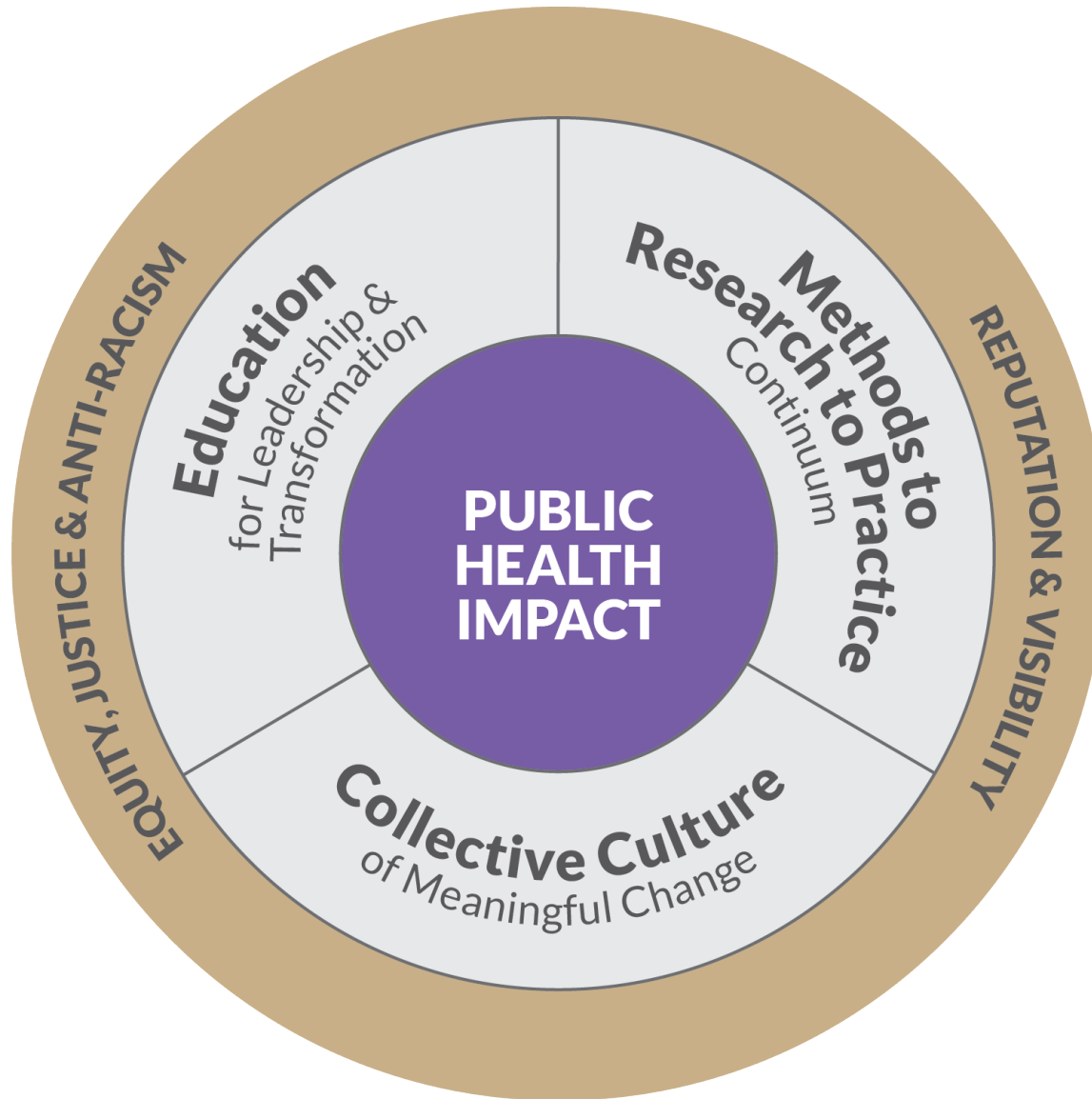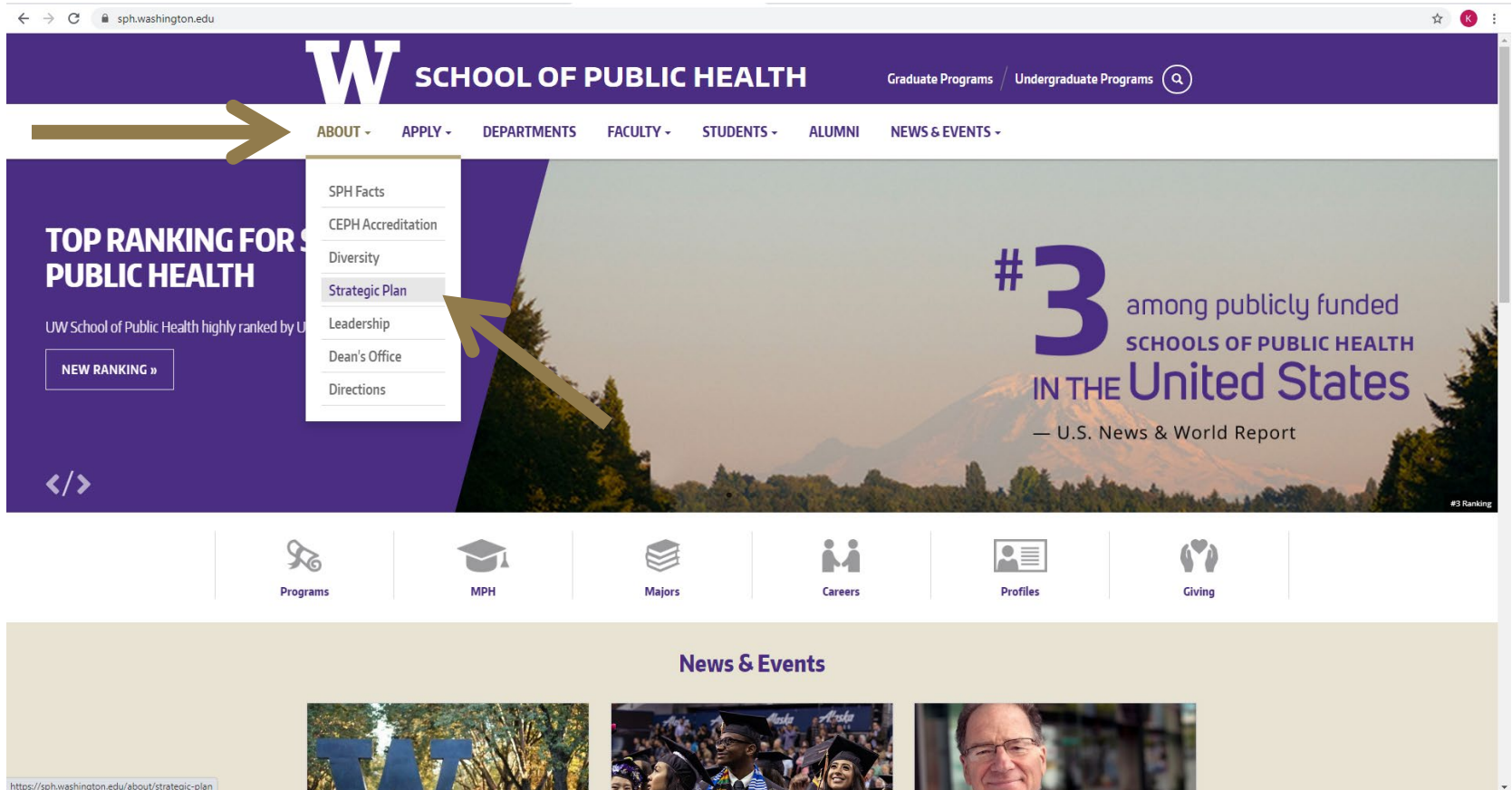**W**

