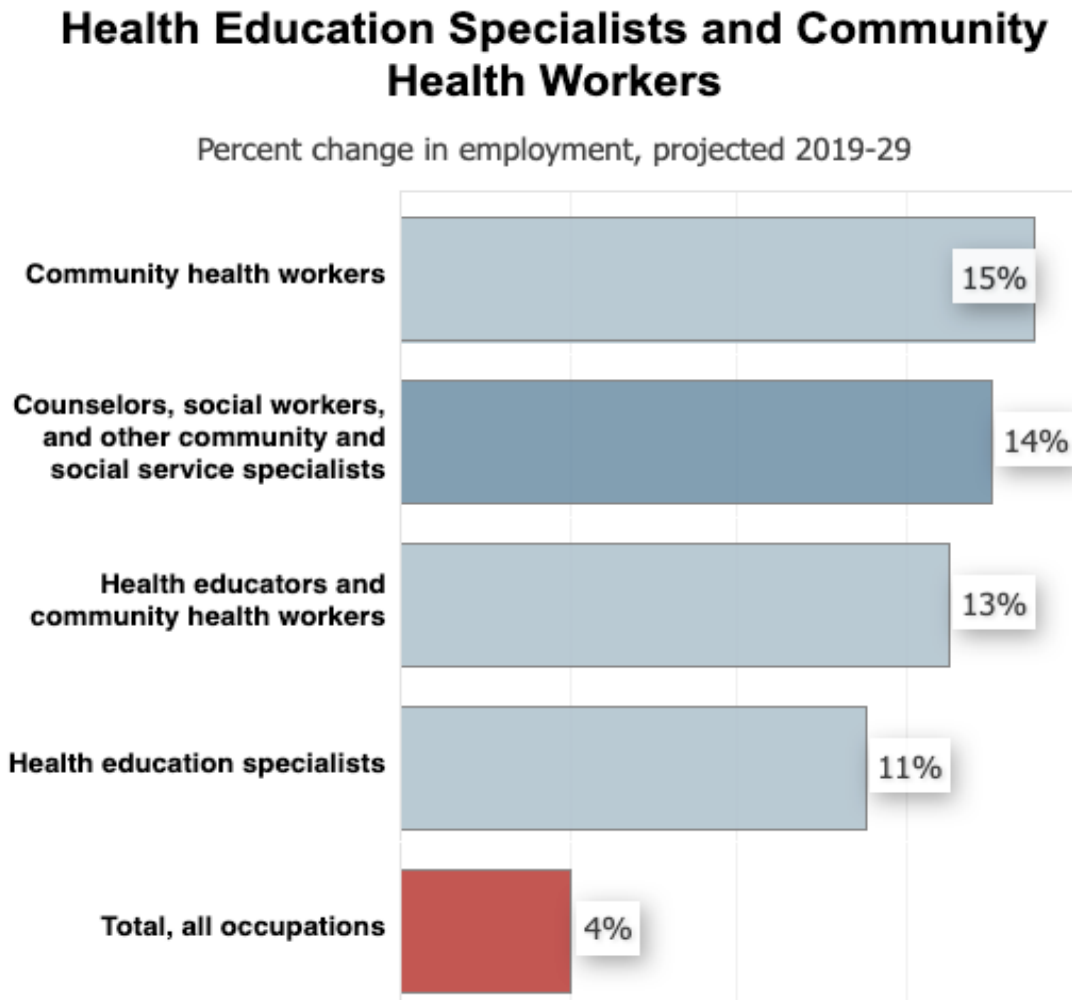
- Expanding initiatives and research to help combat the global pandemic COVID-19 (Years One and Two);
- Expanding current initiatives of conducting community-wide assessments in Leon and Gadsden counties to determine gaps in community public health needs (Year One);
- Increased collaborations with agencies to address the problem of childhood obesity (Year One);
- Expanding partnerships with counties in Florida to address environmental health concerns (Year One); and
- Increased collaborations to provide disaster management and emergency preparedness outreach including peer support and mental health services to first responders (Improvement Over Time).

