



TENNESSEE HIGHER EDUCATION COMMISSION

REGULAR CALENDAR ITEM: III. C.

MEETING DATE: July 28, 2022

SUBJECT: New Academic Program
University of Tennessee, Knoxville
Public Health, Bachelor of Science (BSPH)
CIP Code: 51.2201 (Public Health, General)

ITEM TYPE: Action

ACTION RECOMMENDATION: Approval

PROGRAM DESCRIPTION

The University of Tennessee, Knoxville (UTK) proposes a Public Health, Bachelor of Science (BSPH) with a concentration in Population Health Sciences. The program would complement UTK's existing Doctorate in Public Health, Master of Public Health, and undergraduate minor in public health. The 120-credit hour undergraduate program will include an interdisciplinary curriculum of science, math, and social sciences, grounded in a public health core and will be delivered primarily on-ground. Students in the proposed program will develop the knowledge and skills needed to apply an evidence-based approach to address complex public health problems and will prepare students for both graduate training in public health and jobs in health professions, allied health, and other related fields. The proposed program will require graduates to complete a culminating experience that integrates, synthesizes, and applies knowledge from program courses and learning opportunities that demonstrate mastery of foundational and concentration skills.

INSTITUTIONAL GOVERNING BOARD APPROVAL

The proposed Public Health, BSPH program was approved by the University of Tennessee Board of Trustees on June 23, 2022.

PROPOSED IMPLEMENTATION DATE

August 2022 – UTK is confident they will be able to fulfill year one enrollment projections of 20 students due to a healthy pipeline of potential students including almost 300 current students with declared minors in public health.

ALIGNMENT WITH STATE MASTER PLAN AND INSTITUTIONAL MISSION/STRATEGIC PLAN

The proposed Public Health, BSPH program aligns with the State's Master Plan for Higher Education by increasing educational attainment levels of Tennesseans through the development of a degree program that is attractive to students including adult learners. Additionally, the proposed program will aid in addressing Tennessee's economic development, workforce development, and research needs by preparing graduates that will be able to work in both public and private sector jobs that focus on prevention, health promotion, and development of systems that increase health for Tennesseans.

Furthermore, the proposed Public Health, BSPH furthers the mission of the University of Tennessee System to serve the people of Tennessee “through the discovery, communication, and application of knowledge” by preparing students for various types of public health careers that emphasize an interdisciplinary understanding of social justice, health equity, and engaged citizenship across the globe to promote health, safety, and welfare of society. UT Knoxville’s public health students and graduates will become leaders in discovering, disseminating, and translating evidence-based public health programs and policies.

CURRICULUM

The curriculum for the proposed Public Health, BSPH will require 120 total credit hours and will consist of 49 credit hours of general education, 18 credit hours of public health core courses, 12 credit hours of population health courses, 10 credit hours of interdisciplinary core courses, and 31 credits of elective courses.

The program learning objectives are structured so that students will be able to communicate public health information through various media and to diverse audiences; and locate, use, evaluate, and synthesize public health information. The specific program learning outcomes will ensure students are able to:

- Identify health issues and describe the impact on specific populations;
- Explain factors that contribute to community health and health equity;
- Compare population health indicators across subpopulations, time, and data sources;
- Identify evidence-based solutions that engage diverse stakeholders to address population health issues; and
- Explain systems thinking and its application to population health approaches.

The proposed Public Health, BSPH will require the creation of six new courses and the hiring of one non-tenure track faculty member.

PROGRAM PRODUCTIVITY

The UTK Public Health Department estimates that twenty students will enroll in the BSPH in the first year, with enrollment growing to 266 students by year five. Enrollment projections assume a 28 percent attrition rate. Students who move from the Public Health minor to the BSPH could graduate in the third year of program implementation.

	2022-23	2023-24	2024-25	2025-26	2026-27
Enrollment	20	55	115	195	266
Graduates	--	--	5	14	25

PROGRAM DUPLICATION

Currently, there are six other undergraduate programs in public health in Tennessee offered at four public universities (East Tennessee State University, Middle Tennessee State University, Tennessee State University, and University of Memphis) and two private universities (Belmont University and Johnson University).

