

**BOARD OF GOVERNORS
STATE UNIVERSITY SYSTEM OF FLORIDA
NEW DOCTORAL DEGREE PROPOSAL STAFF ANALYSIS**

Program: Ph.D. in Public Health

CIP Code: 51.2201

Institution: UF

Proposed Implementation Date: ~~Fall 2010~~ Summer 2011

Staffed By: Shanna Autry, John Frady

Initial Review Date: 8/11/2010

Last Update: 01/17/11

Estimated Costs:

	Total	% & \$ Current Reallocated	% & \$ New Recurring	% & \$ New Non- Recurring	% & \$ C&G	Cost per FTE	SUS 08-09 Average Cost per FTE
Year 1	\$140,489	96.8% \$136,016	0% \$0	0% \$0	3.2% \$4,473	\$29,633	\$18,944.16 51 CIP
Year 5	\$267,397	98.1% \$262,363	0% \$0	0% \$0	1.9% \$5,034	\$11,578	

Projected FTE and Headcount are:

	Student Headcount	Student FTE
First Year	6	4.59
Second Year	14	10.62
Third Year	22	15.78
Fourth Year	29	19.88
Fifth Year	32	22.66

On March 29, 2007, the Florida Board of Governors approved Board Regulation 8.011, which sets forth criteria for implementation and authorization of new doctorates by the Board of Governors, as well as criteria for implementation and authorization of Bachelor's, Master's and Specialist degrees by Boards of Trustees. The following staff analysis is an assessment of how well the university meets Board Accountability and Readiness criteria for implementation of this degree program.

Proposal Page Numbers:

INTRODUCTION		ACCOUNTABILITY		READINESS			
Program Description	System Analysis	Overall	Budget	Program Quality	Curriculum	Faculty	Resources
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A. Program Description:

The University of Florida is proposing to offer a Ph.D. Degree in Public Health with initial concentrations in two areas; Environmental and Global Health, and Social and Behavioral Changes. The proposals states that these two areas draw directly from the strengths of the university to create broader interdepartmental and interdisciplinary collaborations. UF expects more concentrations will be added over time and specializations will be available for each concentration.

The new doctoral program at UF will consist of 90 post-baccalaureate credit hours within the following areas: public health core coursework (15 credits); quantitative methods and statistics (12 credits); professional issues (6 credits); a concentration area (36 credits); supervised research (3 credits); supervised teaching (3 credits); and dissertation research (15 credits). Upon successful completion of the program components and a dissertation defense, the graduates will be awarded the PhD in Public Health (CIP 51.2201).

B. System-Level Analysis and Evaluation in accordance with Board Regulation 8.011:

UF states that the proposed PhD degree program is consistent with goals and priorities of the Board of Governors Strategic Plan and will meet statewide and professional workforce needs by providing additional degrees. Public health is listed under the Medical Science and Technology Programs (I.B.3.c) strategic growth area. In addition, the proposal cites only two other programs exist in the state (USF and FIU) and that there is a serious shortage of trained public health professionals in the state.

The Board of Governors 2005 – 2013 Strategic Plan’s Goal B is to meet statewide professional and workforce needs. Among those areas listed as critical state workforce need are health professions. The Areas of Programmatic Strategic Emphasis adopted by the Board in 2009 lists CIP 51.2201: Public Health as an area of critical need. A review of 2011-2012 Florida Statewide Demand Occupations List (Source: Florida Agency for Workforce Innovation, Labor Market Statistics) does not reference public health professionals directly. However, the Medical and Health Services Managers (SOC 119111) designation lists 367 annual openings in Florida with a 2.42 rate of annual growth. Although there is no expectation that the documented workforce need in public health requires additional Ph.D. graduates, the proposal makes a case that program graduates will fill some of the need, and provide faculty for programs that will also help to fill the public health needs of the State.

