

IU Richard M. Fairbanks School of Public Health

PRAC Annual Report

2022-23 Academic Year

OVERVIEW

In this PRAC report, the Fairbanks School of Public Health presents the competencies for each academic program (undergraduate and graduate), assessment measures, and changes made as a result of the assessments.

The IU Richard M. Fairbanks School of Public Health (FSPH) [mission, vision, and core values](#) are outlined on our website.

- **Mission:** The mission is to cultivate innovative, interdisciplinary, community-engaged education, research, and service while preparing leaders in public health and health care.
- **Vision:** The Fairbanks School of Public Health is a leader in improving the health of the people of Indiana, the nation, and the world.
- **Values:** The following core values guide all aspects of teaching, research, and service: collaboration, commitment to social justice, environmental consciousness, cultural competency, equity, innovation, respect, and sensitivity to diversity.

ACCREDITATION

The IU Richard M. Fairbanks School of Public Health is fully accredited or certified by the following agencies:

- Council on Education for Public Health (CEPH) – Entire School
- Agency for Public Health Education Accreditation (APHEA) – Entire School
- Commission on Accreditation of Healthcare Management Education (CAHME) – MHA Program
- Environmental Health Science & Protection Accreditation Council (EHAC) – BSPH Major in Global Health Program
- Association of University Programs in Health Administration (AUPHA) – BS in Health Services Management

Note that FSPH is proud to have received in 2020 initial accreditation from the Agency for Public Health Education Accreditation ([APHEA](#)), which promotes and facilitates high quality, socially accountable, ethical education and training of public health institutions throughout the world. The FSPH is the first school of public health in the U.S. to achieve this milestone, underscoring our commitment to international peer review, a global perspective, and continuous improvement of our curricula.

The Fairbanks School of Public Health is 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](#)). The ASPPH collects outcome data annually from all accredited schools of public health. The ASPHER strengthens the “education and training of public health professionals for both practice and research.”

DIRECT AND INDIRECT MEASURES OF LEARNING

The FSPH continuously reviews data regarding feedback from students, employers, and alumni to assess the extent to which the curriculum adequately prepares graduates for employment in their field. In addition to direct measures such as applied practice experiences, integrated learning experiences, capstone projects, research papers, theses, dissertations, and e-portfolios, the FSPH uses indirect measures of learning, including graduation rates within the expected timeframe and job placement rates within 12 months of graduation. Indirect measures are reported annually to remain in compliance with accreditation standards.

ACADEMIC PROGRAMS

The Fairbanks School of Public Health currently offers the 11 academic degree programs, some with multiple majors/concentration. In addition to the 11 degree programs listed below, the school also offers [4+1 accelerated degree programs](#) and [dual/joint degree programs](#).

1. **Bachelor of Science in Public Health (BSPH)**
 - Community Health Major
 - Global Health Major
 - Epidemiology (launched in 2019)
2. **Bachelor of Science in Health Services Management (BSHSM)**
3. **Bachelor of Science in Health Data Science (BSHDS)**
4. **Master of Public Health (launched in late spring of 2018)**
 - Biostatistics Concentration
 - Global and Environmental Health Concentration
 - Epidemiology Concentration
 - Health Policy and Management Concentration
 - Public Health Informatics (launched in the fall of 2018)
 - Social and Behavioral Sciences Concentration
5. **Master of Health Administration (MHA)**
6. **Master of Science (MS) in Biostatistics**
7. **Master of Science (MS) in Global Health and Sustainable Development**
8. **Master of Science (MS) in Product Stewardship**
9. **Doctor of Public Health (DrPH) in Global Health Leadership (launched in the fall of 2018)**
10. **Doctor of Philosophy (PhD) in Biostatistics**
11. **Doctor of Philosophy (PhD) in Epidemiology**
12. **Doctor of Philosophy (PhD) in Health Policy and Management**

ASSESSMENT PROCEDURES AND FINDINGS

Student Assessment via Competency-based Curricula: For each degree program and area of specialization, there are clearly defined student competencies (learning outcomes) that guide the development and implementation of the curriculum. To meet the requirements stipulated by our school's North American accrediting agency, Council on Education for Public Health (CEPH), we identify competencies for all programs at the bachelor's, master's, and doctoral levels.

Appropriate assessment methods are identified for these competencies. Curriculum committees at the undergraduate, masters and doctoral levels determine assessment findings and use them to make continuous improvements in instructional design, curricular content and sequence, and student services such as advising and career development. Faculty members monitor and evaluate student progress in each of the academic programs to determine if competencies have been achieved.

The competencies for each program are used as part of a deliberate and ongoing assessment of student learning and preparedness for the workforce. They are also used to continually drive and update/improve the curriculum. 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, on the internship proposal form, and in the capstone course or the final project proposal form.

The table below illustrates the Applied Practice Experiences and Integrative Learning Experiences used to assess student learning.

