

## SCHOOL OVERVIEW

The IU Richard M. Fairbanks School of Public Health is committed to the principles of equality, shared decision-making, and a focus on the social, biological and environmental determinants of health which are central tenets of healthy communities and social justice. We embrace collaborative and participatory activities as a means of working collectively with other institutions and organizations in the community, across the state, nationally and internationally to ensure healthy communities and populations, a prerequisite for social justice.

The school is dedicated to the pursuit of health for all people. Health is defined as the capacity to develop full human potential, not simply the absence of disease. In promoting the health of communities, we emphasize the prevention of disease and injury and recognize the interconnectedness of the physical environment and ecosystem to the health of the community. We strive to ensure that the interests of the public are represented in health policies and practices and supports activities that promote this comprehensive view. The school has implemented the following internal and external mechanisms for assessment and evaluation:

### INTERNAL ASSESSMENT MECHANISMS

At the school level, the Evaluation and Assessment Committee reviews the school's progress toward achieving the stated goals, objectives, and targets presented to the committee through routine data collection by the responsible parties assigned. The Evaluation and Assessment Committee reports these findings to the Dean's Council on a semi-annual basis. The Dean's Council (comprised of the dean, associate deans, director of finance and administration, director of marketing and communication, and director of development) has responsibility for overseeing the evaluation process as a whole.

The school's standing committees provide additional infrastructure to assist the school in meeting the goals, objectives, and targets. The associate dean for education and the staff in the Office of Student Services are responsible for collecting and summarizing data regarding feedback from students, employers, and alumni to assess the extent to which the curriculum adequately prepares graduates for employment in their field.

### EXTERNAL ASSESSMENT MECHANISMS

The NAC was established to provide the school guidance and advice as the school establishes priorities. Other external groups providing evaluation and assessment of students in our programs include the MPH Community Practice Committee and the BSPH Environmental Health Science (EHS) External Advisory Board. The MPH Community Practice Committee is comprised of community partners, internship preceptors, MPH alumni, faculty, staff, and students. This committee meets quarterly to provide feedback regarding the educational preparation of the MPH students and make recommendations for continuous improvement of the MPH Program. The BSPH EHS External Advisory Board meets annually and is comprised of partners from industry and the community. This external body provides feedback on curricular issues in the major, keeps the faculty apprised of current employer needs, and makes recommendations that help shape the future of the program.

In addition to CEPH accreditation, external accrediting bodies such as the Commission on Accreditation of Healthcare Management Education (CAHME) and the Environmental Health Science and Protection Accreditation Council (EHAC) provide evaluative feedback on the MHA Program (CAHME) and BSPH in Environmental Health (EHAC). The most recent reviews resulted in re-accreditation for the maximum allowable terms.

## ACADEMIC PROGRAMS

The Fairbanks School of Public Health offered 11 academic degree programs in the 2016-17 academic year.

- Bachelor of Science in Public Health (BSPH)
  - Community Health Major
  - Environmental Health Sciences Major
- Bachelor of Science in Health Services Management (BSHSM)
- Bachelor of Science in Health Data Science (BS in HDS)
- Master of Public Health (MPH)
  - Epidemiology Concentration
  - Health Policy and Management Concentration
  - Biostatistics Concentration
  - Social and Behavioral Sciences Concentration
  - Environmental Health Sciences Concentration
- Master of Health Administration (MHA)
- Master of Science (MS) in Biostatistics
- Master of Science (MS) in Product Stewardship (new: first admitted cohort in 2017)
- Doctor of Public Health (DrPH) in Global Health Leadership (new: first admitted cohort in 2018)
- Doctor of Philosophy (PhD) in Biostatistics
- Doctor of Philosophy (PhD) in Epidemiology
- Doctor of Philosophy (PhD) in Health Policy and Management

## COMPETENCIES FOR EACH ACADEMIC PROGRAM

The competencies for each academic program are in Column 2 in the matrices that follow. Column 2 asks: How would you know it **(the outcome)** if you saw it? **(What will the student know or be able to do?)** Some of the competencies, including how they are worded, are developed by the accrediting body for that specific program (i.e. MHA competencies).