Although the proposal only addresses Ph.D. programs at FIU and USF, the State University System Academic Degree Inventory indicates there are more than two

doctoral public health programs in existence in the State University System. The proposal does not identify or address duplication of FAMU's Doctor of Public Health (DrPH,) which was approved in 2004. Based on Fall 2009 data, there were 176 students enrolled in doctoral public health programs in the State University System. Of the 176 students, 19 were enrolled at FAMU, 44 were enrolled at FIU, and the remaining 113 at USF. There are currently no doctorates in public health offered by Independent Colleges and Universities of Florida (ICUF) institutions.

According to the FAMU Administration, enrollments in the Doctor of Public Health (Dr.PH.) program are primarily working professionals, or individuals who had recently worked in the profession. Most of FAMU's courses are offered in the evening, and half of the students are enrolled part-time. It cannot be determined if the proposed UF program will draw future students away from existing programs, especially USF and FAMU.

TABLE 1. HEADCOUNT FOR PUBLIC HEALTH DOCTORAL PROGRAMS IN THE STATE UNIVERSITY SYSTEM - 2000 - 2009										
SUS INSTITUTION	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
FAMU (DrPH)	0	0	0	0	0	9	13	14	15	19
FIU*	0	0	0	0	0	15	30	32	36	44
USF	81	81	85	88	86	99	89	96	108	113
TOTAL	110	112	120	125	99	119	137	152	169	176
Note: * FIU Ph.D. program and FAMU Dr.PH implemented Fall 2005										
Source: University System of Florida, Board of Governors - October 8, 2010 - Revised 01/17/11										

The proposed Ph.D. in Public Health is expected to be a low cost program for UF to implement because they already have the faculty and other resources in place. There may be some underestimation of the projected costs due to calculation error in faculty effort, but this finding will have no real impact on implementing the program because existing faculty are being utilized, and it merely becomes a matter of reallocation of effort between programs. What is not addressed is the potential impact of the new program on enrollments in the FAMU Doctor of Public Health (Dr.PH.).

Revised 12/17/10 and 01/17/11 - Since the initial review of the present proposal, further discussions have taken place with other Public health doctoral programs in the state universities. Specific conversations have taken place between UF and FAMU with regard to the comparison and impact of the UF Ph.D. in Public Health and FAMU's Dr.PH. Several letters of support have been provided for UF's proposal from FIU and USF officials, but FAMU has indicated that it cannot fully support the UF proposal. After review of new support documentation, it is apparent the proposed program is more complementary with programs at FIU and USEF, rather than different. However, all of the existing program administrators except FAMU appear to agree that the student demand is greater than their capacity and the workforce demand continues to

exceed their output. Analysis of admission data for the existing public health programs reveals that for the three existing doctoral Public Health programs, only 39.5 percent of applicants since 2004 have been admitted. This lends credence to the argument that student demand is greater than system capacity, even when controlling for the number of students who were denied admission.

Below in Table 2 is the distribution of FAMU Dr.PH. enrollments by race and gender. Some of these enrollments will be the same individual over a two year period as they matriculate through the program. As can be seen, they have thus far been unsuccessful in recruiting a diverse student body for this program.

TABLE 2. Florida A&M Doctor of Public Health Headcount by Year

	FALL 2005	FALL 2006	FALL 2007	FALL 2008	FALL 2009
FEMALE	8	11	12	13	16
BLACK	6	10	11	12	15
NON-RES ALIEN	0	0	0	0	1
WHITE	2	1	1	1	
MALE	1	2	2	2	3
BLACK	1	2	2	2	3
Grand Total	9	13	14	15	19

Source: University System of Florida, Board of Governors, student data files.

When compared against the existing programs at USF and FIU, the admissions data for FAMU also reflects difficulty in attracting a diverse applicant pool from which to build its enrollments. Aggregating the data for program applicants since 2004 who were not coded as beginning graduate (typically master’s level), the percentage of black applicants at FAMU was 96.1 and the percentage of black applicants at FIU and USF was 27.7 and 21.6, respectively. Recognizing that admissions data was not being reported consistently by degree program level, an analysis was also conducted on all applicants at the three institutions for both the master’s and doctorate level in Public Health. The FAMU applicant pool was 96.2 percent black.

