

DATE: July 24, 2008

SUBJECT: Tennessee State University, Master of Public Health (MPH)

ACTION RECOMMENDED: Approval

BACKGROUND INFORMATION: The Master of Public Health (MPH) degree program is planned to meet the growing needs for professionally trained health professionals in Tennessee and the southeast region. The program is constructed to meet accreditation eligibility through the Council on Education for Public Health (CEPH). Graduates will be prepared for employment in federal agencies, local and state health departments, community health clinics, colleges and universities, insurance and pharmaceutical companies, and an additional wide range of placements in public and for-profit organizations. The program will be housed at the TSU Avon Williams campus in downtown Nashville.

Program costs will be met through appropriations, student fees, and Geier Stipulation of Settlement funding to Tennessee State University. Funds totaling \$1,457,715 are available to start the program from Geier as “Programs in Lieu of the Law School.” The funds were previously transmitted to TBR by THEC, forwarded to TSU by TBR, and are currently being held in reserve at TSU for the intended programs. THEC has confirmed through the TBR Business and Finance Office that these funds are currently available.

PROPOSED START-UP DATE: Fall 2009

Commission staff reviewed this program proposal according to the academic standards adopted by the Commission on January 29, 1997. Each relevant standard is referenced below.

1.1.20A MISSION: The mission of the program is to educate public health professionals in practice, research, and life-long learning and to preserve and promote the health of local, state, regional, national, and international populations through a focus on cultural competency and public health science.

1.1.20B CURRICULUM: The proposed MPH curriculum requires 42 semester credit hours and offers two concentrations: (1) Public Health Science and (2) Cultural Competency. Degree requirements are distributed as follows:

Component	Required Credit Hours
Major Field Core	24
Concentration	15 (9 required; 6 guided electives)
Public Health Science or Cultural Competency Elective	3
TOTAL	42

The Public Health Science 24-hour core addresses traditional core competencies of public health. Required courses in the Public Health Science concentration include those addressing bioterrorism and disaster preparedness, principles of health education, program development and evaluation. The Cultural Competency Concentration will emphasize skills for examining, understanding, and analyzing health needs and behaviors of diverse populations. Required courses in the concentration address health disparities and race, ethnicity and gender in health.

1.1.20C ACADEMIC STANDARDS: Program admission requires a baccalaureate or graduate degree from an accredited institution, an overall undergraduate GPA of 3.0 or higher and or a graduate GPA of 3.5 or higher in the major. Graduate Record Examination scores from within the last five years or other equivalent professional program standardized test scores will be required. Students whose native language is not English must submit certificates of proficiency or meet TOEFL minimum test score. Additionally, an applicant must provide letters of recommendation from three persons familiar with the applicant's academic and work background and submit a personal statement declaring career goals. Applicants must meet prerequisite preparation in the sciences and in basic computer skills. Competitive admission selection will be made by a faculty committee evaluating each applicant on standard criteria. The first class of students will be admitted for Fall 2009.

To maintain good standing, students must meet Graduate School retention standards, maintain a minimum GPA of 3.0, and complete all core courses with a B or above. Students must demonstrate ability to apply skills and competencies to a public health issue in a field experience that approximates professional practice. The nature of this capstone experience will be determined jointly by student and the academic program committee and will include an on-site preceptor, a program faculty member, and professionals in the subject area as defined by the capstone topic. The student will be required to complete a final report of publishable quality on this experience. Graduation requires completion of all required courses and the capstone experience.

Projected Program Productivity:

Year	Full-time Headcount	Part-time Headcount	Total Headcount	Graduates
1	30	6	36	0
2	58	11	69	28
3	58	16	74	28
4	68	33	101	33
5	76	44	120	33

Estimates are based on enrollments in the University of Tennessee Knoxville and the East Tennessee State University MPH programs. Full-time students are expected to complete the program in two years. Productivity numbers presume a 10% attrition rate.

1.1.20D FACULTY: A total of nine new faculty are needed, including one full-time, 12-month program director. Faculty will be recruited to provide expertise in the

following specialty areas: biostatistics, epidemiology, social and behavioral health, management and public health policy, cultural competency, and research methods. The program director will be hired in Year 1 with faculty recruited beginning Fall 2008. Support of 10 graduate assistants in Year 2 and a total of 20 each subsequent year is projected.