D. Workforce Demand for Public Health Professionals

Job outlook for public health professionals overall is growing nationally and in the State of Florida, particularly as governments and health agencies try to reduce cost and favor practices that focus more on preventive care and teaching communities

how to sustain good health. Bureau of Labor Statistics (2018) data reports that employment for health educators and community workers is projected to grow by 11 percent between 2018 and 2028, much faster than the average for all occupations.

Figure 2 - BLS Data - Health Educators and Community Workers



Note: All Occupations includes all occupations in the U.S. Economy.

Source: U.S. Bureau of Labor Statistics, Employment Projections program

Source: <https://www.bls.gov/ooh/community-and-social-service/health-educators.htm#tab-6>

The job outlook for Public Health professionals in the State of Florida is also impressive. Information from O*NET shows data for some of the top occupations in public health with a bright outlook. A review of the top five occupations, which

are listed below, reveals that the projected growth for the State of Florida ranges from an average of 5 percent to 15 percent from 2016-2026.

1. Occupational Health and Safety Specialists
2. Health Education Specialists
3. Medical and Health Services Managers
4. Community Health Workers
5. Health Specialties, Teachers, Postsecondary

Source: <https://www.onetonline.org/find/quick?s=public+health>

BLS data (2020) also shows Florida ranked as one of the top five states with the highest employment level of health education specialists.

Table 2 – Employment of Health Education Specialists, by state, May 2020 (BLS)

State	Employment	Employment Per Thousand Jobs	Hourly Mean Wage	Annual Mean Wage
California	6,600	0.40	\$33.77	\$70,230
New York	4,190	0.48	\$27.80	\$57,830
Texas	3,420	0.28	\$26.18	\$54,460
Florida	3,230	0.38	\$28.26	\$58,770
Pennsylvania	2,770	0.50	\$30.10	\$62,620

Source: <https://www.bls.gov/oes/current/oes211091.htm#st>

Because of the versatility in the public health sector, MPH and DrPH graduates can work in a variety of fields within public health with median salary ranges from \$33,000 - \$162,000 annually.

Table 3 – Public Health Highest Paid Occupations –Employment, Wages, and Projections

Occupation	Median Salary May 2020	% Growth by 2029
Biostatistician	\$92,390	33%
Epidemiologists	\$74,560	5%
Environmental Scientists and Specialists	\$73,230	8%
Health and Safety Engineer	\$94,240	4%
Medical and Health Services Managers	\$104,280	32%
Social and Community Service Manager	\$69,600	17%

Sources: <https://www.publichealthdegrees.org/highest-paid-public-health-jobs> and Bureau of Labor Statistics

FAMU graduate programs in Public Health train graduates for each of the below occupations as well as additional disciplines. Specifically, the MPH and DrPH have areas of specialties as listed below:

- Behavioral Science (MPH, DrPH);
- Health Education (MPH, DrPH);
- Epidemiology and Biostatistics (MPH, DrPH);
- Environmental Occupational Health (MPH); and
- Health Policy Management (MPH).

Salaries for FAMU graduates of Public Health fall near or within the range of occupational salaries shown above and the mean range (\$39,930 - \$54,520) for community and health workers in the State of Florida for 2018. Graduates with doctoral degrees are employed at higher rates. Data from the Florida Education and Training Placement Information Program (FETPIP) reports salaries on FAMU graduates employed in the State shows the following.