<i>Program Applied Practice Experiences (APEs) and Integrative Learning Experiences (ILEs)</i>	
Bachelor of Science in Public Health (BSPH)	
• Community Health	Internship or Capstone Experience
• Global Health	Internship and Field Experience
• Epidemiology	Internship
BS in Health Services Management	Internship and Capstone Experience
BS in Health Data Science	2 Internships
Master of Public Health (MPH)	
• Biostatistics	Internship and Independent ILE Project
• Global and Environmental Health	Internship and Independent ILE Project
• Epidemiology	Internship and Independent ILE Project or Applied Epidemiology Project
• Health Policy and Management	Internship and Independent ILE Project or Capstone Course
• Public Health Informatics	Internship and Independent ILE Project
• Social and Behavioral Sciences	Internship and Independent ILE Project or Capstone Course
Master of Health Administration (MHA)	Internship and Capstone Project: Healthcare Applications of Strategic Management Course
MS in Biostatistics	Comprehensive Exam or Thesis
MS in Product Stewardship	Final Paper
DrPH in Global Health Leadership	Dissertation and Oral Defense
PhD in Biostatistics	Dissertation and Oral Defense
PhD in Epidemiology	Dissertation and Oral Defense
PhD in Health Policy and Management	Dissertation and Oral Defense

Assessment of the competencies is conducted through course requirements (assignments, exams, presentations, papers), internship experiences, and culminating experiences. At the masters and doctoral levels, student learning is assessed in the capstone experience, culminating project, thesis, or dissertation, all of which are conducted toward the end of the educational experience. These assessment measures demonstrate student knowledge, skills, attitudes, behaviors, and values acquired as a result of their participation in the program.

Before students earn their diploma, they must demonstrate the knowledge, skills and applications expected of someone who has progressed through their academic programs. For example, all MPH students must enroll in, present (in poster format), and pass their culminating experience in order to graduate from the program. The experience is completed at the end of the program and is a measure of students' ability to synthesize and apply skills and knowledge learned in the coursework.

Student audits are conducted at the conclusion of each term to review each student's progress toward graduation. The Academic Progress Review Committees meets at least three times per year to monitor and evaluate student progress and success in each program. Three Curriculum Committees meet monthly to provide oversight of the curricula:

1. Undergraduate Program Committee (BSPH, BSHSM, BSHDS)
2. Master's Program Committee (MS, MPH, MHA)
3. Doctoral Program Committee (PhD, DrPH)

Examples of Designated Courses, Applied Practice Experiences (APEs), and Integrated Learning Experiences (ILEs) to Assess Learning

BSPH Program: In the Bachelor of Science in Public Health, students in the Epidemiology major will complete a practical experience in a health department or other governmental agency. Students in the Global Health major complete either the GlobalHealth Internship (A380) or the Public Health Field Experience (A466) to demonstrate their competencies. In the Community Health major, students complete the Applied Capstone Seminar (A400) or the internship in Community Health to demonstrate their competencies. Students in the Community Health major are eligible to take the [CHES](#) (Certified Health Education Specialist) exam, and a student from FSPH holds the [highest CHES exam score in the U.S.](#) Faculty in the Global Health major assess students' competencies through these practical experiences as well as didactic course work, of which are evaluated by the [National Environmental Health Science & Protection Accreditation Council \(NEHSPAC\)](#).

BSHSM Program: The Bachelor of Science in Health Services Management degree is the only such degree in the state of Indiana to be [certified by the Association of University Programs in Health Administration](#) (AUPHA). The AUPHA is a global network of colleges, universities, faculty, organizations, and individuals dedicated to the improvement of health and healthcare delivery through excellence in healthcare management and policy education. Its mission is to foster excellence and drive innovation in health management and policy education and promote the value of university-based management education for leadership roles in the health sector. To earn AUPHA certification, the BSHSM program underwent a rigorous review of curricula, faculty, and educational outcomes. The AUPHA review team felt the program met the highest standards for an educational program in health services management. A central curricular component of the BSHSM curriculum is an emphasis on applied practice experiences. All students complete a three-course professional development sequence culminating in a capstone internship experience where students are able to demonstrate their competencies. Program competencies focus on communication and relationship management, professionalism, inclusive leadership, knowledge of the health care system, and business skills and knowledge. Competence in these areas is assessed by faculty through student performance in the elective internship (H380), professionalism in the healthcare workplace (H379) and the health services management capstone experience (H475).

BS in HDS Program: Students in the Bachelor of Science in Health Data Science apply what they have learned in class during two required 3-credit health data science internships, (B401 and B402), which are typically conducted at Eli Lilly. The internships are evaluated by the preceptor and program director.