1.1.20E LIBRARY RESOURCES: The TSU library provides access to adequate library resources, including online services and databases, to support the program.

1.1.20F ADMINISTRATION/ORGANIZATION: The program is placed in the College of Health Sciences. This college currently sponsors undergraduate programs in Cardio-respiratory Care Services, Dental Hygiene, Health Sciences, Health Care Administration and Planning, Health Information Management, Medical Technology, and Speech Pathology and Audiology. The proposal anticipates that the MPH may draw graduates from these bachelor's programs. The program will be administered by the Department of Health Sciences, and one support staff will be hired to provide administrative assistance to the program director.

1.1.20G SUPPORT RESOURCES: The program will promote relationships with public health organizations and public and private universities to gain efficiencies and expand research. The College cites its record of and capacity for collaboration with federal and state agencies, including the Center for Disease Control and Prevention and the Tennessee Department of Health.

1.1.20H FACILITIES/INSTRUCTIONAL EQUIPMENT: The program will be housed on the newly refurbished Avon Williams campus. External evaluators found classroom, laboratory, and clinical placement facilities appropriate for the program.

1.1.20I STUDENT/EMPLOYER DEMANDS: The University assessed need for the program by looking at workforce indicators for MPH graduates. The needs analysis documented the following:

- In Tennessee, 6 of the 10 fastest growing occupations are projected to be in health care by 2012. A 27 percent growth in professional health care employment is projected for the immediate Nashville area.
- As potential employers, more than 33 major public and private health care companies are located in Nashville and the mid-state area.
- Tennessee is ranked 46th according to the United Health Foundation in overall health rankings and in the bottom ten states in high prevalence of smoking, obesity, rate of cancer deaths, high premature death rate.
- In the near future, the State is expected to lose almost half of its current public health workers due to retirement and competition with other jobs.

1.1.20J NO UNNECESSARY DULICATION: The proposed MPH will not duplicate existing public health master's programs in Tennessee in focus or in geographic region served. East Tennessee State University, the University of Tennessee, and the University of Memphis offer public health master's programs, all differing in curricular focus from the proposed TSU emphasis on cultural competency with its urban health and population disparity issues evident in the mid-State and Metro Nashville areas.

1.1.20K COOPERATIVE INSTITUTIONS: None cited.

1.1.20L ASSESSMENT/EVALUATION AND ACCREDITATION: Accreditation by the Council on Education for Public Health will signify program success and quality. In July 2009 the program will submit application for Applicant Status with CEPH, request CEPH consultation, and begin the self-study for accreditation, anticipating a CEPH informal site visit in September of that year. Accreditation can come no earlier than graduation of the first class of students. Additionally, the MPH will employ evaluation benchmarks, including number of applications received, accepted, enrolled; number of students recruited and enrolled; qualifications of enrolled students; program retention and completion rates; job placements for graduates; number of funded research projects, partnerships, collaborations and total funding garnered; and faculty scholarship. Student evaluations, alumni surveys, employer surveys, and internship placement preceptor feedback will be administered with findings used for program improvement.

1.1.2M ARTICULATION: N/A

1.1.20N EXTERNAL JUDGMENT: Two external consultants provided program proposal and site visit evaluation for the Tennessee Board of Regents and the Tennessee Higher Education Commission. On January 7-8, 2008, Jack O. Lanier, Professor Emeritus, Virginia Commonwealth University, and Ann C. Anderson, Senior Associate Dean, Tulane University School of Public Health and Tropical Medicine, conducted a site visit, interviewing faculty, administrators, students and reviewing documentation provided in advance of the visit. With a revision to the proposal to address more directly Council on Education for Public Health accreditation requirements, the consultants recommended that the proposal go forward in the approval process. They found the need for the program compelling and commended TSU for its planning. The recommended revisions to the proposal have been made.