Where We Are:

Year One of the 2020-2025 SPH Strategic Plan

Tracking Progress In Five Key Result Areas

Finding the Strategic Plan web page

From the SPH Home Page…

Actions We Are Doing—Then and Today

> Completed: Launching new Practice Council

> Completed: Moving to the new building and consolidating other collaborative spaces

> Completed: Implementing new SPH Faculty Compensation Plan

> Completed: Launching new MPH Common Core

> In Progress: Tracking Dashboards for Strategic Plan and EDI Roadmap

> In Progress: Anti-Racist trainings

> In Progress: Research Council establishing priorities

> In Progress: Updating and revising criteria for faculty promotion

> In Progress: Growing a faculty development plan

> In Progress: Identifying ways to breakdown organizational siloes for cohesion and coordination as one School

> In Progress: Creating measurement and evaluation criteria for Strategic Plan that will include hearing from all stakeholders (faculty, staff, students, alumni, external partners)

Year One Strategic Plan Baseline Survey

> Included questions about each of the **15 Strategic Plan outcomes**

> **636 participants** from staff, students, and faculty representing each of the departments and programs

> Will repeat in **Years 3 and 5** to monitor progress

TAKE THE SURVEY! >

The survey will be repeated in years three and five to see how things change, positive or negative. Should you have any questions about the survey, please reach out to our Manager of Strategic Initiatives, Kimberly Hay, at kfs3903@uw.edu. We will provide an update on the Strategic Plan during the May 19 webinar.

Thank you,

Hilary Godwin
Professor and Dean,
UW School of Public Health

Stephanie Farquhar
Clinical Professor and Associate Dean
for Evaluation and Improvement,
UW School of Public Health

UNIVERSITY *of* WASHINGTON
SCHOOL OF PUBLIC HEALTH

EDUCATION FOR LEADERSHIP AND TRANSFORMATION

Education for Leadership and Transformation

Outcome 1
UW SPH will offer consistent academic, professional, and personal support across all degree programs.

Facilitator
Juanita Ricks

Strategies
- Better coordinate and operationalize services for students
- Students access and use services

Outcome 2
UW SPH will adopt best practices for student financial support; defined as students having the support they need to complete their degree program.