As expected, FIU, USF, and FAMU receive a large number of applicants from their home counties, but each university gets almost half of their applicants from out of state (FAMU = 51%, FIU = 45.2%, USF = 47.4%). Over the period analyzed 49 percent of the students who actually registered into the FAMU Public Health program were from out of state, compared with 19.3 percent at FIU and 29.1 percent at USF. The data also reveals that, with the exception of Leon County, FAMU does not draw heavily from north Florida counties. The FAMU applicant pool was 24.9 percent Leon County and 5.8 percent from the other counties in north Florida and the panhandle (Table 3.).

TABLE 3. Public Health Doctoral Applicants by Selected Geographic Areas

	FAMU	FIU	USF	Total
Dade	11	573	45	629
	4.3%	32.0%	1.6%	13.1%
Hillsborough	7	15	509	531
	2.7%	0.8%	18.5%	11.1%
Leon	64	15	37	116
	24.9%	0.8%	1.3%	2.4%
Non-FL	131	808	1,302	2,241
	51.0%	45.2%	47.4%	46.7%
North FL	15	27	154	196
	5.8%	1.5%	5.6%	4.1%
Other FL	29	351	702	1,082
	11.3%	19.6%	25.5%	22.6%
Total	257	1,789	2,749	4,795
	100.0%	100.0%	100.0%	100.0%

Source: University System of Florida, Board of Governors, admission data files (includes applicants who did not register).

C. Assessment of the University Review Process in accordance with Board Regulation 8.011:

Due to the system of stair step accountability set in place by the Board of Governors in Regulation 8.011, it is now incumbent upon University Board of Trustees to verify that all doctoral programs coming before the Board of Governors have met the requirements of the regulation. The following is an assessment of the university review process to ensure that all criteria set forth have been considered by the university prior to submission to the Board of Governors office.

ACCOUNTABILITY

Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.

1. Overall - *The proposal is in the correct format, includes all necessary signatures, and contains complete and accurate tables for enrollment projections, faculty effort, and the proposed budget.*

YES NO

The proposal has been approved by the university board of trustees and includes all required signatures.

The University of Florida Board of Trustees approved the PhD degree program proposal on June 11, 2010.

The university has provided a proposal written in the standard SUS

format which addresses new academic program approval criteria outlined in Board Regulation 8.011.

Board of Governors new degree program proposal guidelines were followed, as expressed in Board Regulation 8.011.

- The university has provided complete and accurate projected enrollment, faculty effort, and budget tables that are in alignment with each other.**

There are minor calculation errors in Table 4, Faculty Effort, that lead to an underestimation of faculty effort in years one and five (a 0.02 error in both years). Although the dollar amount associated with the missing effort is minimal, it does call into question the accuracy of faculty salary and benefit projections in Table 2. Table 2 also has other minor errors. For Year 1, the calculation of the FTE cost estimate is \$0.00, which is not congruent with the General Revenue Total Cost reported (\$136,016). In addition, \$40,000 for new library materials recommended by the UF Dean of University Libraries has not been included in the submitted budget tables, nor is any rationale for omitting the funding provided. Table 3 identifies the number, but not the titles, of accounts from which funds will be reallocated to implement the proposed program.

Revised 12/17/10 - Revised tables submitted by UF after the initial proposal review remedies the previous concerns. The minor calculation errors were due to rounding and the \$40,000 for new library materials was not included in budget tables due to budgetary limitations. The library additions were meant as a recommendation on behalf of the UF Dean of University Libraries and not to be deemed as a necessary expense at the time of the proposal.

- The university has included a statement in the proposal signed by the equity officer as to how this proposal will meet the goals of the university's equity accountability plan.**

The program proposal was reviewed and signed by the UF Director of Institutional Equity and Compliance. The proposal provides evidence that the existing Master's in Public Health has been very successful in recruiting minority students, especially African Americans. The plan for ensuring diversity includes recruitment from FAMU and other historically black colleges and universities.

However, because the proposal failed to identify FAMU's DrPH and include it in the analysis of impact on other state programs, there exists some risk that heavy recruitment at FAMU on the part of the UF program will pull students away from the FAMU Dr.PH.