MPH Program: In the MPH Program, faculty assess whether students can apply what they have learned in the program during their internship or applied practice experience. Students must identify the competencies to be addressed in their applied practice experience before they are approved to begin. The MPH internship preceptor is required to evaluate the student midway through (120 hours) and at the end (240 hours) of the internship. Upon completion, the student is required to submit two work products produced as part of their internship, such as reports, grant proposals, white papers, educational brochures, PowerPoint presentations, program plans, data analyses, etc. The preceptor and faculty advisor evaluate whether the student has met the competencies at the conclusion of the internship. The MPH culminating experience is accomplished through a final concentration project or the capstone course. In preparation for the final project, students work with their faculty advisor and preceptor to identify the competencies that will be addressed during the project experience. The identified competencies are evaluated by the preceptor and faculty advisor upon completion of the project and poster presentation. All MPH students, regardless of whether they complete a final concentration project or capstone course, prepare a paper and a poster for faculty review.

MHA Program: Student learning in the MHA Program is assessed 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. The Capstone Project Competency Evaluation forms are summarized, analyzed, and evaluated regarding students' command and proficiency of the program competencies and their application in practice. The Capstone Project Competency Evaluation forms are completed by the course instructor with input from the respective capstone sponsor of the project. The MHA curriculum meets the standards for the [Commission on Accreditation of Healthcare Management Education \(CAHME\)](#). CAHME accreditation is the benchmark for students and employers that ensures the integrity of graduate healthcare management education.

MS Program in Biostatistics: Evaluation of student progress in achieving the program competencies is conducted through one of two mechanisms. The MS students have the choice of completing either a comprehensive exam or a master's research thesis in biostatistics (B711). Students taking the non-thesis option are required to take the MS competency exam. After passing the exam, students must then take six hours of electives. Students who do not pass the MS competency exam are required to enroll in B711 MS Thesis Research in Biostatistics.

PhD and DrPH Programs: Monitoring of student progress in achieving the expected competencies of the four doctoral programs is done through evaluation of students' performances in the following areas: didactic courses for the major and minor, qualifying examination, research and writing phases of the dissertation or doctoral project, and oral defense of the dissertation or doctoral project.

Profiles of Learning for Undergraduate Success (PLUS) and Domains and Competencies

PLUS: The school's undergraduate programs were linked to the new Profiles of Learning for Undergraduate Success (PLUS) and submitted to the IUPUI Undergraduate Affairs Committee. As a next step, the faculty will map their undergraduate capstone courses to PLUS, similar to the way in which programs were mapped to PLUS. Faculty will also be asked to identify a required 300-level mid-point course in each undergraduate program that will map to PLUS.

DOMAINS AND COMPETENCIES: The school's accreditation criteria stipulate that evaluation methods and measures should track the school's progress in (1) advancing the field of public health (including instruction, scholarship, and service) and (2) promoting student success. The Academic Leadership Team (ALT) monitors student assessment policies and procedures that pertain to the entire school. Student assessment policies and procedures that are unique to a particular program, such as a capstone requirement, are monitored by the program director and faculty who teach in that program.

Assessment of Public Health Domains in the Bachelor of Science in Public Health (BSPH) Key:

I = Introduced: The content is presented in at least one lecture in the course.

C = Covered: The content is presented in two or more lectures in the course.

Public Health Domains	Course Name and Number				
	A316 Environmental Health Science	B300 Intro to Biostatistics	E322 Principles of Epidemiolog y	H220 Public Health Systems &	S315 Community Health
Overview of Public Health: Address the history and philosophy of public health as well as its core values, concepts, and functions across the globe and in society					
<i>Public Health History</i>	I		C	I	I
<i>Public Health Philosophy</i>	I		I	I	C
<i>Core PH Values (i.e., equity, social justice, access, etc.)</i>	I		I	C	I
<i>Core PH Concepts</i>	C	I	C	I	I
<i>Global Functions of Public Health</i>	I		I	C	I
<i>Societal Functions of Public Health</i>	C		I	I	I

Role and Importance of Data in Public Health: Address the basic concepts, methods, and tools of public health data collection, use, and analysis and why evidence-based approaches are an essential part of public health practice					
<i>Basic Concepts of Data Collection</i>		C	C		
<i>Basic Methods of Data Collection</i>		C	C		
<i>Basic Tools of Data Collection</i>		C	C		
<i>Data Usage</i>		C	C		
<i>Data Analysis</i>		C	C		
<i>Evidence-based Approaches</i>	I	C	C	I	C
Identifying and Addressing Population Health Challenges: Address the concepts of population health, and the basic processes, approaches, and interventions that identify and address the major health-related needs and concerns of populations					
<i>Population Health Concepts</i>	I	I	C	I	C
<i>Introduction to Processes and Approaches to Identify Needs and Concerns of Populations</i>	I		I	I	C
<i>Introduction to Approaches and Interventions to Address Needs and Concerns of Populations</i>	I		I	I	C
Human Health: Address the underlying science of human health and disease including opportunities for promoting and protecting health across the life course					
Science of Human Health and Disease	I	C			
<i>Health Promotion</i>	I	I			C
<i>Health Protection</i>	C	I			
Determinants of Health: Address the socio-economic, behavioral, biological, environmental, and other factors that impact human health and contribute to health disparities					
<i>Socio-economic Impacts on Human Health and Health Disparities</i>	C		I	I	I
<i>Behavioral Factors Impacts on Human Health and Health Disparities</i>	I		I		C
<i>Biological Factors Impacts on Human Health and Health Disparities</i>	I		C		I
<i>Environmental Factors Impacts on Human Health and Health Disparities</i>	C		I		I
Project Implementation: Address the fundamental concepts and features of project implementation, including planning, assessment, and evaluation					

