

## **MPH Program Goals, Objectives and Targets**

The MPH program aims to attain its mission through coordinated efforts to address five broad goals:

Goal 1. Student Preparation: Prepare students to enter the public health workforce with relevant public health and health promotion knowledge, competencies, and skills.

Objective 1.a: Demonstrate overall student competence, in part through academic performance.

Target – Have only less than 10% of course grades for MPH students in aggregate lower than a B in each semester.

Objective 1.b: Assure graduate students' development of research-related competencies.

Target – At least 90% of students earn a B (3.0) or higher in core research courses (HS 604-Biostatistics, HS 612-Program Planning and Evaluation, HS 618-Survey and Research Methods)

Objective 1.c: Demonstrate student public health practice competency through successful completion of practicum requirements (fieldwork and MPH project).

Target – Achieve a 100 percent pass rate for graduates in the oral defense of their culminating experience and meet all other practicum requirements.

Objective 1.d: Report a favorable student assessment for the value of each core MPH course.

Target – Achieve course evaluation scores in all required courses of 6.0 or better on an 8.0 scale.

Objective 1.e: Maintain an adequate number of faculty and students to facilitate success.

Target – Achieve a student to faculty ratio that does not exceed 2.5 students per graduate faculty member overall.

Objective 1.f: Assure successful student progress by conducting biannual student performance assessments (policy 4.1).

Target – Complete one student review each semester with at least 90% of MPH faculty committee chairs reporting satisfactory progress.

Objective 1.g: Provide each student with learning resources that aid the successful completion of program requirements.

Target – Obtain a 90% positive response from the exit survey completed by graduates that key resources were provided, including access to faculty, advising, and funding related to tuition assistance, research assistance and practicum support.

Objective 1.h: Ensure that incoming students complete core courses with their cohort.

Target – Have 80% of entering students graduate within 2 years.

Objective 1.i: Ensure that students are prepared for public health employment or graduate school.

Target – Have 75% of job-seeking students employed or 80% of advance degree-seeking students enrolled in a graduate program within a year following graduation.

Target – Ensure that 90% of employers of program graduates are satisfied with the graduates' performance based on the employer survey conducted every three years.

Goal 2. Quality Student body: Select and train a high quality, diverse MPH student body.

Objective 2.a: Prefer applicant scores with high academic potential, applied work experience and those whose backgrounds are from minority populations or international-born locations.

Target – Select cohort students who scored from the 65<sup>th</sup> percentile or higher among all applicants through GRE, GPA, work experience and racial/ethnic diversity scores.

Objective 2.b: Establish a diverse cohort of students as measured by undergraduate discipline, and race and ethnicity.

Target – Have at least 20% of accepted applicants be comprised of foreign-born individuals or ethnic minorities.

Target – Beginning in 2007, fund at least two BYU MPH GRE preparation course scholarships each year (selected through application) for multicultural students to attract diverse students and enhance their capacity to score well on the GRE examination.

Target – Have at least 50% of applicants come from disciplines outside of public health, with fewer than 50% of applicants applying with public health or health promotion baccalaureate degrees, in order to enhance a breadth of cohort perspectives.

Objective 2.c: Expose students to diverse audiences and professionals thereby expanding capacity for reaching key audiences in public health practice.

Target – Have at least 20% of MPH students complete fieldwork or project requirements each year through the Pan American Health Organization affiliation agreements within regional or country offices throughout Latin America and the Caribbean, or with other international public health organizations (e.g., World Health Organization).

Target – Attain a 70% proportion of MPH course syllabi that infuse diversity training (cultural competence, multicultural communication, health disparities) each academic year.

Target- Host and promote at least three webcasts, webinars, and guests presenters each academic year through the Diversity Exposure Series for MPH students.

Goal 3. Faculty Expertise: Ensure that the MPH faculty demonstrate appropriate expertise through their public health knowledge, academic performance, and public health experience and research interests.

Objective 3.a: Provide expertise or leadership to public and private local or national agencies to contribute to public health practice.

Target – Have at least 70% of core faculty actively contributing to public health through service at the local, state, national or international levels through volunteer work, service on boards, translation of research to public health practice and other service activities.

Objective 3.b: Assure that core faculty members provide a high academic learning environment.

Target – Achieve a mean of 6.0 or better on an 8.0 scale on course and instructor evaluation scores based on at least 80% of student responses.

Objective 3.c): Provide continuing opportunities for faculty development and expertise.

Target – Have at least 70% of core faculty attend a professional meeting or development seminar or workshop each year.

Target – Every three years, have two-core faculty members apply for and participate in experiential or research-based sabbatical activities.

Goal 4. Advance Public Health Knowledge: Develop an academic public health program whose faculty conduct and publish peer-reviewed public health research reflecting the mission statement, and provide ample opportunity for student participation.

Objective 4.a: Ensure that faculty members are involved in relevant public health research.

Target – Have 50% of the core faculty secure funding for research and/or training every two years.

Objective 4.b) Faculty members demonstrate academic excellence through refereed public health journals in the area of their expertise and reflective of the mission statement.

Target – At least 80% of core faculty have one peer-reviewed publication each year and at least 60% have 2 or more peer-reviewed publications each year.

Objective 4.c: Increase the opportunities for students to participate in and learn from faculty/preceptor directed, collaborative research.

Target – Have at least 60% affirmative responses from all students who are offered the opportunity to participate in funded research assistantships each year.

Target – Have at least 25% of faculty-mentored student research presented at the state, national or international level at least once every two years.

Objective 4.d: Demonstrate student ability to design, develop and conduct applied research.

Target – Have at least 50 % of students complete one manuscript suitable for submission for an appropriate journal or other publication source based on the MPH committee's recommendation.

Goal 5. Quality Curriculum: Ensure continuous curricular improvement based on internal and external stakeholder's input.

Objective 5.a: Identify areas for targeted curricular improvements.

Target – Each semester, one MPH course is evaluated/reviewed by the Curriculum Committee (e.g., learning objectives, course structure, assignments, readings, class activities, speakers, explicit links to other courses), with all courses being reviewed over a four-year period (beginning 2008).

Target – Have at least 85% of students participate in exit surveys upon completion of their degree requirements with at least 90% reporting positive comments on the MPH curriculum.

Target – Obtain input from the Advisory Committee every three years.

Target – Conduct Alumni and Employer surveys every three years.

Objective 5.b: Develop and track student learning outcomes within the MPH Program according to the learning objectives and outcomes stated in course syllabi.

Target – Continue piloting the BlackBoard Outcomes System to assess individual learning outcomes according to identified courses, course objectives, and course assignments using competency rubrics, with all core courses having been evaluated by the academic year 2007-

2008. Based on findings, the Curriculum Committee and course instructors will recommend course-level changes to improve student-learning outcomes.

Objective 5.c: Maintain the presence of a critical mass of students in each core and elective class for a more diverse and dynamic exchange of ideas among students and between instructor and students.

Target – Have the Curriculum Committee conduct an annual review of enrollment size in each MPH course. Based on this review, courses may be recommended for addition or deletion.