Facilitator
Carey Farquhar

Strategies
- Develop and implement best practices for student financial support

Outcome 3
UW SPH will deliver high-quality evidenced-based education across all degree programs.
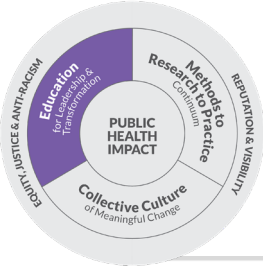
Facilitator
Carey Farquhar, India Ornelas

Strategies
- Optimize student and peer evaluations
- Support professional development opportunities for teaching faculty and TAs
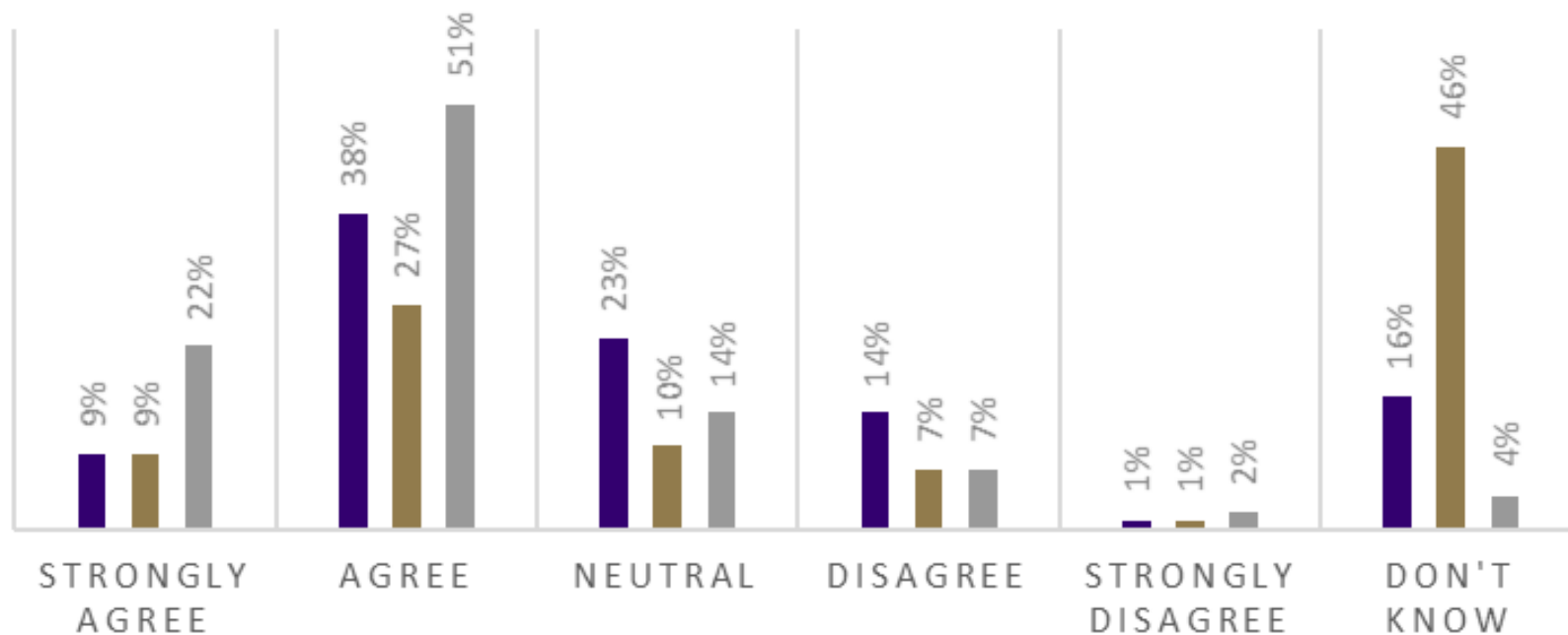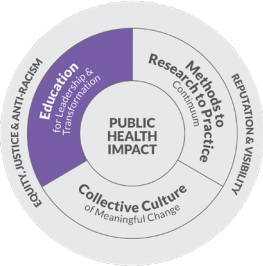
UW SPH CONSISTENTLY OFFERS OUR STUDENTS ACADEMIC AND PROFESSIONAL SUPPORT ACROSS ALL DEGREE PROGRAMS.

■ Faculty ■ Staff ■ Students

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
Faculty	9%	38%	23%	14%	1%	16%
Staff	9%	27%	10%	7%	1%	46%
Students	22%	51%	14%	7%	2%	4%