<i>Introduction to Planning Concepts and Features</i>					C
<i>Introduction to Assessment Concepts and Features</i>			C		C
<i>Introduction to Evaluation Concepts and Features</i>		C	C		I
Overview of the Health System: Address the fundamental characteristics and organizational structures of the U.S. health system as well as to the differences in systems in other countries					
<i>Characteristics and Structures of the U.S. Health System</i>				C	
<i>Comparative Health Systems</i>				C	
Health Policy, Law, Ethics, and Economics: Address the basic concepts of legal, ethical, economic, and regulatory dimensions of health care and public health policy, and the roles, influences and responsibilities of the different agencies and branches of government					
<i>Legal dimensions of health care and public health policy</i>				C	
<i>Ethical dimensions of health care and public health policy</i>			I	C	
<i>Economical dimensions of health care and public health policy</i>				C	
<i>Regulatory dimensions of health care and public health policy</i>	I			C	
<i>Governmental Agency Roles in health care and public health policy</i>	I		I	C	
Health Communications: Address the basic concepts of public health-specific communication, including technical and professional writing and the use of mass media and electronic technology					
<i>Technical writing</i>	C		I	I	
<i>Professional writing</i>	I		I	C	I
<i>Use of Mass Media</i>	C				C
<i>Use of Electronic Technology</i>	C	I	I	I	C

LEARNING AND ASSESSMENT

Outcome	How would you know it (the outcome) if you saw it? (What will the student know or be able to do?) Student knowledge, skills, attitudes, behaviors and values acquired.	How will you help students learn it? (in-class or out of class)	How could you measure each of the desired behaviors listed in the second column?	What are the assessment findings and changes made based on findings?
PhD in Biostatistics				
<u>Competencies for the PhD in Biostatistics</u>				
OUTCOME: Graduates have the knowledge and skills to enter a career in their 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, oral defense	Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained. Student research productivity ranked #17 among PhD Programs in Biostatistics. Students presented their biostatistics research at national conferences. Students teach this content to undergraduate students. Students secured high level positions in the field: Research Scientist at Lilly Lead Biostatistician at Biogen Idec Inc Principal Biostatistician at GSK Senior Biostatistician at Novartis Pharm. Senior Research Statistician-Abbvie Inc Senior Biostatistician at Amgen
	Formulate a health-related question in statistical terms including appropriate hypothesis 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, oral defense	
	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, oral defense	
	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	
PhD in Epidemiology				
<u>Competencies for the PhD in Epidemiology</u>				
OUTCOME: Graduates have the knowledge and skills to enter a career in their discipline.		Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained. Students presented their epidemiology research at national conferences.
	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, oral defense	
	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, oral defense	

<p>OUTCOME:</p> <p>Graduates have the knowledge and skills to enter a career in their discipline.</p>	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, oral defense	Students teach this content to undergraduate students.
	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, oral defense	Students can apply what they learn in the Public Health Corps.
	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, oral defense	Students in this program obtain paid research assistantships on campus.
	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, oral defense	Upon graduation, students secured high level positions in the field such as: -Faculty position – Purdue University Moffitt Cancer Center -Research Scientist – Global Health Outcomes Research Scientist at Eli Lilly
	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, oral defense	-Faculty position at Ferris State University -Faculty Position – IU Fairbanks School of Public Health
	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, oral defense	-Clinical Research Scientist at Eli Lilly
	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, oral defense	
	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, oral defense	

PhD in Health Policy and Management

Competencies for the PhD in Health Policy and Management

<p>OUTCOME:</p> <p>Graduates have the knowledge and skills to enter a career in their discipline.</p>	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, oral defense	Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained.
	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, oral defense	Students presented health policy research, and health systems and services research at national conferences.
	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, oral defense	