Table 4 - FAMU MPH and DrPH Graduates' Salaries (State of Florida)

	2015-16	2016-17	2017-18	2018-19
MPH	\$43,800	\$39,388	\$34,256	\$40,100
DrPH	\$69,716	\$55,628	N/A	N/A

Source: FETPIP, 2015-2019, <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/state-university-reports.stml>

The demand for public health professionals has further heightened due to current events and the rapidly spreading coronavirus. Much emphasis has been focused on frontline clinicians, intensive care, acute care, and emergency department capacity of hospitals, which are essential in caring for moderate and severe cases. In addition, community and public health professionals, epidemiologists and other public health workers in state and local governments are essential at this time (*Emerging Health Workforce Strategies to Address COVID-19*). Individuals in with a background in public health may be responsible for conducting rapid case identification and trace contacts for COVID-19 testing, isolation of confirmed cases, and quarantine of individuals who have been in close contact. With a background in these disciplines, graduates of public health can aid states and counties in their efforts for keeping milder COVID-19 cases at home and towards maintaining health care services to reduce the burden on hospitals. FAMU’s MPH

and DrPH trained graduates that are highly qualified to work in these capacities and help address the growing pandemic.

Section III: Overview of FAMU's Health Administration (MHA) Program

A. Master of Health Administration (MHA) Program Profile

The Master of Health Administration (MHA) degree program was established at FAMU in 2000 with the first class in 2001. The program was designed to train students in areas critical to the improvement and offerings of quality health services. Specifically, it was designed to provide the necessary skills for those seeking leadership management careers in a variety of public, private nonprofit, and for-profit health care organizations, including, but not limited to, hospitals, long-term care organizations, integrated delivery systems, insurance firms, medical group practice, ambulatory care organizations, mental health agencies, managed care, and health care consulting. Its mission is to provide students with a firm foundation to discover, define and refine compassionate leadership utilizing a competency-based, applied curriculum in health administration. Faculty within the program have over 95 years of collective experience in healthcare, teaching, research, and service, which adds depth and breadth to the quality of training for our graduates. The program has graduated 173 students since inception. FAMU's MHA program also holds the distinction of being the only CAHME- accredited program at an HBCU. CAHME, the Commission of the Accreditation of Healthcare Management Education is the premier organization that accredits graduate health administration programs nationwide.

B. Strengths of FAMU's Master of Health Administration (MHA) Program

Changes in a diverse nation and growing economy are having a direct impact on the healthcare industry. With these changes come a number of challenges. As more individuals become qualified to lead in the healthcare field, a greater impact can be made to address the challenges of the 21st century. By the year 2030, the number of people over 60 years of age will increase by 56 percent. To accommodate this drastic change, organizations will need to continuously update their practices and have qualified health care leaders to manage operations and services. FAMU's Master of Health Administration contributes to meeting this growing demand by producing qualified graduates each year trained in health management and services. The MHA program also helps to diversify Florida's economy for health management and services occupation. Data from the U.S. Department of Health and Human Services (2018) shows that only 12 percent of managers in medical and health services in 2018 were Black/ African American.

Table 5 - Medical and Health Services Managers by Race, 2020 (BLS)

White	Black or African American	Asian	Hispanic or Latino
77.6.0%	13.3%	5.6%	11.5%

Source: <https://www.bls.gov/cps/cpsaat11.htm>

Through this initiative, FAMU will help to address a specific need as it relates to the management of nonprofit long-term care facilities, which is a critical need in the U.S. and Florida. This will impact the healthcare challenges stemming from the baby boomers’ era and the current state of the nation as it continues to fight COVID-19. As part of its current offerings, the MHA program will enhance opportunities for enrolled students by providing unique experiences tailored to nonprofit healthcare facilities through the establishment of an Executive Residency Program for Nonprofit Organizations. A review of peer institutions with MHA programs reveals that none currently offer an Executive Residency Program specific to nonprofits.