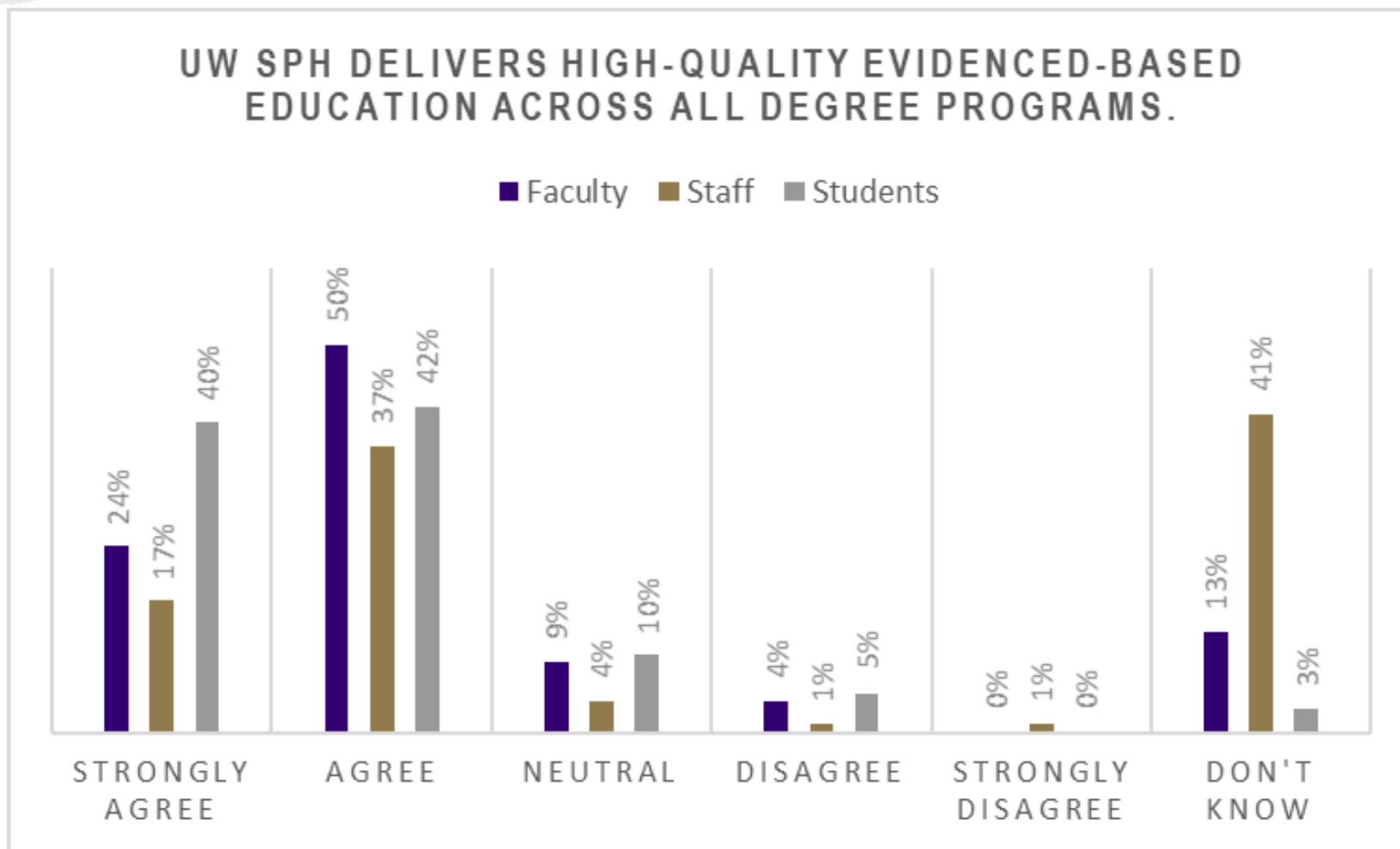# Outcome 1: Consistent academic, professional, and personal support across all degree programs

Work in progress—establishing a baseline

> Student Services survey for students open until June 1 (drawing for prizes for completed surveys)

> Student focus groups underway until June 2 (thank you gift for participants

> Introducing the Council for the Advancement of Standards in Higher Education
  – Framework for student services
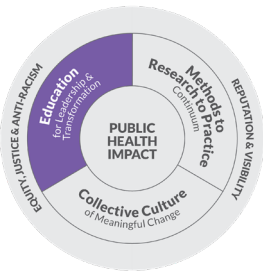
UW SPH DELIVERS HIGH-QUALITY EVIDENCED-BASED EDUCATION ACROSS ALL DEGREE PROGRAMS.

Legend: Faculty, Staff, Students

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
Faculty	24%	50%	9%	4%	0%	13%
Staff	17%	37%	4%	1%	1%	41%
Students	40%	42%	10%	5%	0%	3%

Outcome 3: High-quality evidenced-based education across all degree programs

Work in progress in 3 main areas

> Optimizing student course evaluations
- Guidance developed for instructors and programs
- Center for Teaching and Learning workshops

> Promoting anti-racist teaching practices
- Syllabi, evaluations, workshops

> Introducing hybrid and other pedagogical approaches
- Build on remote teaching experience
- Provide more flexibility for students

Methods to Research to Practice Continuum

Outcome 1
UW SPH will celebrate important work across the continuum from fundamental methodologies to the development and implementation of evidence-based strategies for understanding and changing complex health systems.

Facilitator

Ali Rowhani-Rahbar, Meghan Herman

Strategies
- School-wide conversation about defining success and impact across the continuum

Outcome 2
UW SPH will continue to conduct cutting-edge work in methods and research, with priorities implemented according to a roadmap created by the SPH Research Council.