<p>OUTCOME:</p> <p>Graduates have the knowledge and skills to enter a career in their discipline.</p>	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, oral defense	Students teach health policy and health services administration to undergraduate students.
	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, oral defense	Students secure fellowships and research assistantships.
	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, oral defense	<p>Upon graduation, students secured high level positions in the field such as:</p> <ul style="list-style-type: none"> -Faculty position – Johns Hopkins School of Medicine -Faculty position – East Tennessee State University -Faculty position – Winthrop University -Faculty position – Medical University of South Carolina -Faculty position – IU Fairbanks School of Public Health -Policy, Research and Development Officer at Indiana Rural Health Association -Postdoctoral Fellow – Mayo Clinic -Postdoctoral Fellow – Houston Methodist Hospital -Postdoctoral Fellow – Northwestern University -Research Scientist at MedStar Health Research Institute
	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, oral defense	
	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, oral defense	
	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, oral defense	
	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, oral defense	
<p>DrPH in Global Health Leadership</p> <p><u>Competencies for the DrPH in Global Health Leadership</u></p>				
	Explain qualitative, quantitative, mixed methods and policy analysis research and evaluation methods to address health issues at multiple (individual, group, organization, community and population) levels	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	Throughout each term, faculty continuously monitor student learning and

<p>OUTCOME:</p> <p>Graduates have the knowledge and skills to enter a career in their discipline.</p>	Design a qualitative, quantitative, mixed methods, policy analysis, or evaluation project to address a public health issue	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	<p>track assessment findings to determine if competencies have been attained.</p> <p>Assessments are ongoing.</p>
	Explain the use and limitations of surveillance systems and national surveys in assessing, monitoring, and evaluating policies and programs and to address a population's health	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
<p>OUTCOME:</p> <p>Graduates have the knowledge and skills to enter a career in their discipline.</p>	Propose strategies for health improvement and elimination of health inequities by organizing stakeholders, including researchers, practitioners, community leaders, and other partners	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	<p>Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained.</p>
	Communicate public health science to diverse stakeholders, including individuals at all levels of health literacy, for purposes of influencing behavior and policies	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Integrate knowledge, approaches, methods, values, and potential contributions from multiple professions and systems in addressing public health problems	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Create a strategic plan	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Facilitate shared decision making through negotiation and consensus-building methods	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Create organizational change strategies	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Propose strategies to promote inclusion and equity within public health programs, policies, and systems	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Assess one's own strengths and weaknesses in leadership capacities, including cultural proficiency	Courses, seminars in the department and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	

	Propose human, fiscal, and other resources to achieve a strategic goal	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Cultivate new resources and revenue streams to achieve a strategic goal	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Design a system-level intervention to address a public health issue	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Integrate knowledge of cultural values and practices in the design of public health policies and programs	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
<p>OUTCOME:</p> <p>Graduates have the knowledge and skills to enter a career in their discipline.</p>	Integrate scientific information, legal and regulatory approaches, ethical frameworks, and varied stakeholder interests in policy development and analysis	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	<p>Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained.</p>
	Propose interprofessional team approaches to improving public health	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Assess an audience's knowledge and learning needs	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Deliver training or educational experiences that promote learning in academic, organizational or community settings	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Use best practice modalities in pedagogical practices	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Analyze the roles and relationships of international organizations and other entities influencing global health	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Critique the impact of global policies on health equity and social justice across a range of cultural, economic and health contexts	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Apply an understanding of global economic, political, and social conditions on population health worldwide	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	
	Apply diplomacy and conflict resolution strategies with global partners	Courses, seminars in the department, and on campus, research opportunities, dissertation	Exams, papers, projects, presentations, PhD qualifying exam, PhD dissertation, oral defense	

Master of Public Health

Competencies for the MPH

<p>OUTCOME:</p> <p>Graduates have the knowledge and skills to enter a career in their discipline.</p>	Use biostatistical methods to analyze and report 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, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or capstone/final project	<p>Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained.</p> <p>Each student presented their capstone project in the form of a paper and poster presentation to the faculty. All students successfully passed this assessment.</p> <p>To address the new competency, MPH students participated in interprofessional learning experiences through the IU Center for IPE.</p> <p>Students secured jobs in leadership positions such as:</p> <ul style="list-style-type: none"> -Epidemiologist at Indiana State Dept. of Health -Health Educator at IU Health -Policy Analyst -Environmental Health Specialist at the Marion County Public Health Dept.
	Specify approaches to assess, prevent, and control environmental and occupational hazards to human health and safety.	MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project	Performance in courses, on exams, papers, projects, presentations, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or capstone/final project	
	Use epidemiologic methods to collect, study, analyze, and report the patterns of disease in human populations for diverse audiences.	MPH core courses, MPH internship, advanced courses in the concentration, MPH capstone/final project	Performance in courses, on exams, papers, projects, presentations, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or capstone/final project	
	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, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or capstone/final project	
	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, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or capstone/final project	