To meet the requirements stipulated by our school's accrediting agency, CEPH, we must identify competencies for all programs at the bachelor's, master's and doctoral levels. For each degree program and area of specialization within the programs identified, there are clearly stated competencies that guide the development and implementation of the curriculum. Faculty members associated with each program monitor and evaluate student progress to determine if competencies have been achieved. This is done through course requirements (assignments, exams, presentations, papers), internship experiences, and culminating experiences. Each program has an assigned Curriculum Committee that meets monthly to provide oversight, and an Academic Progress Review Committee that meets at least three times a year to monitor and evaluate student progress.

The competencies are available to students on the website and in the student handbooks. They are also linked to learning objectives and assignments in the course syllabi.

**PLANNING FOR LEARNING AND ASSESSMENT**

1. <b>What general outcome are you seeking?</b>	2. <b>How would you know it (the outcome) if you saw it?</b> (What will the student know or be able to do?)	3. <b>How will you help students learn it?</b> (in class or out of class)	4. <b>How could you measure each of the desired behaviors listed in #2?</b>	5. <b>What are the assessment findings?</b>	6. <b>What improvements have been made based on assessment findings?</b>
<b>PhD in Biostatistics</b>					
Graduates of this program will possess the knowledge and skills necessary to enter a career in this discipline.					
	Acquire biostatistical knowledge and interpersonal skills needed to collaborate with health science investigators.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation	The PhD Committee meets monthly to provide oversight.  Throughout each term, faculty in the department review and document assessment findings related to performance in courses, on qualifying exams, in dissertation research and writing, and in the oral defense.	Assessment of doctoral student progress in achieving the expected competencies revealed successful students' performance in the following areas: didactic courses for the major and minor, qualifying examination, research and writing phases of the dissertation, and
	Formulate a health related question in statistical terms including appropriate hypothesis in order to develop appropriate statistical analysis plans.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Recognize important methodological issues through collaborative research.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		

	Derive improved methods as solutions to methodologic problems.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		oral defense of the dissertation.  The PhD program in Biostatistics continues to add elective courses to the curriculum to expand options for learners.
<b>PhD in Epidemiology</b>					
Graduates of this program will possess the knowledge and skills necessary to enter a career in this discipline.		Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation	The PhD Committee meets monthly to provide oversight.  Throughout each term, faculty in the department review and document assessment findings related to performance in courses, on qualifying exams, in dissertation research and writing, and in the oral defense.	Assessment of doctoral student progress in achieving the expected competencies revealed successful students' performance in the following areas: didactic courses for the major and minor, qualifying examination, research and writing phases of the dissertation, and oral defense of the
	Design investigations of acute and chronic conditions as well as other adverse health outcomes in targeted populations.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Analyze and evaluate data from epidemiologic investigations and surveillance systems.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Differentiate special populations by race, ethnicity; culture; societal, educational, and professional backgrounds; age; sex; religion; disability; and sexual orientation.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		

	Critically evaluate results of epidemiologic studies, include analyses, interpretation and conclusions.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		dissertation.  The PhD program in Epidemiology continues to add elective courses to the curriculum to expand options for learners.
	Use current knowledge of causes of disease to guide epidemiologic practice.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Prepare written and oral reports and presentations to effectively communicate necessary information to professional audiences, policy makers, and the general public.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Develop community partnerships to support epidemiologic investigations.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Prepare proposals for extramural peer-reviewed funding.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Promote and model ethical conduct in epidemiologic practice.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Bring epidemiologic perspectives to the development and analysis of public health policies.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		

**PhD in Health Policy and Management**

Graduates of this program will possess the knowledge and skills necessary to enter a career in this discipline.					
	Demonstrate in-depth knowledge of the history, structure, and operation of health care systems domestically and internationally.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation	The PhD Committee meets monthly to provide oversight.  Throughout each term, faculty in the department review and document assessment findings related to performance in courses, on qualifying exams, in dissertation research and writing, and in the oral defense.	Assessment of doctoral student progress in achieving the expected competencies revealed successful students' performance in the following areas: didactic courses for the major and minor, qualifying examination, research and writing phases of the dissertation, and oral defense of the dissertation.  As a result of the assessment findings, several new courses
	Understand and apply bioethical principles and theories and utilize them in research, policy, and practice.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Design and conduct health policy and services research studies.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Access, manage and utilize administrative and other secondary data sources in research studies.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Prepare grant applications and manage research projects.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		

	Analyze and evaluate policies and programs.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		were added to replace existing courses in the curriculum for the PhD program in Health Policy and Management.
	Utilize and report the results of advanced quantitative and qualitative data analysis.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Interpret and report the findings of original research for scholarly audiences.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Translate and apply findings from original and existing research in policy and practice.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		
	Educate and train students and professionals about health policy and management.	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation		