The coronavirus pandemic has brought to light the need for greater focus on data and data analytics as the primary driver of decision-making. For example, an article by Kent (2020), stated, “data analytics tools will play a major role in mitigating the spread of the virus going forward” (<https://healthitanalytics.com/news/how-will-big-data-analytics-factor-into-the-next-phase-of-covid-19>). The MHA program is positioned to provide students with additional training in this high demand area of the health care industry. Further evidence of FAMU’s distinct capacity to train the next generation of health care leaders is shown through the program’s partnerships and the faculty’s established record of excellence as it relates to research and collaboration. Such accomplishments include:

- Strategic partnership with one of the largest healthcare systems in the U.S., Hospital Corporation of America (HCA), recruits FAMU MHA graduates for its Executive Residency Program. This program fast tracks students for executive positions in one of their many locations throughout the state of Florida. FAMU MHA graduates are highly sought after for the quality of their education and contribution to diversifying the health management and services industry.
- Strategic partnerships with health care organizations that provide internships, fellowships, and future career opportunities. The current list of strategic partners includes Leading Age, Cantex Continuing Care Network, ProMedica, Baptist Hospital System, Yale New Haven Hospital System, and several others.
- Partnership with American College of Healthcare Executives (ACHE). The Division is a member of the ACHE Higher Education Network (HEN), which provides several benefits to students. The HEN is designed to assist health care management programs in mentoring the next generations of healthcare

managers through an expanded support for student organizations. Through this partnership, FAMU faculty will continue to work with ACHE to plan and host local continuing education programs.

- Partnership with National Association of Health Services Executives (NAHSE). The Division has partnered with the NAHSE Florida Chapter to create experiences for healthcare management students to gain an understanding of, and to interact with a variety of health care professionals, and to increase NAHSE visibility in Tallahassee by forming a leadership team, increasing memberships and hosting annual educational programs.
- The Director of the Division of Health Care Management, Dr. Juliet Weaver, is the co-editor for a special issue of the Journal of Health Administration Education focused on post-acute care.
- The MHA Coordinator, Dr. Marisa Lewis, received one of twelve grants awarded by the Medical Marijuana Education and Research Initiative to explore the knowledge and perceptions of community members specific to the compassionate use of marijuana.
- Drs. Robbya Green-Weir and Marisa Lewis are Board Members at Large with the National Association of Health Service Executives, Florida.
- Drs. Vanessa Crowther and Robbya Green-Weir were awarded a \$30,000 U54 grant to focus on combating food insecurity in Leon County. Using a portion of the funding, the project team will build an informational app.
- The Director of the Division of Health Care Management, Dr. Juliet Weaver, was appointed to Board of Directors for the Association of Undergraduate Programs in Health Administration. As of July 1, Dr. Weaver assumed the role of the Board Chair-Elect.

C. Program-Specific Rankings

FAMU's Master of Health Administration was ranked amongst the top 10 programs in the State of Florida in 2019 and 2020.

- Best Health Administration Colleges in Florida, 2020: Ranked 9 out of 169 (Source: <https://www.universities.com/find/florida/best/healthcare/health-administration>).
- Best Health Administration Colleges in Florida, 2019: Ranked 9 out of 169 (Source: <https://www.universities.com/find/florida/best/healthcare/health-administration>).

D. Workforce Demand for Health Administration and Services Professionals

According to the Bureau of Labor Statistics (BLS), health administration is one of the fastest-growing sectors, with a projected growth rate of 32

percent, much faster than average, between 2019 and 2029. This growth is heavily impacted by the large baby-boomer population and people who remain active later in life. Prospective administrators usually have experience in an administrative or clinical role in a hospital or other healthcare facility, which is also the case for MHA students at FAMU. A master’s degree in healthcare administration (MHA), along with related experience puts one at the top of the career ladder in healthcare facility leadership in positions such as hospital administrators, HMO managers, and chief medical officers in prestigious surgical practices. These positions command top dollar and demand the highest credentials. BLS reports that the median annual salary for health services managers is \$104,280 per year (<https://www.bls.gov/ooh/management/medical-and-health-services-managers.htm>). Other important roles in public health services include reputable agencies, such as the CDC (Centers for Disease Control), of which FAMU students have completed internships.