<p>OUTCOME:</p> <p>Graduates have the knowledge and skills to enter a career in their discipline.</p>	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, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or capstone/final project	<p>A student in this program received the Public Health Leadership Award: Stephen Jay Leadership Award in Public Health</p> <p>Program improvements included:</p> <ul style="list-style-type: none"> - Redesign of the MPH curriculum to reconfigure the five independent core courses into four integrated core courses + one elective - Restructuring and resequencing of the curriculum in several MPH concentrations - A requirement of submission of two work products was added to the MPH internship. -
	Collect and disseminate public health data using 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, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or 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, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or 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, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or 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, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or 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, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or 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, two work products produced during the 240-hr. MPH internship/applied practice experience, poster presentation, and paper for integrated learning experience or capstone/final project	<ul style="list-style-type: none"> - Increased the number of co-curricular experiences. - Introduced more qualitative methods content in the MPH curriculum for students in all concentrations.
<p>Master of Health Administration</p> <p><u>Competencies for the MHA</u></p>				
<p>OUTCOME:</p> <p>Graduates have the knowledge and skills to enter a career in their discipline.</p>	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 Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	<p>Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained.</p> <p>Additional assessment measures were put in place as part of the program evaluation for reaffirmation of CAHME accreditation and are continuously monitored.</p> <p>Students competed in two annual national case competitions: The UAB Health Administration Case Competition and the National Association of Health Services Executives (NAHSE) Everett V. Fox Case Analysis and Competition.</p> <p>Co-curricular experiences allow students to gain additional information in the competency areas. These opportunities include encouraged participation in the following organizations and/or activities:</p>
	Gain a broad knowledge of legal and economic contexts for health administration.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	
	Develop verbal and written communication and negotiation skills.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	
	Understand the principles of effective management leadership.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	
	Develop skills in relationship/team building.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	
	Understand unique criteria of ethical standards and values for the profession.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	
	Understand the process of organizational development and change management.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	

				<p>-American College of Healthcare Executives (ACHE) -IHEN (ACHE Indiana affiliate) -IHEN Early Careerist Group -Night of Gratitude (FSPH annual activity)</p> <p>Students also have the opportunity to attend the ACHE Annual Congress on Healthcare Leadership each year in Chicago, Illinois.</p> <p>Curricular changes to further integrate this understanding include and are ongoing.</p> <p>-Added two new courses to the MHA Curriculum: (1) Leadership (H645) and (2) Operations Management (H646)</p>
<p>OUTCOME:</p> <p>Graduates have the knowledge and skills to enter a career in their</p>	Understand the principles of effective recruitment and personnel management.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	-Changed the LEAN course from an elective to a requirement.
	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 Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	-Eliminated redundancy and combined content into existing course (Management Sciences) to enhance students' data management and analysis skills.
	Be sensitive to diversity in the population and its implications for health care delivery.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	-Re-arranged sequence of courses to allow for expanding Excel skills over the course of the curriculum.
	Have a basic working knowledge of statistical analysis.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	-Based on student feedback, Operations Management was piloted as a hybrid course.

discipline.	Be able to measure and assess health status and health risks.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	-Incoming students will be connected with a mentor at orientation.
	Evaluate health care process improvements and performance.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	
	Develop analytic skills for effective decision making, including, economics and management science.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project 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 Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	
	Understand principles of sound capital investment decisions.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	
	Understand and appreciate how information technology supports business and clinical security and issues.	MHA core courses, advanced MHA courses, MHA Capstone Project: Healthcare Applications of Strategic Management Course	Performance in courses, on exams, papers, projects, presentations, MHA capstone project in a healthcare setting	
MS in Biostatistics				
<u>Competencies for the MS in Biostatistics</u>				
	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 continuously monitor student learning and track assessment findings to determine if competencies have been attained.

<p>OUTCOME: Graduates have the knowledge and skills to enter a career in their discipline.</p>	<p>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.</p>	<p>MS core courses, elective courses, thesis, or 6 additional credits</p>	<p>Performance in required and elective courses, performance on exams, biostatistics projects and papers</p>	<p>Students presented their biostatistics research at national conferences.</p> <p>Students serve as TAs in undergraduate and master's level courses.</p> <p>Upon graduation, students secured positions as: Biostatistician at Pfizer in China Data Analyst at Xtend Healthcare SAS Programmer at Medpace SAS Programmer at BI in China Biostatistician at Regeneron Institute Computational Statistician at Eli Lilly PhD student in Bioinformatics PhD student in Biostatistics</p>
	<p>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.</p>	<p>MS core courses, elective courses, thesis, or 6 additional credits</p>	<p>Performance in required and elective courses, performance on exams, biostatistics projects and papers</p>	
<p>MS in Product Stewardship</p> <p><u>Competencies for the MS in Product Stewardship</u></p>				
<p>OUTCOME: Graduates have the knowledge and skills to enter a career in their discipline.</p>	<p>Describe the core functions, values, and principles of environmental and occupational public health.</p>	<p>MS in Product Stewardship core courses, elective courses</p>	<p>Performance in product stewardship courses, on exams, in projects, presentations and papers</p>	<p>Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained.</p>
	<p>Identify and characterize product hazards, exposures, and risk through inherent product characteristics, uses and misuses of products.</p>	<p>MS in Product Stewardship core courses, elective courses</p>	<p>Performance in product stewardship courses, on exams, in projects, presentations and papers</p>	
	<p>Select and apply appropriate frameworks to analyze product risks to humans and the environment throughout product supply chains and product lifecycles.</p>	<p>MS in Product Stewardship core courses, elective courses</p>	<p>Performance in product stewardship courses, on exams, in projects, presentations and papers</p>	
	<p>Identify and evaluate current and emerging societal issues, regulatory requirements, and voluntary frameworks that may affect products throughout their lifecycle.</p>	<p>MS in Product Stewardship core courses, elective courses</p>	<p>Performance in product stewardship courses, on exams, in projects, presentations and papers</p>	<p>Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained.</p>
	<p>Assess and apply best practices to improve product sustainability and competitive advantage while minimizing business risk through management and product development.</p>	<p>MS in Product Stewardship core courses, elective courses</p>	<p>Performance in product stewardship courses, on exams, in projects, presentations and papers</p>	