**Master of Public Health**

<p>Graduates of this program will possess the knowledge and skills necessary to enter a career in this discipline.</p>				<p>The MPH Program Committee that meets monthly to provide oversight, and the MPH Academic Progress Review Committee that meets at least three times a year to monitor and evaluate student progress.</p> <p>Throughout each term, faculty in all 5 departments monitor and document</p>	<p>Assessment findings indicated that the five core courses needed to be more integrated. As a result, the faculty across the five departments worked to redesign the five core courses so students did not learn the content in a siloed approach. Starting in the fall of 2018, MPH students</p>
	<p>Use biostatistical methods to analyze and report public health data.</p>	<p>MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project</p>	<p>Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project</p>		
	<p>Specify approaches to assess, prevent and control environmental and occupational hazards to human health and safety.</p>	<p>MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project</p>	<p>Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project</p>		
	<p>Use epidemiologic methods to collect, study, analyze and report the patterns of disease in human populations for diverse audiences.</p>	<p>MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project</p>	<p>Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project</p>		



	Identify and analyze the components and issues of leadership, including financing and delivery of public health services and systems.	MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project	Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project	assessment findings related to performance in the five core courses, in the MPH internship in public health settings, in the required and elective courses, and in the culminating or capstone experience. The capstone is an integrated learning experience required by our accrediting agency.	will learn the content in an integrated approach and will have a better understanding of how practitioners in the five disciplines of public health (biostatistics; epidemiology; social and behavioral sciences; environmental health sciences; health policy and management)work together to solve complex public health problems.  The changes to the first five courses taken by all MPH students will address the core knowledge in innovative, interdisciplinary formats that include skills in high demand from employers, such as communication,
	Apply policy process, development and analysis methods to address current national, state and local public health issues.	MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project	Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project		
	Identify social and behavioral science factors, theories and models and develop, implement and evaluate interventions designed to positively affect health behaviors in populations.	MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project	Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project		
	Collect and disseminate public health data through the use of technology and media.	MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project	Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project		
	Explain how human biology influences health and public health practice.	MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project	Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project		

	Exhibit high standards of personal and organizational integrity, compassion, honesty and respect for all people.	MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project	Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project
	Use systems methods to analyze the effects of political, social and economic influences on public health systems at the individual, community, state, national and international levels.	MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project	Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project
	Demonstrate the impact of diversity and culture on public health across discipline areas.	MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project	Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project
	Demonstrate an understanding of the basic ethical and legal principles pertaining to the collection, maintenance, use and dissemination of public health data.	MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project	Performance in courses, on exams, papers, projects, presentations, 240-hr. MPH internship, poster presentation and paper for capstone/final project

professionalism and leadership, IPE, systems thinking, planning and management to promote health, public health and healthcare systems, and evidence-based approaches to public health.

The MPH internship handbook was revised to better explain the steps and requirements.

## Master of Health Administration

**Note: These outcomes / competencies are articulated by the accrediting body.**

Graduates of this program will possess the knowledge and skills necessary to enter a career in this discipline.					
	Understand how decisions are made within the private, non- profit, and government sectors; understand connections across these sectors.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting	The MHA Program Committee meets monthly to provide oversight, and an Academic Progress Review Committee that meets at least three times a year to monitor and evaluate student progress.	Evaluation of the MHA culminating experience documents the level of awareness, understanding, appreciation, command, and proficiency each student demonstrates through their capstone project. The Capstone Project Competency Evaluation forms are summarized, analyzed, and
	Gain a broad knowledge of legal and economic contexts for health administration.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		
	Develop verbal and written communication and negotiation skills.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		
	Understand the principles of effective management leadership.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		

	Develop skills in relationship/team building.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting	<p>courses, and in the internship in health services management. Students are assessed on what they've learned throughout the MHA program through the Health Care Applications of Strategic Management course, also referred to as the capstone project. The capstone project is a health service organization-sponsored project of significant importance to the sponsor as well as demanding of the student to apply knowledge, skills, and learning to a real administrative issue, challenge, or strategic or performance improvement opportunity. Students work in small teams on their project and interact frequently with the sponsoring health services organization during the semester. The project requires students</p>	<p>evaluated as to the competencies being demonstrated by students, along with their command and proficiency of the program competencies and their application in practice. The Capstone Project Competency Evaluation is completed by the course instructor using a variety of methods of input from and observation of the student. The methods for input and feedback are: the initial Capstone Project Proposal that includes anticipated competency content areas;</p>
	Understand unique criteria of ethical standards and values for the profession.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		
	Understand the process of organizational development and change management.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		
	Understand the principles of effective recruitment and personnel management.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		
	Be able to identify the most appropriate business strategies, develop business plans around these strategies, and follow through with effective project management.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		
	Be sensitive to diversity in the population and its implications for health care delivery.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		