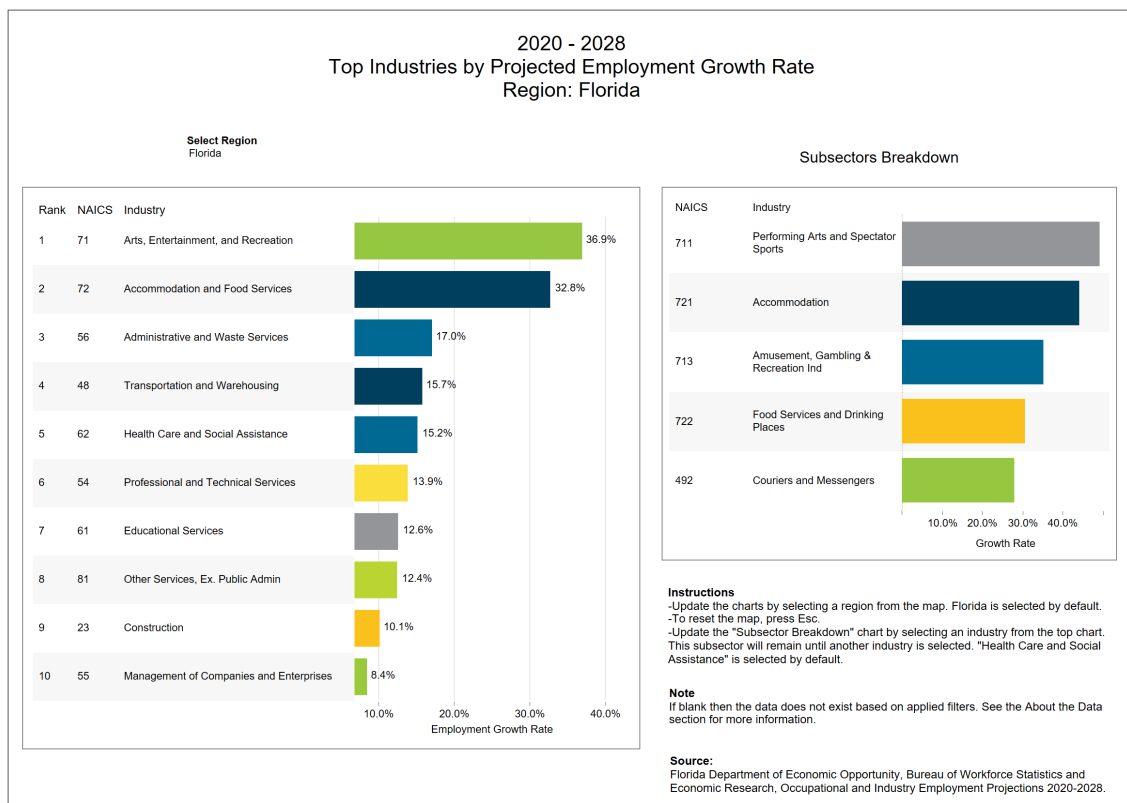


Figure 3 – Fastest Growing Industries in Florida

Source: <https://floridajobs.org/economic-data/employment-projections/fastest-growing-industries>

Florida Department of Economic Opportunity, Bureau of Workforce Statistic and Economic Research (Occupational and Industry Employment Projections 2020-2028) also shows that Healthcare and Social Assistance is ranked number five as the fastest growing industry in this region, which includes occupations in

hospitals, nursing and residential care facilities, and social assistance, where graduates of public health and health administration would seek employment.

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research, Occupational and Industry Employment Projections, 2020-2028.

Specifically, the demand for hospitals will grow by 7.8% (n= 26,203), 16.2% for nursing and residential care facilities (n=29,916), and 20.6% (n=27,788) for social assistance between 2020-2028. Source: <http://www.floridajobs.org/workforce-statistics/data-center/statistical-programs/employment-projections>

Table 6 – Industries with the highest levels of employment for Medical and Health Services Managers

Industry	Employment	Percent of Industry Employment	Annual Wage Mean
General and medical surgical hospitals	126,410	2.26	\$127,330
Offices of physicians	49,480	1.91	\$112,700
Outpatient care centers	29,520	3.07	\$117,200
Nursing/skilled care facilities	25,380	1.65	\$100,160
Home health care services	20,540	1.37	\$100,880

Source: <https://www.bls.gov/oes/current/oes119111.htm>

Data from FAMU graduates indicates that between 75-80 percent remain in Florida after graduation and are employed in positions directly related to their discipline in occupations as noted below.