	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	
BSPH in Community Health				
<u>Competencies for the BSPH in Community Health</u>				
OUTCOME: Graduates have the knowledge and skills to enter a career in their 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	Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained. Curricular changes were made to enhance sequencing of content. Graduates are employed in a variety of positions or are advancing their education by pursuing master's degrees: Alumni from the BSPH in Community Health Employment positions include: - Disease Prevention Specialist
	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	
	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	
	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	- Health Advocate - Health Coach - Health Educator

OUTCOME: Graduates have the knowledge and skills to enter a career in their discipline.	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	<ul style="list-style-type: none"> - Program Coordinator - Worksite Wellness Educator - Community Outreach Coordinator
	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	Student in this program scored highest on the CHES exam Highest Score in the U.S.
	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	Students in this program won the Indiana SOPHE Case Study Competition InSOPHE Case Study Competition
	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	One of the students in this program was named the first CoSIDA Academic All-American honoree: Academic All-American
	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, p 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	

OUTCOME: Graduates have the knowledge and skills to enter a career in their discipline.	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 Global Health				
<u>Competencies for BSPH in Global Health</u>				
OUTCOME: Graduates have the knowledge and skills to enter a career in their discipline.	Describe a framework to anticipate, recognize, evaluate, prevent, and control environmental exposures.	Foundations and methods courses in the Global Health major, electives, required internship	Performance in global health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required global health internship	Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained.
	Use analytical tools and methods to characterize and address global health issues.	Foundations and methods courses in the Global Health major, electives, required internship	Performance in global health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required global health internship	The curriculum has been redesigned to include more courses in global health.
	Practice critical thinking to characterize and address global health issues.	Foundations and methods courses in the Global Health major, electives, required internship	Performance in global health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required global health internship	Global Health majors completed 240 hours of internship experience. This connected them to the community and provided an excellent way to gain work experience and professional networks to launch their career.
	Acquire experience in communicating effectively with diverse stakeholders – both written and oral, public and interpersonal, professional and technical – on global health issues.	Foundations and methods courses in the Global Health major, electives, required internship	Performance in global health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required global health internship	Our National Environmental Health, Science and Protection Accreditation Council (EHAC)-accredited program enables students in this program to apply

OUTCOME: Graduates have the knowledge and skills to enter a career in their discipline.	Classify human health effects of environmental exposures.	Foundations and methods courses in the Global Health major, electives, required internship	Performance in global health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required global health internship	for a nine-week, paid summer internship with the Centers for Disease Control (CDC). Data summarizing career outcomes of graduates can be found in the IUPUI First Destination Survey Report website .
	Identify barriers to health equity related to global health.	Foundations and methods courses in the Global Health major, electives, required internship	Performance in global health required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required global health internship	
BSPH in Epidemiology				
<u>Competencies for the BSPH in Epidemiology</u>				
OUTCOME: Graduates have the knowledge and skills to enter a career in their discipline.	Recognize the existence of a public health problem	Foundations and methods courses in the Epidemiology major, electives, required internship	Performance in epidemiology required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required epidemiology internship	Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained. This is a new major. Assessments are underway.
	Collaborate with others inside and outside the agency to identify the problem	Foundations and methods courses in the Epidemiology major, electives, required internship	Performance in epidemiology required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required epidemiology internship	
	Identify surveillance data needs	Foundations and methods courses in the Epidemiology major, electives, required internship	Performance in epidemiology required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required epidemiology internship	
	Assist in design of investigation, including creating hypotheses	Foundations and methods courses in the Epidemiology major, electives, required internship	Performance in epidemiology required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required epidemiology internship	
OUTCOME: Graduates have the knowledge	Develop an understanding of the social and behavioral determinants of health	Foundations and methods courses in the Epidemiology major, electives, required internship	Performance in epidemiology required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required epidemiology internship	Throughout each term, faculty continuously monitor student learning