Facilitator

Lisa Manhart

Strategies
- Research Council develops priority research plan
- Work coordinates with SPH EDI roadmap

Outcome 3
At UW SPH, deep collaborations among faculty, staff, students, and key stakeholders result in successful models of academic practice.

Facilitator

Janet Baseman

Strategies
- Create new Practice Council
- Expand practice collaborations across SPH

UNIVERSITY *of* WASHINGTON
SCHOOL OF PUBLIC HEALTH

Methods to Research to Practice Continuum—Year One

OUTCOME 1 - 2025 GOAL

UW SPH will celebrate important work across the continuum from fundamental methodologies to the development and implementation of evidence-based strategies for understanding and changing complex health systems.

CURRENT ACADEMIC YEAR (2020-21) MILESTONES

Key: ◯ NOT STARTED   ● IN PROGRESS   ✅ COMPLETED

Milestone
● KRA team begins to define a School-wide list of faculty whose work bridges across at least two areas in the continuum of methods, research, and practice—and highlights those success stories
✅ KRA team works with Faculty Council to revise the Academic Affairs Handbook for faculty promotion criteria, giving better definition to success, and successful pathways, in the area of academic public health practice
◯ KRA team amplifies the stories of School faculty who are exemplars of currently working across the continuum of methods, research, practice
◯ Examples of promotion packets of individuals who have academic public health practice as part of their scholarship are available for sharing (with faculty consent)
● By end of SPR 2020-21, Faculty Council finalizes the academic public health practice revision in the faculty promotion criteria. School-wide discussions emphasize the equivalent value of rigorous academic practice to rigorous methods and research for faculty scholarship
◯ The KRA team, Faculty Council, and AHR revise the faculty promotion templates to include updated academic public health practice criteria for success

Methods to Research to Practice Continuum—Year One

OUTCOME 2 - 2025 GOAL

UW SPH will continue to conduct cutting-edge work in methods and research, with priorities implemented according to a roadmap created by the SPH Research Council.

CURRENT ACADEMIC YEAR (2020-21) MILESTONES

Key: ○ NOT STARTED   ◉ IN PROGRESS   ✓ COMPLETED

Milestone
◉ Research Council defines priority research plan
◉ Research Council prioritizes research plan activities, in rank order, with a timeline for completion
○ Based on established priorities, Research Council begins implementation of highest priority research plan activities

Methods to Research to Practice Continuum—Year One

OUTCOME 3 - 2025 GOAL

At UW SPH, deep collaborations among faculty, staff, students, and key stakeholders result in successful models of academic practice.

CURRENT ACADEMIC YEAR (2020-21) MILESTONES

Key: ○ NOT STARTED ● IN PROGRESS ✅ COMPLETED

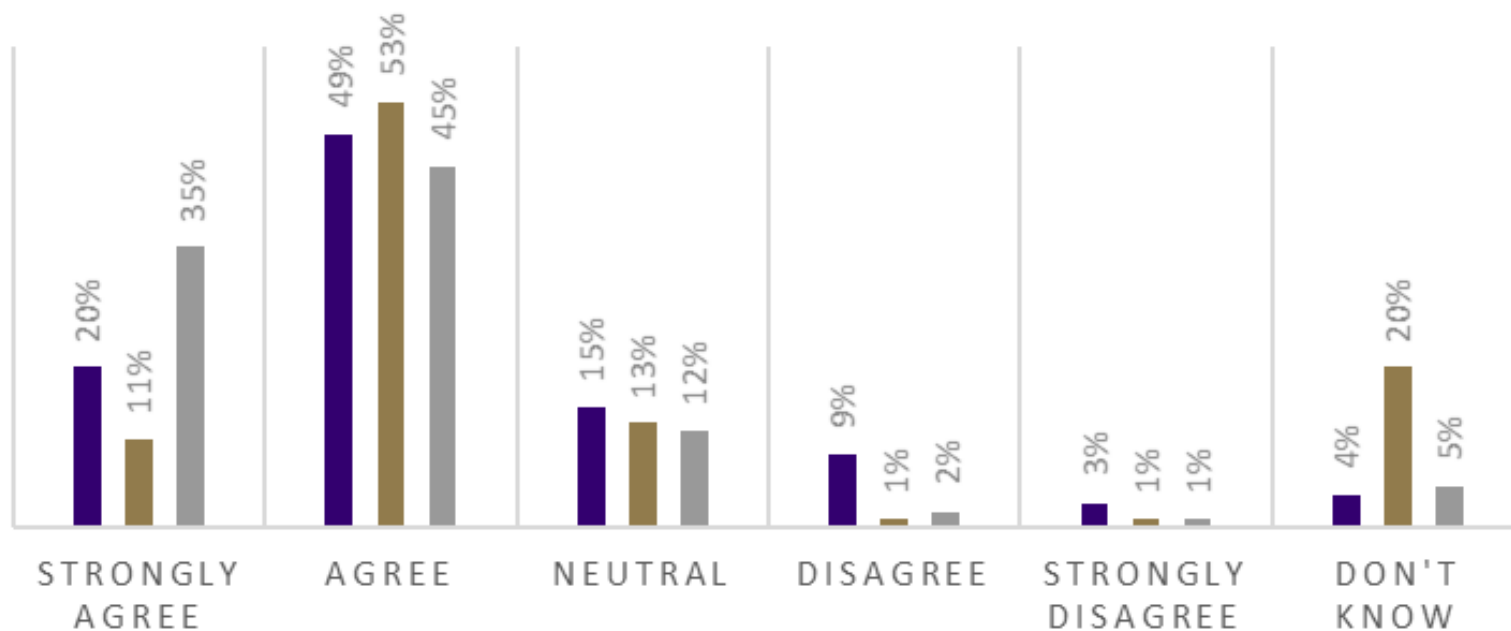| Milestone |
|---|
| ✅ SPH Practice Council created, begins to engage in establishing priorities for public health practice at SPH |
| ✅ Practice Council conducts an inventory of School-wide public health practice education activities and resources |
| ● Practice Council begins development of a School-wide implementation plan for public health practice education and activities |