EXTERNAL JUDGEMENT

An external review of the proposed program was conducted during a virtual site visit on January 31, 2022, by Dr. Kerry J. Redican, Professor and Director of the Undergraduate Public Health Program at Virginia Tech. The site visit included meetings with campus administrators, faculty, prospective students, and industry partners.

Dr. Redican recommended approval of UTK's proposed Public Health, BSPH and stated "The proposed BSPH program (1) is well developed, (2) is in compliance with the THEC Master Plan, (3) meets the requirements for CEPH accreditation, (4) has strong UTK administrative support at all levels, (5) will be administered by a Department of Public Health with a talented, dedicated, and effective faculty, (6) will improve the health of Tennesseans, (7) will work effectively with community partners and continue to increase the reach of the Academic Health Center, and (8) will be a model, land grant degree program meeting the health needs of State, regional, national, and international populations." He further commented "This group of faculty [in the Department of Public Health at UTK] would be the envy of many, if not most, public health departments in other colleges and universities."

STUDENT DEMAND

A survey was distributed to 1,480 students enrolled in UTK's Introduction to Public Health course. Twenty-four percent (n=350) of students indicated they would have been interested in a major in Public Health if offered when they were freshmen and 36 percent (n=533) indicated they maybe would have been interested. Additionally, the number of students declaring a minor in public health has been increasing from 49 students in spring 2019 to 148 students in spring 2021.

OPPORTUNITIES FOR PROGRAM GRADUATES

Students who graduate from the Public Health, BSPH program will be qualified for a variety of job opportunities as Health Educators, Community Health Workers, Medical and Health Services Managers, and Social and Community Service Managers. Demand for expertise in these areas is strong both nationally, and in Tennessee.

The Bureau of Labor and Statistics estimates an 18 percent growth rate for jobs in these categories through 2026. In Tennessee, the Department of Labor and Workforce development projects a steady increase in demand for jobs in Health Care and Social Assistance of 17 percent from 2018-2028. Further, healthcare occupations are designated as having high employer demand in several Tennessee regions. Employment trends for students who graduate with a Public Health, Bachelor of Science degree have encouraging employment results. According to a 2017 report by the Association of Schools and Programs of Public Health, 75 percent of the BSPH graduates were employed and an additional 12 percent were pursuing further education.

Letters of support for the proposed BSPH were provided from Tennessee Department of Health, Metro Drug Coalition, Tennessee Public Health Association, and UT Medical Center.

INSTITUTIONAL CAPACITY TO DELIVER THE PROGRAM

The Public Health, BSPH will be housed in the Department of Public Health which is part of the College of Education, Health, and Human Sciences. Two new positions will be required to deliver the proposed program: one new non-tenure track faculty position and one staff position. The new faculty position will be recruited in year two of implementation and will initially be part-time and move to full-time in year three. The full-time staff position will be created in year two in order to oversee undergraduate internships, advise upper-division public health majors, and offer other program support.

ASSESSMENT AND POST-APPROVAL MONITORING

An annual performance review of the proposed program will be conducted for the first five years following program approval. The review will be based on benchmarks established in the approved proposal. At the end of this period, the campus, institutional governing board, and THEC staff will perform a summative evaluation. The benchmarks include, but are not limited to, enrollment and graduation, program cost, progress toward accreditation, and other metrics set by the institution and staff. If benchmarks are not met during the monitoring period, the Commission may recommend that the institutional governing board terminate the program. If additional time is needed and requested by the institutional governing board, the Commission may choose to extend the monitoring period.