	Have a basic working knowledge of statistical analysis.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting	to utilize a variety of skills including interpersonal, conceptual, change management, critical thinking, report and executive writing, oral presentation, coordination, and organization to satisfactorily fulfill the capstone project requirements. The student's project provides valuable insight to help facilitate the transition from the academic setting to the healthcare industry workplace. The course also emphasizes the development of personal leadership philosophies, principles and style to help prepare the students for early career success and to set the foundation for professional growth and development.	initial project outline submitted by the student; initial and interim sponsor meeting reports; instructor interaction, monitoring, and coaching of students during the semester; in-class project presentations; presentations to sponsor and instructor; written report submitted to sponsor and instructor; and feedback from the sponsor.  Faculty in the Department of Health Policy and Management used assessment findings in 2016-
	Be able to measure and assess health status and health risks.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		
	Evaluate health care process improvements and performance.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		
	Develop analytic skills for effective decision making, including, economics and management science.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		
	Have a command of the basic skills of accounting and financial management (e.g., prepare and manage budgets).	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		
	Understand principles of sound capital investment decisions.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		

	Understand and appreciate how information technology supports business and clinical security and issues.	MHA core courses, advanced MHA courses, MHA internship in health services management	Performance in courses, on exams, papers, projects, presentations, MHA internship in a healthcare setting		17 to prepare for the self-study in 2017-18, which will be submitted to CAHME for accreditation.
<b>MS in Biostatistics</b>					
Graduates of this program will possess the knowledge and skills necessary to enter a career in this discipline.					
	Gain a thorough understanding of the principles of screening and disease surveillance, prevention, observational and intervention studies, the local, national, and global context of health problems, and the influence of cultural and social dimension of public health research and practice.	MS core courses, elective courses, thesis or 6 additional credits	Performance in required and elective courses, performance on exams, biostatistics projects and papers	Throughout each term, faculty in the Department of Biostatistics review and document assessment findings related to student performance in the sequence of required and elective courses. It was noted that several	Faculty in the Department of Biostatistics revised the curriculum to ensure that students have the foundational skills needed to

	Understand biostatistical principles, appropriate statistical technique, build skills in the design of clinical versus observational studies, data collection schemes and the analysis of the collected data plus interpretation and communication of the study results to public health practitioners.	MS core courses, elective courses, thesis or 6 additional credits	Performance in required and elective courses, performance on exams, biostatistics projects and papers	students in this program did not have the foundational skills needed to succeed in two of the required courses in this program.  MS students have the choice of completing either a comprehensive exam or a masters thesis. Evaluation of student progress in achieving the program competencies is conducted through one of these two mechanisms.	be successful. In addition, the courses were renumbered to properly align with the recommended sequence.
	Identify appropriate methods for the design of data collection systems in the context of biomedical research as well as the proper management, analysis and interpretation of these data.	MS core courses, elective courses, thesis or 6 additional credits	Performance in required and elective courses, performance on exams, biostatistics projects and papers		
<b>MS in Product Stewardship</b>					
Graduates of this program will possess the knowledge and skills necessary to enter a career in this discipline.					
	Describe the core functions, values and principles of environmental and occupational public health.	MS in Product Stewardship core courses, elective courses	Performance in product stewardship courses, on exams, in projects, presentations and papers	The first cohort was admitted to this program	This is a new program.

