I. SELF-STUDY  (suggested length of 1-3 pages)

A. Five-Year Review Planning Goals

1. Develop a healthcare leadership and management course to replace business management.

2. Increase tenure-track faculty from 3 to 8. Change: This goal was updated from 5 tenure track faculty to 8.

3. Develop more electives for Health Sciences students. Change: Specific courses dropped, see goal progress below.

4. Explore creating additional options, or post-baccalaureate certificate programs: Health IT and Global Health

5. Explore making Health Sciences a separate department from Nursing.

6. Develop Concord Campus as health sciences campus.

B. Progress Toward Five-Year Review Planning Goals

The Health Sciences program has completed goals 1 – 5.

Goal 6
The Department of Health Sciences is no longer planning to offer courses at Concord or to develop a program at that campus. The majority of students in Health Sciences are at Hayward.\textsuperscript{1} This is for a number of reasons: low enrollments under conversion; there is no current 2+2 curriculum pathway for transfers in Health Sciences; the logistics and complexities of the new program make it prohibitive to offer classes there. Health Sciences cannot imagine a context that would allow us to offer classes at Concord without dedicated operating funds and support staff that is not contingent on enrollment. Concord is not and will not be part of the Department of Health Sciences objectives outside of a comprehensive support plan including dedicated resources to make such a program function.

C. Program Changes and Needs

Overview:

Health Sciences’ transformed curriculum coupled with being a new Department is challenging and the faculty and staff are stretching to implement the changes in the first year. Over the short term (24 mos), Health Sciences requires additional administrative resources and limited technical support in the development of business processes and operations as a new department. Additionally, the lack of adaptability and flexibility in some systems at CSUEB make management of the curriculum challenging. Over the long term (36 – 60 mos) Health Sciences must focus on building a resilient program and focusing on the development of additional resources for operation.

Curriculum:

The Health Sciences curriculum has transformed for semesters focusing on an innovative problem-based learning approach. This new approach is proving difficult to administer within the constraints and resources available in terms of scheduling and the workload associated with different courses. The course classification system can produce challenges for implementing problem-based learning. The Department of Health Sciences would like to explore revisions to the way WTU are assigned per course at Cal State East Bay and the relationship of pedagogy and workload.

Students:

Health Sciences graduated more students than in previous years with increased efforts in advising students before semester conversion. Those advising efforts are not necessarily sustainable. Health Sciences believes that Cal State East Bay must examine the overall advising structure for students.

\textsuperscript{1} APR Data, in Fall 2017, 98\% of students were Hayward campus students; only 2\% (24 students) are at Concord. Accessed 2018-10-14.
Faculty:

While Health Sciences has added tenure-track faculty, the program is still short of necessary faculty to support the program. The program currently has twelve tenure track faculty and is in the process of hiring two more for AY 19-20. The program still has gaps in some areas—health humanities, bioethics, and faculty with strong data analysis backgrounds particularly in the management of large data sets.

Staff:

The program currently has one ASC II and .5 ASA shared with the Department of Nursing. Given the size of the Health Sciences program, the program would be better served with a 1.0 ASA rather than a .5.

Resources: (facilities, space, equipment, etc.)

Health Sciences occupies space for offices in the Student and Faculty Support building and Robinson Hall. Health Sciences lecturers must share offices with the three lecturers per office. With additional hires coming on board next academic year, Health Sciences has no office space to place them. The issue of adequate office space is an urgent issue.

The Health Sciences curriculum requires rooms suited to small seminar and problem-based learning courses with tables to accommodate 8 students, movable furniture and ample whiteboards. There are insufficient rooms of this type to support the Health Sciences curriculum.

Assessment:

See Section II.

II. SUMMARY OF ASSESSMENT (suggested length of 1-2 pages)

This section will be completed and filed before the end of Fall 2018.

III. DISCUSSION OF PROGRAM DATA & RESOURCE REQUESTS

A. Discussion of Trends & Reflections

Notable Trends:

Health Sciences is the largest major at Cal State East Bay (1160 headcount) after Business Administration (2186). Psychology (993) and Criminal Justice (747) follow in terms of
headcount. Health Sciences remains a diverse program in terms of race and ethnicity. It is less diverse in terms of gender.

Courses with non-high passing percentages (>15%) are associated with either instructors and/or entry-level courses. Non-passing is particularly high among first generation college students. Health Sciences has steadily improved outcomes in the number of degrees conferred over the past five years.

Health Sciences faculty are more diverse than the faculty of Cal State East Bay as a whole. The faculty are also relatively balanced along gender lines (53% female; 47% male). The tenure-density has increased but remains too low for the program (42%) and is too-low to serve the number of students in Health Sciences. SFR has fallen but remains above 30. FTES have increased.

**Reflections on Trends and Program Statistics:**

Health Sciences has made considerable progress in improving student outcomes, diversity and offering classes students for timely graduation. Our focus on diversity in hiring has been particularly effective with a highly-diverse regular faculty. There are three areas of concern for the program: equity gaps, tenure-track density, and administrative resources.

The equity gap in some courses is of concern. This gap seems to either be related to particular instructors, entry-level courses for transfer students, or both. The Department of Health Sciences will make addressing these issues a priority and will explore improved development for faculty and a more rigorous faculty evaluation process for all faculty. The Department will also review post-conversion data to better understand the relationship between the curriculum and this equity gap.

The number of tenure-track faculty is concerning. First, the number of regular faculty is too low to service the number of students in Health Sciences as compared to the other large programs at Cal State East Bay and remains below the 75% goal of the Academic Senate Principles for Tenure-Track hiring:

<table>
<thead>
<tr>
<th>Program</th>
<th>FTES</th>
<th>Tenure Density</th>
<th>% of FTEF, Regular Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Admin</td>
<td>1939</td>
<td>82%</td>
<td>86%</td>
</tr>
<tr>
<td>HSC</td>
<td>642.7</td>
<td>42%</td>
<td>46%</td>
</tr>
<tr>
<td>Psych</td>
<td>572.2</td>
<td>50%</td>
<td>52%</td>
</tr>
<tr>
<td>Crim. Just.</td>
<td>367</td>
<td>62%</td>
<td>68%</td>
</tr>
</tbody>
</table>

Second, Health Sciences has developed a new curriculum that focuses on problem-based learning and a model of instruction that is reliant on faculty being active in their respective fields of work. Simply, many of the Health Sciences classes will be difficult if not impossible to teach without faculty who are actively engaged in research. While it is possible to hire lecturers in the field, this can be much more difficult than hiring lecturers who work full or
near full-time as lecturers. Having a large research-active faculty in Health Sciences is critical to its ability to offer its classes and curriculum.

Finally, Health Sciences needs additional administrative resources in terms of space and administrative support to support both its curriculum and program. Space and advising resources are particularly challenging. The program currently has no free office space to expand faculty.

B. Request for Resources  *(suggested length of 1 page)*

1. Request for Tenure-Track Hires

Health Sciences is requesting two additional tenure-track faculty hires. We are requesting faculty to strengthen our ability offer classes in the following areas: health humanities/bioethics, public health, and health policy. Within the areas of public health and health policy we continue to seek faculty with training and expertise in the areas of climate change and human health; environmental health; health policy at the state and local level; and data analysis with skills in Python/R.

2. Request for Other Resources

Health Sciences needs an additional four tenure-track faculty offices to meet growing demand.