FINANCIAL PROJECTIONS

Tennessee Higher Education Commission						
Appendix A: THEC Financial Projections Form						
University of Tennessee						
Public Health, BSPH						
Five-year projections are required for baccalaureate and Master's degree programs						
Three-year projections are required for associate degrees and undergraduate certificates.						
Projections should include cost of living increases per year.						
Planning year projections are not required but should be included when appropriate.						
	Planning Year	Year 1	Year 2	Year 3	Year 4	Year 5
I. Expenditures						
A. One-time Expenditures						
New/Renovated Space ¹	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Library	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Consultants	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
Travel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -
Sub-Total One-time	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
B. Recurring Expenditures						
Personnel						
Administration						
Salary	\$ -	\$ -	\$ 41,101	\$ 42,745	\$ 44,455	\$ 46,233
Benefits	\$ -	\$ -	\$ 14,385	\$ 14,961	\$ 15,559	\$ 16,181
Sub-Total Administration	\$ -	\$ -	\$ 55,486	\$ 57,706	\$ 60,014	\$ 62,414
Faculty						
Salary	\$ -	\$ -	\$ 31,200	\$ 64,896	\$ 67,492	\$ 70,192
Benefits	\$ -	\$ -	\$ 10,920	\$ 22,714	\$ 23,622	\$ 24,567
Sub-Total Faculty	\$ -	\$ -	\$ 42,120	\$ 87,610	\$ 91,114	\$ 94,759
Support Staff						
Salary	\$ -	\$ -	\$ -	\$ 61,868	\$ 64,342	\$ 66,916
Benefits	\$ -	\$ -	\$ -	\$ 21,654	\$ 22,520	\$ 23,421
Sub-Total Support Staff	\$ -	\$ -	\$ -	\$ 83,521	\$ 86,862	\$ 90,336
Graduate Assistants						
Salary	\$ -	\$ 22,950	\$ 30,600	\$ 45,900	\$ 45,900	\$ 45,900
Benefits	\$ -	\$ 3,078	\$ 4,104	\$ 6,156	\$ 6,156	\$ 6,156
Tuition and Fees* (See Below)	\$ -	\$ 25,803	\$ 34,404	\$ 51,606	\$ 51,606	\$ 51,606
Sub-Total Graduate Assistants	\$ -	\$ 51,831	\$ 69,108	\$ 103,662	\$ 103,662	\$ 103,662
Operating						
Travel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Printing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other	\$ -	\$ 552	\$ 552	\$ 552	\$ 552	\$ 552
Sub-Total Operating	\$ -	\$ 552	\$ 552	\$ 552	\$ 552	\$ 552
Total Recurring	\$ -	\$ 52,383	\$ 167,266	\$ 333,050	\$ 342,204	\$ 351,723
TOTAL EXPENDITURES (A + B)	\$ 2,000	\$ 52,383	\$ 167,266	\$ 333,050	\$ 342,204	\$ 351,723

*If tuition and fees for Graduate Assistants are included, please provide the following information.						
Base Tuition and Fees Rate	\$ -	\$ 17,202	\$ 17,202	\$ 17,202	\$ 17,202	\$ 17,202
Number of Graduate Assistants	0	1.5	2	3	3	3

	Planning Year	Year 1	Year 2	Year 3	Year 4	Year 5
II. Revenue						
Tuition and Fees ²	\$ -	\$ 68,040	\$ 209,790	\$ 362,850	\$ 402,570	\$ 481,950
Institutional Reallocations ³	\$ 2,000	\$ (15,657)	\$ (42,524)	\$ (29,800)	\$ (60,366)	\$ (130,227)
Federal Grants ⁴	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Grants or Gifts ⁵	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other ⁶	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
BALANCED BUDGET LINE	\$ 2,000	\$ 52,383	\$ 167,266	\$ 333,050	\$ 342,204	\$ 351,723

Notes:

(1) Provide the funding source(s) for the new or renovated space.

(2) In what year is tuition and fee revenue expected to be generated? Tuition and fees include maintenance fees, out-of-state tuition, and any applicable earmarked fees for the program. Explain any differential fees.

(3) Identify the source(s) of the institutional reallocations, and grant matching requirements if applicable.

(4) Provide the source(s) of the Federal Grant including the granting department and CFDA(Catalog of Federal Domestic Assistance) number.

(5) Provide the name of the organization(s) or individual(s) providing grant(s) or gift(s).

(6) Provide information regarding other sources of the funding.