	Identify and characterize product hazards, exposures and risk through inherent product characteristics, uses and misuses of products.	MS in Product Stewardship core courses, elective courses	Performance in product stewardship courses, on exams, in projects, presentations and papers	<p>in the fall of 2017. Many of the faculty in this program have years of practical experience as product stewards in large corporations such as 3M, DOW, LILLY, etc. Throughout each term, faculty with practice in the field of product stewardship will work with the full-time faculty in the Department of Environmental Health Science to review and document assessment findings related to performance in the required and elective courses. Together, the full-time and adjunct faculty will assess students' readiness for employment in the field.</p> <p>Applicants were reviewed during the 2016-17 academic year and the first cohort was admitted in the fall of 2017. The program required hiring of new teaching faculty with expertise in needed areas.</p>
	Select and apply appropriate frameworks to analyze product risks to humans and the environment throughout product supply chains and product lifecycles.	MS in Product Stewardship core courses, elective courses	Performance in product stewardship courses, on exams, in projects, presentations and papers	
	Identify and evaluate current and emerging societal issues, regulatory requirements and voluntary frameworks that may affect products throughout their lifecycle.	MS in Product Stewardship core courses, elective courses	Performance in product stewardship courses, on exams, in projects, presentations and papers	
	Assess and apply best practices to improve product sustainability and competitive advantage while minimizing business risk through management and product development.	MS in Product Stewardship core courses, elective courses	Performance in product stewardship courses, on exams, in projects, presentations and papers	



	Identify and recommend strategies to improve the capabilities of product stewardship organizations within the larger business construct.	MS in Product Stewardship core courses, elective courses	Performance in product stewardship courses, on exams, in projects, presentations and papers		
<b>BSPH in Community Health</b>					
Graduates of this program will possess the knowledge and skills necessary to enter a career in this discipline.					
	Recognize the social determinants of health that impact individuals and communities in the U.S. and globally.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar	The Undergraduate Curriculum Committee meets monthly to provide oversight, and an Academic Progress Review Committee that meets at least three times a year to monitor and evaluate student	As a result of assessment findings, the curriculum was modified during the 2016-17 academic year. Additional required courses were added to the
	Explain the principles of epidemiology, environmental health, health care systems, and health policy and apply them to issues of public health.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar		

	Describe the role and importance of data in public health.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar	progress.	<p>curriculum. The creation of new undergraduate courses were needed in community health and additional educational content was needed in several courses to prepare students for CHES (certified health education specialist).</p> <p>The sequence of courses was also improved.</p>
	Describe the historical impact of public health nationally and globally.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar	Assessment findings indicated that minor adjustments to the sequence of courses was warranted to ensure students were maximally prepared for advanced courses. In addition, some of the elective courses were made required courses to ensure all students were exposed to content deemed to be relevant and critical to community health practice.	
	Identify and understand the key public health challenges, current and future, faced by the U.S. and the world.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar	In the Community Health major, students complete the Applied Capstone Seminar (A400) or the internship in Community Health to demonstrate their competencies.	
	Assess individual and community needs for health and health education.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar	Throughout each term, faculty in the Social and	

	Choose appropriate and quality sources of public health data, and correctly interpret the information provided.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar	Behavioral Sciences Department tracked student performance and assessment findings to ensure that students were fully prepared for the internships and employment in community health settings.
	Implement health and health education interventions and programs.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar	
	Administer health and health education interventions and programs.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar	
	Communicate the role of fairness and justice in health equity.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar	

	Communicate effectively orally and in writing with individuals at the community level as well as with diverse health stakeholders, providers, policy makers, etc.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar
	Based on evidence and data, advocate for practices, programming, and policies that address health equity issues.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar
	Demonstrate networking skills and cultural competency when engaging with colleagues and diverse stakeholders.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar
	Demonstrate ethical decision making whenever serving in the role of a public health practitioner.	BSPH courses in the Community Health major, required electives in public health, general electives, applied capstone seminar	Performance in community health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the applied capstone seminar

**BSPH in Environmental Health Science**

<p>Graduates of this program will possess the knowledge and skills necessary to enter a career in this discipline.</p>					
	<p>Describe a framework to anticipate, recognize, evaluate, prevent, and control environmental exposures.</p>	<p>Foundations and methods courses in the Environmental Health major, electives, required internship</p>	<p>Performance in environmental health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required environ. health internship</p>	<p>The Undergraduate Curriculum Committee meets monthly to provide oversight, and an Academic Progress Review Committee that meets at least three times a year to monitor and evaluate student progress.</p> <p>Throughout each term, faculty in the Department of Environmental Health Science review and document assessment findings related to performance in the required and elective courses as well as in the</p>	<p>Several of the courses were reconfigured to include contemporary content in the field, based on assessment findings and input from practitioners in the field.</p>
	<p>Use analytical tools and methods to characterize and address environmental health issues.</p>	<p>Foundations and methods courses in the Environmental Health major, electives, required internship</p>	<p>Performance in environmental health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required environ. health internship</p>		
	<p>Practice critical thinking to characterize and address environmental health issues.</p>	<p>Foundations and methods courses in the Environmental Health major, electives, required internship</p>	<p>Performance in environmental health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required environ. health internship</p>		