Table 7 - Employment Sectors of FAMU MHA Graduates

EMPLOYMENT SECTOR	%FAMU GRADUATES
Hospital/Health System	25%
Veteran’s Administration	11%
Health Insurance	18%
Public Health	18%
University or Research Institution	25%
Non-Profit	4%

Source: FAMU Alumni Surveys

Section IV: Economic Impact and Innovation

Florida continues to have an increasingly aging population, which correlates directly with the prevalence of chronic diseases. Effective methods for increasing awareness and implementation of primary prevention and disease intervention (secondary prevention) options are crucial in reducing and/or mitigating these adverse health outcomes. Data from the Florida Department of Health (2018) suggests that demand for more graduates trained in Public Health will help to address concerns related to challenges of a modern-day healthcare system.

- Succession planning – FLDOH reports that 49 percent of Florida’s workforce is over the age of 50. Developing a succession plan that ensures continuity of operations during transition is essential.
- Training for the existing public health workforce, particularly in areas that relate to community health assessment or community health improvement plans.
- Assessment of how policies, programs, and services address social determinants of health.
- Advocating for population health services and programs.

Source: Florida Health Community Health Assessment Resource Tool Set, Florida Health Charts, 2018.

Graduates from FAMU programs in Public Health and Health Administration contribute greatly to improving the quality of life and healthy communities in the State of Florida. Many of the traditional occupations for MHA graduates typically are in hospital-related settings. However, the growing demand for graduates trained in diverse care delivery settings, such as nursing home administrators, hospice administrators, home-healthcare administrators, etc., can be distinctively served by FAMU’s MHA program, which has the capability to produce more graduates through this initiative on Improving 21st Century Health and Wellness.

Opportunities for innovation and greater impact abound as graduates are also prepared to not only become managers, but also to lead and impact change as entrepreneurs and owners of their own agencies or in consulting roles for healthcare organizations. FAMU programs provide a solid foundation in business management. As a result, graduates are prepared to develop, implement, and improve upon programs that will impact the economic climate within a community or particular population. FAMU programs have already shown impact through both partnerships and developing new programs within the Leon County area and statewide, several of which are highlighted below:

- Implementation of a COVID-19 testing site at FAMU Bragg Stadium. The site has tested nearly 360,000 individuals since its opening April 25, 2020.
- Development and implementation of a FAMU Vaccine Administration Center testing nearly 13,000.

- Development of 2nd Alarm Project to provide peer support and mental health services to first responders (on-site in the wake of the disaster in Surfside, Florida)
- Development and implementation of a state-wide COVID-19 program to address vaccine hesitancy in the state of Florida.
- Development and implementation of a focused, county-wide community health need assessment (utilizing asset mapping – Gadsden County), resulting in a blueprint and community health strategic plan for addressing these concerns.
- Galvanization of over 80 organizations/agencies, within Leon County, to address the problem of childhood obesity (Tallahassee Childhood Obesity and Prevention Education (COPE) (funded by the Florida Blue Foundation)–resulting in a myriad of initiatives promoting the consumption of healthy foods, access to healthy foods, increased physical activity, decreased screen time, increased sleep hours (9) and no tobacco use.
- Progress has been made in addressing environmental health concerns from community exposure to lead contaminated ash from a former incinerator in Jacksonville and the development of a worker exposure survey for former workers potentially exposed to heavy metals from a former wood treatment facility.

Partnerships have been developed with state-wide universities (e.g., University of Florida, Florida State University, University of Miami) and institutions on research and/or training (e.g. UF Agricultural Center, UF College of Pharmacy, DOH Office of Minority Health, Moffett Cancer Center, Florida Alliance Scholars Program (FSU)). The Program continues to also partner with Harvard University regarding research and pipeline programs.