2. Budget - The proposal presents a complete and realistic budget for the program consistent with university and Board policy, and shows that any redirection of funding will not have an unjustified negative impact on other needed programs.

YES NO

- The University Board of Trustees has approved the most recent budget for this proposal.**
- The university has reviewed the budget for the program to ensure that it is complete and reasonable, and the budget appears in alignment with expenditures by similar programs at other SUS institutions.**

This will be a low-cost program for UF to implement due to investments made in faculty and resources in other programs approved for the College. The College of Public Health reports that funds for the proposed new doctoral program will be derived from internal reallocation of existing vacant faculty lines, E & G, contracts and grants.

However, as noted previously, the proposal has minor errors in Tables 2 and 4. The calculation of cost per student FTE in Year 5 is also very low when compared to other previously approved public health programs in the State University System. Although projected student headcount increases from 6 to 32 over the first five years, faculty effort increases by only 0.2 percent. This finding raises a question as to whether faculty effort in Year 5 has been accurately projected in Table 4. If faculty effort is underestimated, it could lead to a subsequent underestimation of projected costs in the budget table.

Revised 12/17/10 - Revised tables submitted after the initial proposal review remedies the previous concerns. The minor miscalculations were due to rounding errors.

- In the event that resources within the institution are redirected to support the new program, the university has identified this redirection and determined that it will not have a negative impact on undergraduate education, or the university has provided a reasonable explanation for any impact of this redirection.**

The proposal provides evidence that resources are now in place to begin the proposed doctoral program and that there will be no adverse impact on existing programs. Although the new PhD program in Public Health will utilize an existing faculty member from another program, the impact is not expected to be major because that faculty member had been assigned to the rehabilitation counseling program that is being terminated. Analysis of Board of Governors records show UF requested to terminate the Masters in Rehabilitation Counseling (CIP 51.2310) on June 22, 2009. The

official termination of the program is scheduled for December 2010.

READINESS

Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.

3. Program Quality – *The proposal provides evidence that the university planning activities have been sufficient and responses to any recommendations to program reviews or accreditation activities in the discipline pertinent to the proposed program have been addressed.*

YES NO

The university has followed a collaborative planning process for the proposed program in accordance with policies and procedures adopted by the University Board of Trustees.

The proposal indicates planning began in early 2008 with initial discussions of the existing public health PhD program. The two concentrations were devised independently by respective Social Behavioral Sciences and Environmental Health faculty, and then collaborations commenced to discuss and finalize coursework.

However, it appears that some critical events leading to implementation of the program may have taken place prior to Board of Governors approval. Most notably, the proposal indicates the program plans to recruit students before approval of the program. In addition, the proposed August 2010 implementation date is well before the scheduled Board of Governors meeting in November 2010. This section was apparently overlooked in subsequent revisions to the proposal.

An external consultant has reviewed the proposal and supports the department's capability of successfully implementing this new program.

Dr. Janice V Bowie, Associate Professor at John Hopkins University Bloomberg School of Public Health was retained by the university as a consultant. Dr. Bowie reviewed and analyzed the written proposal and concluded that the program includes all of the necessary elements of an acceptable PhD program in public health. Dr. Bowie stated that the formation of the interdisciplinary and interdepartmental collaborations is a critical aspect of the degree as it assists in creating courses and training opportunities for students. Dr. Bowie also opined that the addition of a third public health program in the state will help alleviate the shortages within the discipline.

The university has found the level of progress that the department has made in implementing the recommendations from program reviews or accreditation activities in the discipline pertinent to the proposed program

to be satisfactory.

Initial accreditation as a school of public health occurred on June 25, 2009 and accreditation was awarded for 5 years. The Council on Education for Public Health (CEPH) conducted the on-site review of the PhD degree program and offered recommendations that have been implemented. However, the proposal did not provide the specific recommendations from CAPH and the resulting actions.

The university has analyzed the feasibility of providing all or a portion of the proposed program through distance learning.

The university has analyzed the feasibility of providing courses online. Program delivery will involve a predominantly traditional face-to-face graduate education delivery model with extensive interaction with and supervision by faculty member. The core public health courses are currently available online (total 15 credit hours). UF anticipates more courses will become available online via distance learning.