	Acquire experience in communicating effectively with diverse stakeholders – both written and oral, public and interpersonal, professional and technical – on environmental health issues.	Foundations and methods courses in the Environmental Health major, electives, required internship	Performance in environmental health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required environ. health internship	internship. Students in the Environmental Health Science major complete either the Environmental Health Science Internship (A380) or the Public Health Field Experience (A466) to demonstrate their competencies.
	Classify human health effects of environmental exposures.	Foundations and methods courses in the Environmental Health major, electives, required internship	Performance in environmental health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required environ. health internship	Assessment findings and input from practitioners in the field indicated that several of the courses needed to be reconfigured to include contemporary content in the field.
	Identify barriers to health equity related to environmental health.	Foundations and methods courses in the Environmental Health major, electives, required internship	Performance in environmental health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required environ. health internship	

**Bachelor of Science in Health Services Management**

<p>Graduates of this program will possess the knowledge and skills necessary to enter a career in this discipline.</p>					
	<p>Communicate effectively with diverse stakeholders, including public health and health care professionals, individually and in group settings using verbal, written, and electronic modes of communication.</p>	<p>BSHSM required courses, elective courses, practicum in health services</p>	<p>Performance in health services management required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required environ. health internship</p>	<p>The Undergraduate Curriculum Committee meets monthly to provide oversight, and an Academic Progress Review Committee that meets at least three times a year to monitor and evaluate student progress.</p> <p>Throughout each term, faculty in the Department</p>	<p>As a result of the assessment findings, curricular adjustments were made to increase options for fulfilling the science requirements and add an internship as one of the program requirements.</p> <p>The curriculum has been revised to meet the requirements of AUPHA (Association of</p>
	<p>Use statistical and other quantitative analysis tools and techniques to understand issues and problems in health care organizations and systems.</p>	<p>BSHSM required courses, elective courses, practicum in health services</p>	<p>Performance in the health services management required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required practicum in health services</p>		

	Use basic financial tools, principles, and practices to review and analyze financial performance of organizations and implement controls as required.	BSHSM required courses, elective courses, practicum in health services	Performance in the health services management required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required practicum in health services	of Health Policy and Management review and document assessment findings related to performance in the required and elective courses as well as in the applied capstone seminar.	University Programs in Health Administration) certification criteria.
	Apply human resource best practices for management of human capital in an organization.	BSHSM required courses, elective courses, practicum in health services	Performance in the health services management required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required practicum in health services	The full-time and adjunct faculty are able to assess students' readiness for employment in the field. Assessment indicated that additional course options to fulfill the science requirements.	
	Use marketing concepts and skills to analyze markets, develop marketing plans, and measure the impact of marketing activities to raise awareness and increase growth of the organization's market share.	BSHSM required courses, elective courses, practicum in health services	Performance in the health services management required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required practicum in health services	Competence is assessed by faculty through student performance in the practicum (H365) or the internship (H380), and by student performance in the applied health services management capstone experience (H474).	
	Participate in developing and implementing plans and policies to improve the delivery of health services.	BSHSM required courses, elective courses, practicum in health services	Performance in the health services management required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required practicum in health services	Adding the internship to the curriculum will help	



	Work individually and within a team-setting by applying organizational knowledge and leadership skills.	BSHSM required courses, elective courses, practicum in health services	Performance in the health services management required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required practicum in health services	students graduate “job ready” and will enable the program to seek accreditation through AUPHA.
	Recognize and demonstrate sensitive to diverse points of view.	BSHSM required courses, elective courses, practicum in health services	Performance in the health services management required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required practicum in health services	
	Seek principled solutions to health services delivery issues.	BSHSM required courses, elective courses, practicum in health services	Performance in the health services management required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required practicum in health services	