Section V: Budget

- Five DrPH/MPH @ \$105,000; four MHA @ \$90,000 faculty for a total of \$885,000 plus fringe (\$1,239,000). The hired faculty will be at a tenure track level. Faculty will enhance the research capacity and rigor, attract new funding, and train graduate students.
- Research Associates for PH (3 A&P) and MHA (3 A&P) @ \$50,000 plus fringe (\$420,000). Research associates will assist newly hired faculty by enhancing the depth and rigor of Public Health and Masters' of Health Administration programs.
- Three Staff hires @ 50,000 plus fringe (\$220,000). A staff member is needed for the support of the 3 programs: Public Health (MPH, DrPH) and Master of Health Administration.

- Graduate Fellowships to fund graduate students in the three programs (\$1,200,000). Fellowship will include competitive stipends, tuition, health insurance, and support for travel to a conference for 45 graduate students (30 PH, 15 MHA) annually.
- Talented Pipeline Scholars for attracting and engaging high-achieving students into the public health and health services administration fields (\$1,200,000).
- Enhance Community Engagement (\$1,165,000). The requested funds will provide cost for educational programs, seminars, workshops, and media focusing on community health needs.
- Technology Enhancements (\$556,000). Funds are needed to purchase computers and technology equipment for all three programs.

II. Return on Investment - *Describe the outcome(s) anticipated, dashboard indicator(s) to be improved, or return on investment. Be specific. For example, if this issue focuses on improving retention rates, indicate the current retention rate and the expected increase in the retention rate. Similarly, if the issue focuses on expanding access to academic programs or student services, indicate the current and expected outcomes. University of Distinction proposals should also address the requirements outlined in the separate guidance document.*

FAMU has a unique distinction in its ability to **Improve 21st Century Health and Wellness**. Building on the strengths of FAMU graduate programs in Health Administration and Public Health adds greater opportunities to not only work towards improving health outcomes, but also to provide high-quality managers to oversee healthcare facilities, including hospitals, emergent and long-term care entities. Utilizing a collaborative approach between the programs, FAMU can significantly impact and Improve 21st Century Health and Wellness, while at the same time meeting the workforce demands of a growing healthcare industry in the State of Florida. Specifically, an investment of \$6 million in FAMU will help via:

- Increased opportunities to attract high-level students for competitive opportunities;
- Increased number of graduates contributing to the talent pipeline in the State;
- Increased state-wide community-based collaborations and partnerships to address awareness, prevention, and intervention of diseases impacting the public sector, particularly communities impacted by health disparities, a component of FAMU's Public Health programs' mission;
- Increased evidenced-based research resulting from faculty hires and research associates;

- Expanded outreach and participation in Culturally Competency Module to help overcome racial and health disparities, a strength of FAMU programs in Public Health designed to address HIV/AIDS, and other infectious and chronic diseases, for all county health departments; and
- Enhanced training and delivery of programs offered through the Region IV Public Health Training Center. The FAMU Public Health program currently serves as the Florida Public Health Training Center.

An investment in FAMU via Universities of Distinction will elevate the targeted academic programs toward state and national excellence as leaders in **Improving 21st Century Health and Wellness** and help to meet Florida’s 2030 Blueprint for Success to “Improve Florida’s Talent Pipeline for a Better Workforce” and for “Creating Good Jobs by Diversifying Florida’s Economy.”

Measures of Success

Table 8 – Metrics Used to Determine Success

Goal	Assessment Outcome	Timeline
Increased number of graduates trained in Public Health to meet the demand of high-quality public health professionals.	# Graduates annually	Year One
Increased number of graduates trained in Health Management and Services.	# Graduates annually	Year One
Increased partnerships and collaborations tailored towards disease awareness, prevention and intervention.	#MOUs developed and trainings in community-based sectors	Year One
Increased job placements for individuals employed in the State of Florida in the public health sector.	# Graduates employed in the State of Florida	Return on Investment
Increased job placements for individuals employed in the State of Florida within healthcare management and services.	# Graduates employed in the State of Florida	Return on Investment
Upward mobility in national rankings for MPH and DrPH.	Positive change in rankings by at least two levels Increased evidenced-based research	Excellence and Prominence
Established Executive Residency Program for Non-profit organizations within the MHA.	Creation and implementation of Executive Residence Program	Improvement Over Time

Increased job placement outcomes in non-profit agencies.