Methods to Research to Practice Continuum—Baseline Survey Results

UW SPH RECOGNIZES IMPORTANT WORK ACROSS THE CONTINUUM OF METHODS TO RESEARCH TO PRACTICE FOR UNDERSTANDING COMPLEX HEALTH SYSTEMS.

Legend: ■ Faculty ■ Staff ■ Students

	Faculty	Staff	Students
STRONGLY AGREE	20%	11%	35%
AGREE	49%	53%	45%
NEUTRAL	15%	13%	12%
DISAGREE	9%	1%	2%
STRONGLY DISAGREE	3%	1%	1%
DON'T KNOW	4%	20%	5%

Collective Culture of Meaningful Change

Outcome 1
UW SPH has a culture that supports ongoing development and growth.

Facilitator
Meghan Herman

Strategies
- Develop School-wide best practices for staff development and onboarding
- Provide greater stability of faculty salary support
- Innovate a new comprehensive faculty development plan

Outcome 2
UW SPH has a student-centered culture.

Facilitator
Juanita Ricks

Strategies
- Roll-out consistent services across the School
- Increase student involvement in decision making
- Develop a student-centered pedagogy

Outcome 3
UW SPH has a culture of well-being and connection.

Facilitator
Uli Haller

Strategies
- Move into new space and consolidation of our work together
- Reconnect after COVID-19
- Faculty, staff, and students are thriving and connected, living public health in our School and in our community

REPUTATION

AND

VISIBILITY

Reputation and Visibility—
UW Advancement

Alumni &
Stakeholder
Engagement

Fundraising/Resource
Development

Marketing &
Communications

Reputation and Visibility

Outcome 1
The reputation and visibility of UW SPH increases through use of a unified narrative across School communications which promotes the School's strengths, expertise, and unique programs.

Facilitator
Megan Ingram

Strategies
- Develop a unified narrative of the School
- Establish guidelines, standards, and best practices for all types of communications

Outcome 2
Coordination and alignment of UW SPH and department and program marketing and communication activities are maximized, delivering more effective messages of real-world impact to all our audiences.

Facilitator
Megan Ingram

Strategies
- Develop shared marketing and visibility resources
- Maximize marketing and communication activities across the SPH

Outcome 3
Public audiences and alumni are meaningfully engaged in the UW SPH community and giving back financially.