**BS in Health Data Science**

<p>Graduates of this program will possess the knowledge and skills necessary to enter a career in this discipline.</p>					
	<p>Demonstrate computing knowledge and “hacking” skills (data capture and visualization)</p>	<p>Health data science courses in the major, minor in either (a) Computer &amp; Information Science or (b) Informatics, electives, 6-cr. internship in health data science, optional “hackathons” outside of class</p>	<p>Performance in the health data science required and elective courses, performance on exams, in “hackathons”, in projects, in presentations and papers, performance in the 2-semester internship in health data science</p>	<p>The Undergraduate Curriculum Committee meets monthly to provide oversight, and an Academic Progress Review Committee that meets at least three times a year to monitor and evaluate student progress.</p> <p>This program was approved during the 2016-17 academic year. Applicants were admitted</p>	<p>This new program was approved during the 2016-17 academic year. The program required hiring of new teaching faculty with expertise in needed areas.</p>
<p>Analyze results using appropriate biostatistical methods (analytical skills)</p>	<p>Health data science courses in the major, minor in either (a) Computer &amp; Information Science or (b) Informatics, electives, 6-cr. internship in health data science</p>	<p>Performance in the health data science required and elective courses, performance on exams, in “hackathons”, in projects, in presentations and papers, performance in the 2-semester internship in health data science</p>			

<p>Think critically and creatively to solve problems and discover meaning in large data (open-mindedness, curiosity)</p>	<p>Health data science courses in the major, minor in either (a) Computer &amp; Information Science or (b) Informatics, electives, 6-cr. internship in health data science</p>	<p>Performance in the health data science required and elective courses, performance on exams, in “hackathons”, in projects, in presentations and papers, performance in the 2-semester internship in health data science</p>	<p>to the program for the 2017-18 academic year. There are currently five students enrolled in the BS in Health Data Science. The program director is continually assessing student progress and obtaining feedback from faculty and students in the program.</p>
<p>Conduct biostatistical analysis in an ethical and responsible manner (professionalism)</p>	<p>Health data science courses in the major, minor in either (a) Computer &amp; Information Science or (b) Informatics, electives, 6-cr. internship in health data science</p>	<p>Performance in the health data science required and elective courses, performance on exams, in “hackathons”, in projects, in presentations and papers, performance in the 2-semester internship in health data science</p>	
<p>Effectively communicate results of analyses to non-experts (communication, “story-telling”, presentation skills)</p>	<p>Health data science courses in the major, minor in either (a) Computer &amp; Information Science or (b) Informatics, electives, 6-cr. internship in health data science</p>	<p>Performance in the health data science required and elective courses, performance on exams, in “hackathons”, in projects, in presentations and papers, performance in the 2-semester internship in health data science</p>	

## SCHOOLWIDE ASSESSMENT MEASURES

- The IU Richard M. Fairbanks School of Public Health is fully accredited by the Council on Education for Public Health (CEPH). Accreditation is the culmination of a rigorous multi-year self-evaluation detailing how the school meets a variety of criteria, including the school's curricula, student learning outcomes, resources, research opportunities, and students/faculty interaction. An on-site visit by peer reviewers was then conducted to validate the findings of the self-study. Each year, the school must submit outcomes data as requested by CEPH.
- The CEPH criteria were recently revised based on the question, "Does this requirement ensure quality of student learning or the student experience?" As a result, new criteria were developed and approved to achieve the following:
  - (1) Develop standards that focus on quality of learning
  - (2) Simplify and reduce reporting burden
  - (3) Increase flexibility and opportunities for innovation
- In addition to the school's CEPH accreditation, the MHA program is accredited by the Commission on Accreditation Healthcare Management Education (CAHME), and the Environmental Health Science major of the BSPH program is accredited by the Environmental Health Science and Protection Accreditation council (EHAC). The School is also a member of the Association of Schools and Programs of Public Health (ASPPH) and the Association of Schools of Public Health in the European Region (ASPHER). As a member of ASPHER, the school is eligible to undergo the European accreditation process through the Agency for Public Health Education Accreditation (APHEA).
- Employers and stakeholders provide regular information to the school regarding graduates' ability to perform competencies through feedback in regular standing committee meetings, planning retreats, and meetings with the leadership of state and local health departments. Input is obtained on a regular basis in the following ways:
  - a) During quarterly meetings of the Community Practice Committee comprised of employers, preceptors and community partners;
  - b) From the dean's National Advisory Committee comprised of national and state leadership;
  - c) From hospital and health department leadership during the strategic planning retreats;
  - d) From adjunct faculty who practice in the field;
  - e) During meetings among the Indiana State Health Commissioner, the dean, and the associate dean for public health practice who holds a joint appointment between the school and the state health department;
  - f) During alumni association meetings.