4. Curriculum - The proposal provides evidence that the university has evaluated the proposed curriculum and found that it describes an appropriate and sequenced course of study, and that the university has evaluated the appropriateness of specialized accreditation for the program.

YES NO

The university has reviewed the curriculum and found that the course of study presented is appropriate to meet specific learning outcomes and industry driven competencies discussed in the proposal.

The UF Graduate Council and University Faculty Senate reviewed the proposal and approved the curriculum. The external consultant, Dr. Bowie, also reviewed the curriculum and provided a report that supports implementation of the program.

The university anticipates seeking accreditation for the proposed doctoral program, or provides a reasonable explanation as to why accreditation is not being sought.

Initial accreditation of the College of Public Health and Health Professions as a school of public health occurred on June 25, 2009 and accreditation was awarded for 5 years. According to CEPH accreditation, the respective schools of public health are accredited; however the individual degree programs must meet the specified standards. The proposed program has been designed to meet those standards.

5. Faculty – The proposal provides evidence that the university is prepared to ensure a critical mass of faculty will be available to initiate the program based on estimated enrollments, and that faculty in the aggregate have the necessary experience and research activity to sustain a doctoral

program.

YES NO

- The university has reviewed the evidence provided and found that there is a critical mass of faculty available to initiate the program based on estimated enrollments.**

Fifteen existing faculty will teach in the proposed PhD program. Resources for the proposed program will be derived from internal reallocation of existing vacant faculty lines, E & G, and contracts and grants. Year 1 expected faculty effort in Table 4 is estimated at 1.13 and 1.43 in Year 5. The minor addition error for both years in the table does not affect the number of faculty available to implement the program.

- The university has reviewed the evidence provided and found that the faculty in aggregate has the necessary experience and research activity to sustain the program.**

The proposal provides evidence that faculty members identified for the proposed program either have experience working in post-master's degree programs and on dissertation or thesis committees, or possess strong scholarly records that qualify them to serve on post-master's student committees.

- The university has reviewed the evidence provided and found the academic unit(s) associated with this new degree to be productive in teaching, research, and service.**

The proposal provides evidence on page 26 that the departments associated with the proposed program have been productive in both degree production and research.

- If appropriate, the university has committed to hiring additional faculty in later years, based on estimated enrollments.**

The College has committed to hiring three new faculty members in the third year of implementation.

6. Resources – The proposal provides evidence that the university has ensured the available library volumes and serials; classroom, teaching laboratory, research laboratory, office space, equipment, clinical and internship sites, fellowships, scholarships, and graduate assistantships will be sufficient to initiate the program, and that if applicable, funding has been secured to make more resources available as students proceed through the program..

YES NO

- The university has provided a signed statement from the Library Director verifying that the library volumes and serials available are sufficient to initiate the program.**

The proposal provides evidence that current library materials are sufficient to implement the program, although additional library resources could enhance the programs through access to online databases and journals. The additional resources were estimated at \$40,000, but have not been included in the proposed budget for either year one or five. It is unclear if the costs will be accommodated in years two through four. An Endorsement Letter is signed by the UF Dean of University Libraries.

- The university has ensured that the physical space necessary for the proposed program, including classrooms, laboratories and office space, is sufficient to initiate the program.**

The proposal provides evidence that no additional facilities are anticipated for the PhD program as it will utilize space in the Health Science Center - HPNP Complex and the Communicore.

- The university has ensured that necessary equipment is available to initiate the program.**

The proposal provides evidence that no additional equipment or software will be needed to support the proposed PhD program.

- The university has ensured that fellowships, scholarships, and graduate assistantships are sufficient to initiate the program.**

The proposal provides evidence that the College already has a proven record of graduate student support and plans to request an additional \$50,000 in graduate student fellowship support from the Graduate School as the program grows.

- If applicable, the university has ensured that the department has arranged a suitable number of clinical and internship sites.**

The proposal states that clinical and internship site are not applicable for the Ph.D. program.