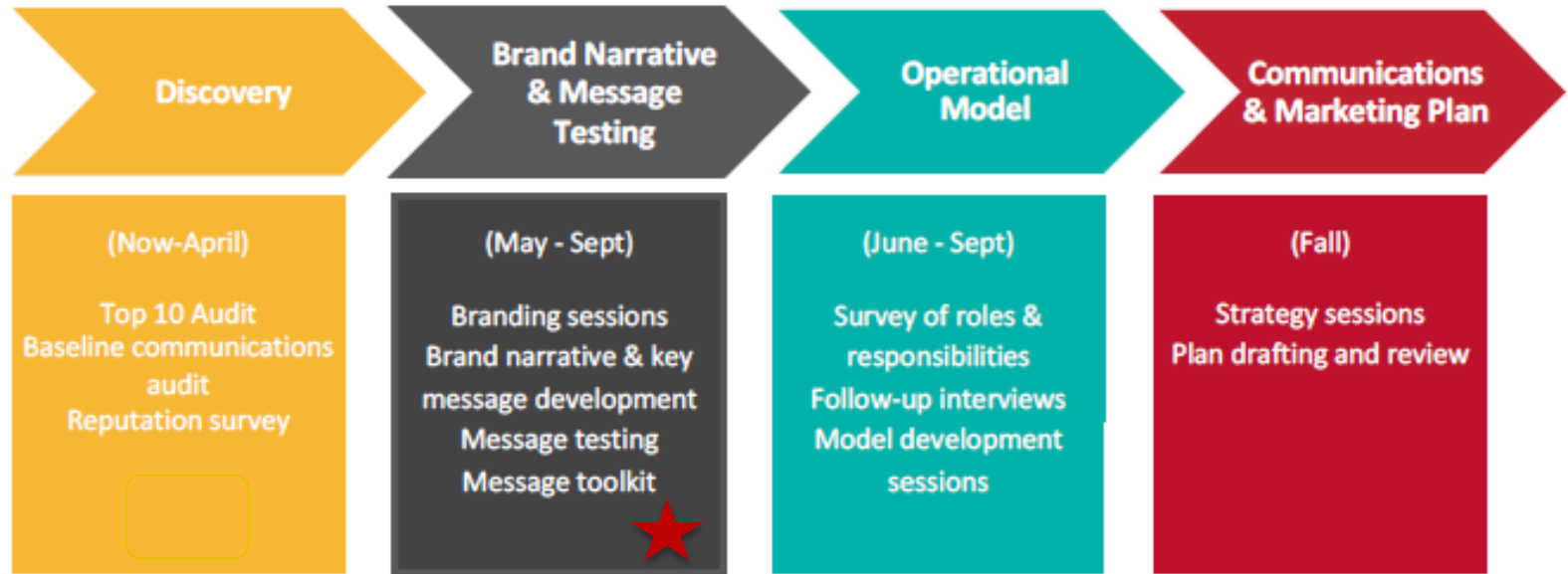**Facilitator**
Megan Ingram

Strategies
- Engage key audiences for the 50th celebration year
- Plan for unified alumni relations
- Further enhance fundraising efforts that benefit students

Reputation and Visibility—Year One

Process & Timeline

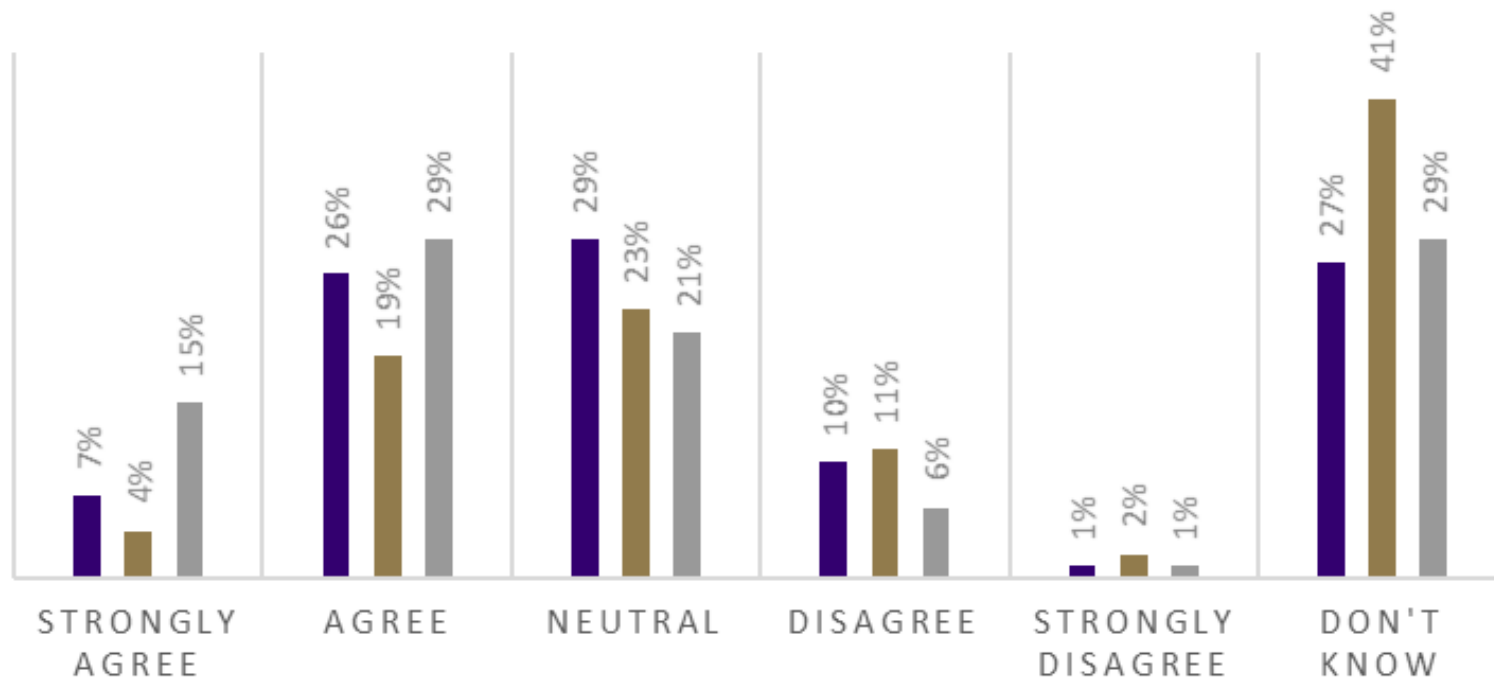| Discovery	Brand Narrative & Message Testing	Operational Model	Communications & Marketing Plan
(Now-April)	(May - Sept)	(June - Sept)	(Fall)
Top 10 Audit	Branding sessions	Survey of roles &	Strategy sessions
Baseline communications	Brand narrative & key	responsibilities	Plan drafting and review
audit	message development	Follow-up interviews	
Reputation survey	Message testing	Model development	
	Message toolkit	sessions	

W

Reputation and Visibility—
Baseline Survey Results

EXTERNAL STAKEHOLDERS AND ALUMNI ARE MEANINGFULLY ENGAGED WITH THE UW SPH.

