IV. OUR PEOPLE

Goal: The USF COPH values inclusiveness and respect for all people. We will accomplish this through our culture, curriculum, research and service by continually fostering an environment within the College that embraces diversity, a sense of community, collegiality and life-long learning.

Objective 1: The USF COPH is committed to offering development opportunities for our faculty and staff in an effort to ensure their ongoing professional growth and success.

> *Indicator IV.1.1: The USF COPH will offer a minimum of one program per year designed to enhance the teaching skills and competencies of our faculty and to encourage the effective use of technology and advanced teaching methodologies in the classroom, laboratory and online.*
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> *Indicator IV.1.2: The USF COPH will provide a minimum of one program per year designed to enhance the research skills and competencies of our faculty.*
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> *Indicator IV.1.3: The USF COPH will offer annually at least one general professional development program for new and current faculty and staff.*
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> *Indicator IV.1.4: The USF COPH will offer annually opportunities for professional development through the College Faculty and Staff Professional Development Award Program.*

Objective 2: The USF COPH is committed to developing leaders who will shape the future of the College and the profession.

> *Indicator IV.2.1: By Fall 2013, the USF COPH will pilot a leadership program designed to enhance the leadership skills and competencies of the Dean's executive leadership team.*
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> *Indicator IV.2.2: By Summer 2014, the USF COPH will offer a pilot program designed to enhance the leadership skills and competencies of the College-wide leadership team.*
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> *Indicator IV.2.3: By Spring, 2015, the USF COPH will offer programs to faculty designed to enhance their leadership skills and competencies.*

Objective 3: The USF College of Public Health is committed to building a strong sense of community among its faculty and staff through on-going programs designed to foster professional relationships and connectivity to one's colleagues while reinforcing the values of the College.

> *Indicator IV.3.1: The COPH will offer at least ten (10) community-building programs annually.*

Objective 4: The USF COPH supports faculty, staff and students in fulfilling their professional goals while contributing to the mission and overall success of the College continually building a diverse community with a Global perspective.

> *Indicator IV.4.1: By Fall, 2014, the College will establish a committee charged with promoting and evaluating the effectiveness of practices and initiatives designed to increase the diversity of our students, faculty and staff.*

Indicator IV.4.2: By Fall, 2022, the curriculum of all degrees offered in the College will include specific diversity competencies to be mastered by our students.

Indicator IV.4.3: By Fall 2015, the College will conduct a biennial survey to determine to the extent that our educational, work environment and support systems reflect a community that embraces diversity, belonging and respect for all people. The Diversity Committee will review the results and make recommendations as appropriate.

Indicator IV.4.4: By Spring, 2015, the College will provide and promote semi-annual cultural awareness/community building activities and programs.

Indicator IV.4.5: By Fall 2015, the College will create a Diversity website that focuses on programs, policies and activities offered within the College and throughout USF designed to raise awareness of the importance of diversity.

*Indicator IV.4.6: By Fall 2022, the college will proactively recruit and retain **students** from underrepresented groups as defined and tracked by the University's Equity Accountability Plan (EAP) by monitoring representation of those groups and identifying strategies to retain or exceed our 2012-2013 baseline percentage representation of each underrepresented group within the College.*

Indicator IV.4.7: *By Fall 2022, the College will proactively recruit and retain **faculty** from underrepresented groups as defined and tracked by the University's Equity Accountability Plan (EAP), by monitoring representation of those groups and identifying strategies to retain or exceed our 2012-2013 baseline percentage representation of each underrepresented group within the College.*

Indicator IV.4.8: *By Fall 2022, the College will proactively recruit and retain **staff** from underrepresented groups as defined and tracked by the University's Equity Accountability Plan (EAP), by monitoring representation of those groups and identifying strategies to retain or exceed our 2012-2013 baseline percentage representation of each underrepresented group within the College.*

Objective 5: The USF College of Public Health is committed to academic excellence and through its values statement, encourages faculty and staff to achieve distinction and quality.

Indicator IV.5.1: By Fall 2022, the COPH will increase the total number of faculty who obtain University, state, national or international professional awards by 10% over the baseline year.

*Indicator IV.5.2: By Fall 2022, the COPH will increase the total number of **staff** who obtain University, state, national or international professional awards by 10% over the baseline year.*

Indicator IV.5.3: The COPH will recognize excellence in teaching with an annual College Award.

Indicator IV.5.4: The COPH will recognize excellence in research with an annual College Award.

Indicator IV.5.5: The COPH will recognize excellence in community engagement with an annual College Award.

Indicator IV.5.6: The COPH will recognize staff who go above and beyond expectations with an annual College Award.