Students completing Executive Residence Program
 # Graduates employed in nonprofit agencies related to healthcare management and services

Return on Investment

III. Personnel – Describe personnel hiring and retention plans, making sure to connect both plans to initiative(s) and goal(s) described in section I. State the amount of faculty FTE and staff FTE and estimated funding amounts used for retention and new hires in each category. In describing faculty hires, provide overall hiring goals, including academic area(s) of expertise and anticipated hiring level (e.g. assistant professor, associate professor, full professor. Please describe how funds used for faculty or staff retention will help the institution achieve its stated goals. University of Distinction proposals should clearly note how anticipated hires or retained individuals will help the institution elevate a program or area to national or state excellence.

Faculty Hiring Plan

FAMU’s University of Distinction initiative **Improving 21st Century Health and Wellness** is requesting \$1,239,000 of funding for nine (9) new tenure-earning faculty. Increased faculty for the programs in public health and health administration will help to attract high performing students, expand capacity for the program, and raise the national profile of the academic programs. New faculty hires will also aid in the production of research to develop practical solutions for an aging workforce and to address societal demands related to public health.

Table 9 – Proposed Faculty Hires

FTE	Discipline	Rank	Amount Requested for New Hires (salary & f.b.)	Goal Alignment
5	Public Health	Assistant Professor	\$688,333	Degree production in Programs of Strategic Emphasis
4	Health Administration	Assistant Professor	\$550,667	Degree production in Programs of Strategic Emphasis

Staff Hiring Plan

To support increased degree production in the Programs of Strategic Emphasis and research productivity of faculty, \$420,000 is requested for six (6) Research Associates; 3 for public health and 3 for the MHA. Three new staff hires at \$220,000 is also requested to support the three programs: Public Health (MPH, DrPH) and Master of Health Administration.

Table 10 - Proposed Staff Hires

FTE	Positions	Amount Requested for New Hires (salary & f.b.)	Goal Alignment
6	Research Associates	\$420,000	Increased Scholarly and Research Productivity; Degree production in Programs of Strategic Emphasis
3	General Staff Support	\$220,000	Increased program performance, student retention, and matriculation; Degree production in Programs of Strategic Emphasis

IV. Facilities (If this issue requires an expansion or construction of a facility, please complete the following table.): **Not Applicable.**

	Facility Project Title	Fiscal Year	Amount Requested	Priority Number
1.				
2.				



2022-2023 Legislative Budget Request
Education and General
Position and Fiscal Summary
Operating Budget Form II

University: **Florida A&M University**
 Issue Title: **Improving 21st Century Health and Wellness**

	RECURRING	NON-RECURRING	TOTAL
Positions			
Faculty	9.00	0.00	9.00
Other (A&P/USPS)	9.00	0.00	9.00
	-----	-----	-----
Total	18.00	0.00	18.00
	=====	=====	=====
Salary Rate			
Faculty	\$885,000	\$0	
Other (A&P/USPS)	\$450,000	\$0	
	-----	-----	\$885,000
Total	\$1,355,000	\$0	\$450,000
	=====	=====	-----
Salaries and Benefits	\$1,879,000	\$0	\$1,335,000
			=====
Electronic Data Processing	\$556,000	\$0	\$1,879,000
Graduate Fellowships and	\$1,200,000	\$0	\$556,000
Enhance Community Engagement	\$1,165,000	\$0	\$1,200,000
Talent Pipeline Scholars	\$1,200,000	\$0	\$1,165,000

Total All Categories	\$6,000,000	\$0	\$6,000,000
	=====	=====	=====