■ Faculty   ■ Staff   ■ Students

	Faculty	Staff	Students
STRONGLY AGREE	7%	4%	15%
AGREE	26%	19%	29%
NEUTRAL	29%	23%	21%
DISAGREE	10%	11%	6%
STRONGLY DISAGREE	1%	2%	1%
DON'T KNOW	27%	41%	29%

EQUITY, JUSTICE, AND ANTI-RACISM
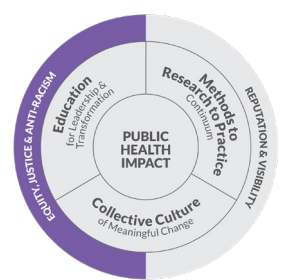
Equity, Justice, and Anti-Racism

Outcome 1
The EDI Roadmap is implemented and our progress is shared with key stakeholders, increasing our visibility and reputation as a School that prioritizes equity, diversity, and inclusion.

Facilitator
Victoria Gardner

Strategies
- Implement, track, and be accountable for the SPH EDI Roadmap

Outcome 2
With guidance from community members, principles of anti-racism are adapted in our public health work.

Facilitator
Victoria Gardner

Strategies
- Define for SPH what it means to be anti-racist
- Create best practices for: Undoing Institutional Racism, Intergroup Dialogue, and Restorative Justice Training

Outcome 3
Structures and policies are in place at the School and improved to facilitate the recruitment and retention of underrepresented faculty and staff, especially those who identify as black and/or indigenous.

Facilitator
Victoria Gardner, Meghan Herman

Strategies
- Recruit <u>and retain</u> faculty and staff who are BIPOC
- Provide resources, opportunities, and funding for faculty and staff who are BIPOC

Equity, Justice, and Anti-Racism—Year One
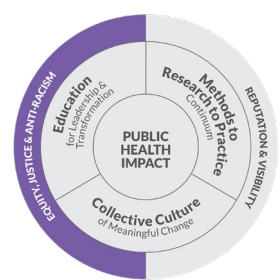
OUTCOME 1 - 2025 GOAL

The EDI Roadmap is implemented and our progress is shared with key stakeholders, increasing our visibility and reputation as a School that prioritizes equity, diversity, and inclusion.

CURRENT ACADEMIC YEAR (2020-21) MILESTONES

Key: ○ NOT STARTED ● IN PROGRESS ✓ COMPLETED

Milestone
● Complete revisions to the 2019 EDI Roadmap and distribute School-wide
● Finalize implementation plan for revised EDI Roadmap
○ Roughly one-quarter of the revised EDI Roadmap goals will be either in process or completed

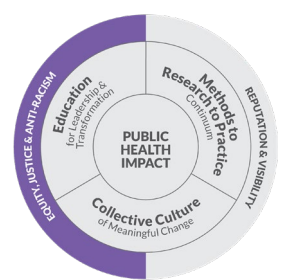# Equity, Justice, and Anti-Racism—Year One

OUTCOME 2 - 2025 GOAL

With guidance from community members, principles of anti-racism are adapted in our public health work.

CURRENT ACADEMIC YEAR (2020-21) MILESTONES

Key: ○ NOT STARTED ◉ IN PROGRESS ✓ COMPLETED

Milestone
◉ Continued progress to hire a director for the new ARCH (Center for Anti-Racism and Community Health)
✓ Establishment of student affinity groups
✓ Development of anti-racism trainings completed, preparations begun to offer across the SPH
✓ Continued offerings of new anti-racism training School-wide; goal to provide to at least 25 percent of SPH by the end of winter quarter (@ 650 people)
◉ Create measurement and evaluation plan for new anti-racism trainings
◉ Continued offerings of new anti-racism training School-wide; goal to provide to at least 50 percent of SPH by the end of spring quarter (@ 1,300 people)

Equity, Justice, and Anti-Racism—Year One

OUTCOME 3 - 2025 GOAL

Structures and policies are in place at the School and improved to facilitate the recruitment and retention of underrepresented faculty and staff, especially those who identify as black and/or indigenous.

CURRENT ACADEMIC YEAR (2020-21) MILESTONES

Key: ○ NOT STARTED   ◉ IN PROGRESS   ✅ COMPLETED

Milestone
◉ Assistant Dean of Equity, Diversity, and Inclusion meets with all convened faculty hiring committees to review EDI hiring best practices
◉ All staff HR managers attend an anti-racism training (as noted above)
○ All staff HR managers are trained in utilizing the Diversity Hiring Toolkit
○ KRA team works with HR to update hiring onboarding information to include resources provided to faculty and staff who identify as BIPOC

THANK YOU

Q&A