and skills to enter a career in their discipline.	Analyze and understand complex biological and disease risk factors in the US and globally	Foundations and methods courses in the Epidemiology major, electives, required internship	Performance in epidemiology required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required epidemiology internship	and track assessment findings to determine if competencies have been attained. Data summarizing career outcomes of graduates can be found in the IUPUI First Destination Survey Report website .
	Describe fundamental research methods used in the field of Public Health	Foundations and methods courses in the Epidemiology major, electives, required internship	Performance in epidemiology required and elective courses, performance on exams, in projects, in class presentations and papers, performance in the required epidemiology internship	
Bachelor of Science in Health Services Management				
<u>Learning Outcomes for Students in the BSHSM</u>				
OUTCOME: Graduates have the knowledge and skills to enter a career in their discipline.	Build and manage a network of healthcare professionals, including peers, faculty, and program alumni.	BSHSM required courses, elective courses, professional development course sequence, capstone in health services management	Performance in health services management required and elective courses, performance on exams, in projects, in class presentations and papers, and performance in the required capstone internship as evaluated by internship supervisor.	Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained. Graduates of this program secured entry-level managerial and administrative positions in health care organizations, including medical and dental practices, nursing homes and other long-term care facilities, hospitals and health systems and insurance companies. The BSHSM Alumni Profiles highlight the career outcome of graduates with this degree. Additional data summarizing career outcomes of graduates can be found in the IUPUI First Destination Survey Report website .
	Demonstrate effective written communication and oral communication skills.	BSHSM required courses, elective courses, professional development course sequence, capstone in health services management	Performance in health services management required and elective courses, performance on exams, in projects, in class presentations and papers, and performance in the required capstone internship as evaluated by internship supervisor.	
	Utilize financial tools, principles, concepts, and practices to determine and understand the financial performance of health services organizations.	BSHSM required courses, elective courses, practicum in health services	Performance in health services management required and elective courses, performance on exams, in projects, in class presentations and papers, and performance in the required capstone internship as evaluated by internship supervisor.	

<p>OUTCOME: Graduates have the knowledge and skills to enter a career in their discipline.</p>	<p>Describe the structure and functioning of health delivery, public health, and health services organizations and the importance of a population health perspective.</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, and performance in the required capstone internship as evaluated by internship supervisor.</p>
	<p>Apply quality, strategic planning, organizational behavior, marketing, and human resource theories and tools to manage organizational resources, confront industry challenges and improve outcomes in health organizations.</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, and performance in the required capstone internship as evaluated by internship supervisor.</p>
	<p>Develop inclusive leadership skills to ensure all team members are valued, inspired, and respected.</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, and performance in the required capstone internship as evaluated by internship supervisor.</p>
	<p>Demonstrate behaviors that align with ethical, legal, and professional standards.</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, and performance in the required capstone internship as evaluated by internship supervisor.</p>
	<p>Collaborate in diverse teams utilizing interpersonal skills, recognizing, and demonstrating sensitivity to diverse points of view.</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, and performance in the required capstone internship as evaluated by internship supervisor.</p>

Utilize data and health information technology to inform organizational performance and decision making.	BSHSM required courses, elective courses, practicum in health services	Performance in health services management required and elective courses, performance on exams, in projects, in class presentations and papers, and performance in the required capstone internship as evaluated by internship supervisor.
--	--	---

BS in Health Data Science

Learning Outcomes for Students in the BSHDS

<p>OUTCOME: Graduates have the knowledge and skills to enter a career in their discipline.</p>	Demonstrate computing knowledge and "hacking" skills (data capture and visualization)	Health data science courses in the major, minor in either (a) Computer & Information Science or (b) Informatics, electives, 6-cr. internship in health data science, optional "hackathons" outside of class	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>Throughout each term, faculty continuously monitor student learning and track assessment findings to determine if competencies have been attained.</p> <p>Students have secured internships at IU Health, Roche, Regenstrief Institute, and others.</p> <p>Data summarizing career outcomes of graduates can be found in the IUPUI First Destination Survey Report website.</p>
	Analyze results using appropriate biostatistical methods (analytical skills)	Health data science courses in the major, minor in either (a) Computer & Information Science or (b) Informatics, electives, 6-cr. internship in health data science	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	
	Think critically and creatively to solve problems and discover meaning in large data (open-mindedness, curiosity)	Health data science courses in the major, minor in either (a) Computer & Information Science or (b) Informatics, electives, 6-cr. internship in health data science	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	
	Conduct biostatistical analysis in an ethical and responsible manner (professionalism)	Health data science courses in the major, minor in either (a) Computer & Information Science or (b) Informatics, electives, 6-cr. internship in health data science	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	

Effectively communicate results of analyses to non-experts (communication, "story-telling", presentation skills)	Health data science courses in the major, minor in either (a) Computer & Information Science or (b) Informatics, electives, 6-cr. internship in health data science	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
--	---	--