

Table 1.1.1 Zilber School Goals, Measurable Objectives and Outcome Indicators

<p>Education Goal E1</p> <p>Educate current and future public health professionals in the science, practice, critical thinking, and leadership skills necessary to promote population health and reduce health inequities.</p>	Recruitment
	E1.1. Increase number of applications to 220 by 2016-2017
	E1.2. Maintain 65% selectivity rate in MPH admissions per year
	E1.3. Maintain 35% selectivity rate in PhD admissions per year
	E1.4. Increase yield in MPH Program acceptances to 70% per year
	E1.5. Maintain yield in PhD Program acceptances of 80% per year
	E1.6. Maintain quality of MPH Program with admitted students having an average GPA > 3.0
	E1.7. Maintain quality of PhD Program with admitted students having an average GPA > 3.0
	E1.8. Increase number of NEW enrollments in MPH Program to 50 by 2016-2017
	E1.9. Maintain percent of racial/ethnic minority students at 20% annually
	MPH Program
	E1.10. 75% of MPH students will graduate from the program within 4 years
	E1.11. 80% of MPH students will be employed or enrolled in another education program within 12 months of graduation
	E1.12. The yearly average grade across MPH core courses will be at least 3.0
	E1.13. 20% of MPH students will present at a scientific meeting by graduation
	E1.14. 50% of MPH students will have a mean rating of 4.6 out of 5 from the Field Experience Preceptor
	E1.15. 80% of MPH students will have a mean rating of 4.0 out 5 from the Field Experience Preceptor
	E1.16. 90% of MPH students will continue in the program in the next academic year
	PhD Programs
	E1.17. 65% of PhD students will graduate from the doctoral programs within 6 years
	E1.18. 80% of PhD students will be employed in public health or academia within 12 months of graduation
	E1.19. The yearly average grade across PhD core courses will be at least 3.0
	E1.20. 90% of PhD students will continue in the program in the next academic year
E1.21. 100% of PhD students will present at least once at a scientific meeting by the time of the dissertation defense	
E1.22. 75% of PhD students will present at least 2 times at a scientific meeting by the time of the dissertation defense	
E1.23. 50% of PhD students will present at least 3 times at a scientific	

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	meeting by the time of the dissertation defense
	E1.24. 90% of PhD students will pass the Preliminary Exam the first time
	E1.25. 100% of PhD students will submit a manuscript for publication by the time of the dissertation defense
	E1.26. 50% of PhD students will publish a paper by the time of the dissertation defense
Education Goal E2	E2.1. 50% of employed MPH graduates work in Milwaukee or southeast region of Wisconsin within 12 months of graduation
Collaborate with diverse community partners through mutual learning to increase knowledge in order to improve population health and reduce health inequities.	E2.2. 70% of employed MPH graduates work with underserved populations (any setting)
	E2.3. There will be 5 – 7 field experiences at the Milwaukee Health Department per year
	E2.4. There will be at least 2 projects or contracts with the Milwaukee Health Department per year
	E2.5. 40% of LHDs in the Southeast Region will have projects or field experiences with Zilber School faculty and/or students
	E2.6. There will be at least 1 project or field experience per year with the DHS Division of Public Health in the Southeast Regional Office in Milwaukee
	E2.7. There will be at least 1 project or field experience per year with the DHS Division of Public Health in Madison
	Research Goal R1
Conduct relevant, rigorous and collaborative research that advances public health knowledge and promotes population health and health equity.	R1.2. 75% of faculty will submit proposals for external funding annually
	R1.3. At least 25 grant proposals will be submitted annually
	R1.4. Maintain funding from external research grants of \$1.5 million awarded annually
	R1.5. 100% of PhD students will conduct mentored research relevant to the dissertation by the third year
	R1.6. 10% of MPH students will work with faculty on research projects per year
	Research Goal R2
Disseminate and translate research findings to influence the development of health- and equity-promoting policies and strategies.	R2.2. 75% of faculty will publish at least 1 article per year
	R2.3. 65% of faculty will publish at least 2 articles per year

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	R2.4. 33% of faculty will publish at least 1 article with student co-authorship per year
	R2.5. 100% of PhD students will present at least once at a scientific meeting by the time of the dissertation defense
	R2.6. 75% of PhD students will present at least 2 times at a scientific meeting by the time of the dissertation defense
	R2.7. 50% of PhD students will present at least 3 times at a scientific meeting by the time of the dissertation defense
<p>Community Engagement/Service Goal CE/S1</p> <p>Engage with public health practitioners, policy stakeholders, and community partners through a variety of approaches to improve population health and health equity.</p>	CE/S1.1. 100% of primary faculty will participate in at least one community or professional service activity per year
	CE/S1.2. 40% of primary faculty will be involved in a community activity that has a health equity focus per year
	CE/S1.3. 8 faculty will serve in journal editorial positions per year.
	CE/S1.4. The PH Graduate Student Association (PHGSA) will sponsor 5 service activities per academic year (2-3 each semester)
	CE/S1.5. There will be at least 4 courses with community-based projects available per academic year
	CE/S1.6. 20% of faculty grant-funded research projects will be community-based
	CE/S1.7. There will be at least 2 projects or contracts with MHD annually
<p>Organization Goal O1</p> <p>Attract, support, and sustain a diverse student, faculty, and staff community to ensure an inclusive and collaborative work environment.</p>	O1.1. Maintain percent of women faculty at 51%* by 2016-2017 [*2014 ASPPH data]
	O1.2. Maintain percent of racial/ethnic minority faculty at 29%* by 2016-2017 [*2014 ASPPH data]
	O1.3. Maintain percent of racial/ethnic minority staff at 20% annually
	O1.4. Maintain percent of racial/ethnic minority students at 20% annually
	O1.5. 100% of faculty coming up for tenure are successful
	O1.6. 100% of faculty seeking promotion to full professor are successful
<p>Organization Goal O2</p> <p>Invest in people, resources, and infrastructure to foster excellence and advance the mission of the Joseph J. Zilber School of Public Health.</p>	O2.1. Maintain number of permanently funded primary faculty lines at 27.5 FTE by 2016-2017
	O2.2. Increase number of primary faculty to 27.5 FTE by 2016-2017
	O2.3. Maintain funding from external research grants of \$1.5 million awarded annually
	O2.4. Maintain annual Student:Faculty ratio of 7:1
	O2.5. Maintain annual 9 FTE administrative staff for 27.5 faculty