I. **SELF-STUDY**

Not applicable, five-year review to under review by CAPR.

**SUMMARY OF ASSESSMENT**

Not applicable, five-year review under review by CAPR.

II. **DISCUSSION OF PROGRAM DATA & RESOURCE REQUESTS**

**Discussion of Trends & Reflections**

**Notable Trends**

*Our students are diverse, our enrollments are stable; the majority of our students are first generation; equity gaps are not consistent.*

Enrollments remained flat in Fall 2019. We also saw high D, F, W percentages in some classes but not consistently in any one class.

*Faculty are more diverse than the faculty at CSUEB. Faculty are more diverse than last year. Tenure density is decreasing.*

Faculty in Health Sciences are more diverse than the faculty at CSUEB as a whole as reflected in self-reported measures, among others. Health Sciences faculty are also diverse in terms of sexual identity and disability. Health Sciences tenure density by headcount is 48%, far below the 75% recommended university target and remains unchanged from 2018 even with additional tenure-track hiring in the 2019 – 2020 year. Measured by FTEF, the Department’s tenure track density has dropped from 56% to 53%. The Department has increased the number of Black/African American faculty in the program.

*Student Faculty Ratio in increasing. FTES are increasing. SFR is very high in major courses.*

The Department's student-faculty ration (SFR) dropped to 31 in Fall 2018 and has increased to 37.1 in Fall 2019. Non-GE SFR is a very high 42.4.
Reflections on Trends and Statistics:

Our FTES are increasing while our headcount remains the same. This is likely attributable to an increase in units taken by students and by the inclusion of more GE courses in the curriculum. The program should monitor graduation rates in the program to make sure students continue to progress.

Our course equity gaps are not centered on one particular course or set of courses. We are requesting a breakdown of the data by enrollment type, modality, instructor, and other measures. The Department has created a Committee on Equity that is investigating this issue in addition to others. The Committee is exploring how the HSC curriculum and operations can become more anti-racist and can make improvements in curriculum, is reviewing equity gaps, and is supporting the possible offering of an HSC 497 section in Spring 2020 to explore issues of racism as a public health issue.

The tenure density in Health Sciences remains too low to sustain and support the program over either the long or short term. Most concerning is that the tenure density is dropping while SFR in major courses is increasing. Continued investment in faculty hires is critical not only for the success of the students and addressing the equity gaps, but also for the long-term stability of the program. High tenure-track density is a crucial component of success in our problem-based learning courses which makes an active research agenda a necessary component of success in the course.

It is also critical that efforts be made not to undermine six years of effort in building the HSC program after the 2008 financial crash. The history of Health Sciences is an object lesson in the dangers of across-the-board cuts and gross austerity measures in times of financial crisis. Following the stress of 2008, polices of not-hiring, increasing SFR, and mis-allocating resources led to poor student outcomes, serious retention problems, and to some extent posed a material risk to the College and University given the size of the HSC program. The increasing SFR and decreasing tenure-density should be early warnings of troubling trends. With the cancellation of tenure-track hires this year, it is particularly concerning. These trends left unchecked have the potential to unwind progress made and create serious problems.

While not available in the program-level data, our program is under-resourced in administrative support and in space. Health Sciences has a 1.0 ASC II and a 0.5 ASA, shared with Nursing, who support the Department administratively. Given the Department's size, complexity, externally-facing operations as part of the capstone curriculum, the volume of travel in normal years by faculty and the increase of internal and external funding related to faculty research among other administrative duties, the Department is requesting additional administrative resources outlined below.

In addition to the administrative staff support, the Department needs appropriate resources for the Chair position which should be a 12-month position. While other faculty receive assigned time to support some administrative tasks, that allotted time takes expert faculty out of the classroom, frustrating our goals around student success and equity. Faculty better support the program in teaching and their research rather than assigned time for administrative tasks that can be performed by staff. The goals and objectives of the Department, the College, and CSUEB are better served with an increase in resources and scope of responsibilities for the Department Chair and administrative support staff rather than relying on tenure-track faculty to perform these functions.
A. Request for Resources *(suggested length of 1 page)*

1. Request for Tenure-Track Hires:

   Health Sciences is requesting three tenure-track faculty. The department requests a faculty member with expertise in public health to support the public health concentration and core curriculum. This position should have expertise in infectious disease control, surveillance, environmental health, epidemiology, or modeling. We seek a candidate with a strong quantitative background. The department also requests a faculty member in health policy to support core courses and the policy concentration. Finally, the department is requesting a faculty member with expertise in either data analysis and/or statistical learning/machine learning as applied to problems in human health. These faculty would support the Department in reaching its tenure density goals and improve our ability to effectively offer our problem-based learning curriculum.

2. Request for Other Resources

   The department is requesting the following additional resources:

   Instead of an ASA II, Health Sciences is requesting an Administrative Analyst or an additional Administrative Support Coordinator II. The program has reviewed the qualification standards of the CSU System and believes that an analyst position ideally or an additional administrative support coordinator position is appropriate for the tasks and requirements of the Health Sciences Department. This additional position will enable the Department to appropriately support on-going faculty research projects, faculty travel, Department fundraising goals, and Department curricular and student success goals. The current ASA position would not be required if we have the appropriate support at the higher level.

   The department is requesting appropriate space for the Department. The program also does not have space for expanded administrative staff. The faculty also seek classrooms that can be dedicated to the problem-based learning model employed by the Department. These are classrooms with tables and chairs that can be configured and re-configured easily; that have multiple whiteboards for students; and that have lockable storage space for teams to leave their work between classes.