1.1.20O COST/BENEFIT/SOURCE:

**THEC Financial Estimate Form
Tennessee State University
Master of Public Health**

Five-year projections are required for baccalaureate and post-baccalaureate programs and certificates. Three-year projections are required for associate degrees and undergraduate certificates. Projections should include cost of living increases per year.

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
I. Expenditures	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
A. One-time Expenditures					
New/Renovated					
Space	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment	7,625	22,875	30,500	7,625	-
Library	-	20,000	20,000	20,000	20,000
Consultants	-	36,000	15,000	5,000	5,000
Travel	-	-	-	-	-
Other	-	10,000	10,000	10,000	10,000
Sub-Total One-time	\$7,625	\$88,875	\$75,500	\$42,625	\$35,000

B. Recurring Expenditures Personnel

Administration

Salary	\$100,000	\$103,000	\$106,090	\$109,273	\$112,551
Benefits	31,000	31,930	32,888	33,875	34,894

Sub-Total

Administration	131,000	134,930	138,978	143,148	147,445
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Faculty

Salary	\$ -	\$195,000	\$460,850	\$539,676	\$ 555,866
Benefits	-	60,450	142,863	167,299	172,318

Sub-Total Faculty

	\$ -	\$255,450	\$603,713	\$706,975	\$ 728,184
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Support Staff

Salary	\$ 38,000	\$ 39,140	\$ 40,314	\$ 41,524	\$ 42,769
Benefits	11,780	12,133	12,497	12,872	13,258

Sub-Total Support

Staff	\$ 49,780	\$ 51,273	\$ 52,811	\$ 54,396	\$ 56,027
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Graduate Assistants

Salary		\$100,000	\$200,000	\$200,000	\$200,000
Benefits	-	-	-	-	-

Tuition and

Fees* (See Below)	-	81,220	178,700	196,540	216,220
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Sub-Total

Graduate Assistants	\$ -	\$181,220	\$378,700	\$396,540	\$416,220
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Operating

Travel	\$10,000	\$20,000	\$40,000	\$22,000	\$29,000
Printing	-	-	-	-	-
Equipment	-	-	-	-	-
Other	-	15,000	15,000	15,000	15,000

Sub-Total

Operating	\$10,000	\$35,000	\$55,000	\$37,000	\$44,000
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Total Recurring	<u>\$190,780</u>	<u>\$657,873</u>	<u>\$1,229,202</u>	<u>\$1,338,059</u>	<u>\$1,391,876</u>
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TOTAL EXPENDITURES (A+B)	<u>\$198,405</u>	<u>\$746,748</u>	<u>\$1,304,702</u>	<u>\$1,380,684</u>	<u>\$1,426,876</u>
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*If tuition and fees for Graduate Assistants are included, please provide the following information.

Base Tuition and Fees Rate	\$ -	\$8,122.00	\$8,935.00	\$9,827.00	\$10,811.00
Number of Graduate Assistants	-	10	20	20	20

II. Revenue

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Tuition and Fees ¹	-	410,442	867,803	985,983	1,335,472
Institutional Reallocations	-	-	-	-	-
Federal Grants	-	-	-	-	-
Private Grants or Gifts	-	-	-	-	-
Other	198,405	336,306	436,899	394,701	91,404

TOTAL REVENUES	<u>\$198,405</u>	<u>\$746,748</u>	<u>\$1,304,702</u>	<u>\$1,380,684</u>	<u>\$1,426,876</u>
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Note: Tuition and fees include maintenance fees, out-of-state tuition, and any applicable earmarked fees for the program. Tuition = 2 semesters plus one summer semester, ext 10% increase per year Year Two = 2009-2010

1.1.30 POST APPROVAL MONITORING: An annual performance review of the proposed program will be conducted for the first five years following approval. The review will be based on benchmarks established in the approved program proposal. At the end of this period, campus, governing board, and Commission staff will perform a summative evaluation. The benchmarks include, but are not limited to, enrollment and graduation, program cost, progress toward accreditation, library acquisitions, student performance, and others set by the institution and agreed upon by governing board and Commission staff. As a result of this evaluation, if benchmarks are not met during the monitoring period, the Commission may recommend that the governing board terminate the program. The Commission may choose to extend the period, if additional time is needed and requested by the governing board.