

1.3 Institutional Environment. The school shall be an integral part of an accredited institution of higher education and shall have the same level of independence and status accorded to professional schools in that institution.

Required Documentation

1.3.a A brief description of the institution in which the school is located, and the names of accrediting bodies (other than CEPH) to which the institution responds.

The University of Florida (UF) traces its roots back to 1853 when the state-funded East Florida Seminary took over the Kingsbury Academy in Ocala. The seminary moved to Gainesville in the 1860s and later was consolidated with the state's land-grant Florida Agricultural College, then in Lake City. In 1905, by legislative action, the college became a university and was moved to Gainesville.

Today, UF is a major, public, land-grant, research university. The state's oldest, largest and most comprehensive university, UF is one of only 17 public, land-grant universities that belong to the Association of American Universities (AAU). It is also the fourth largest university in the United States. Enrolling approximately 50,000 students annually, UF is home to 16 colleges and more than 150 interdisciplinary research and education centers, bureaus and institutes. UF offers almost 100 undergraduate degree programs and over 250 graduate and professional programs.

In 2013, the Florida legislature identified the University of Florida as a preeminent university. The state has awarded UF \$15 million annually for the next five years to nurture the scientific and scholarly progress that will bring UF recognition as a top public research university. The University's plan is to hire as many as 100 new professors, most of whom will be seasoned faculty who are widely recognized in their fields. UF will match state dollars with private fundraising to hire additional faculty and to support their work with laboratories, graduate assistants, and other services and facilities. Faculty recruitments, which started in fall 2013, focus on 16 fields, including global health, one health, food safety and security, informatics, and others that are relevant to the scholarly and academic activities of the College.

The College of Public Health and Health Professions is part of the Health Science Center (HSC), which houses six colleges, including Dentistry, Nursing, Medicine, Pharmacy and Veterinary Medicine, and six research institutes - the Clinical and Translational Science Institute, the McKnight Brain Institute, the Genetics Institute, the UF Health Cancer Center, the Institute on Aging, and the Emerging Pathogens Institute. The HSC is part of UF Health, the University of Florida Health System, with two major hospitals in Gainesville and Jacksonville, and numerous satellite facilities throughout north central Florida.

UF is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) to award bachelor, master, specialist, engineer, doctoral and professional degrees. The most recent accreditation was affirmed January 16, 2004. A

self-study for re-accreditation was submitted in summer 2013, and the University will host a site visit from SACS February 18-20, 2014. In addition to institution-wide accreditation, individual colleges and schools respond to 33 program-specific accrediting bodies. Accredited instructional programs within the College and their respective accrediting agencies are shown in Table 1.3.a.1. A complete list of the accrediting organizations and associations to which UF responds is in Table 1.3.a.2 in the resource file.

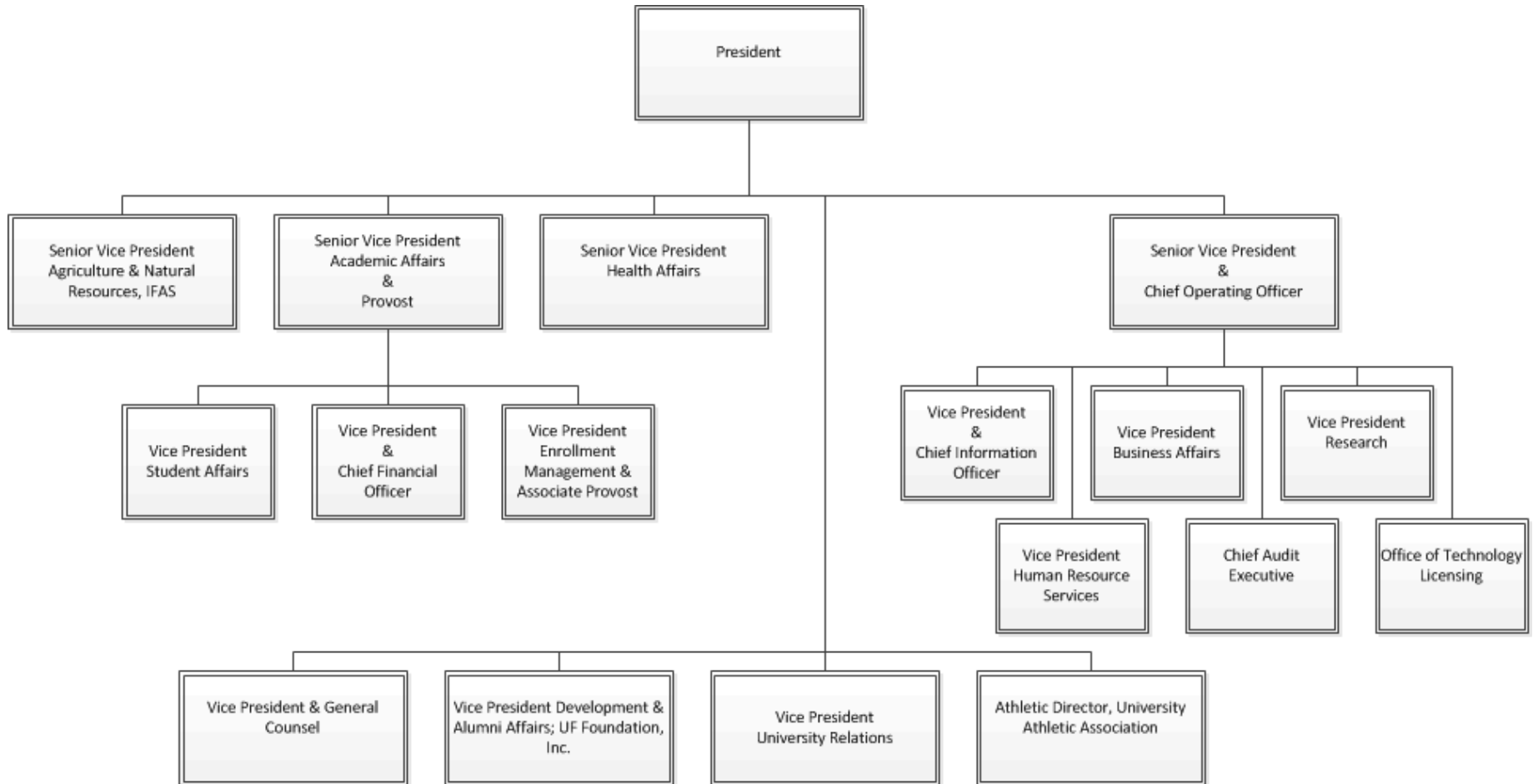
Table 1.3.a.1 Accreditation Status by Instructional Program and Accrediting Organization, College of Public Health and Health Professions

Degree	Accrediting Body	Full Accreditation	
		Date of most recent accreditation	Date current accreditation expires
Master of Arts in Communication Sciences and Disorders	Council on Academic Accreditation in Audiology and Speech-Language Pathology	2008	2016
Master of Health Administration	Commission on Accreditation of Healthcare Management Education	2010	2016
Master of Occupational Therapy	Accreditation Council for Occupational Therapy Education	2011-12	2021-22
Doctor of Audiology	Council on Academic Accreditation in Audiology and Speech-Language Pathology	2008	2016
Doctor of Physical Therapy	Commission on Accreditation in Physical Therapy Education	2004	2014
PhD in Clinical Psychology	American Psychological Association	2008	2015

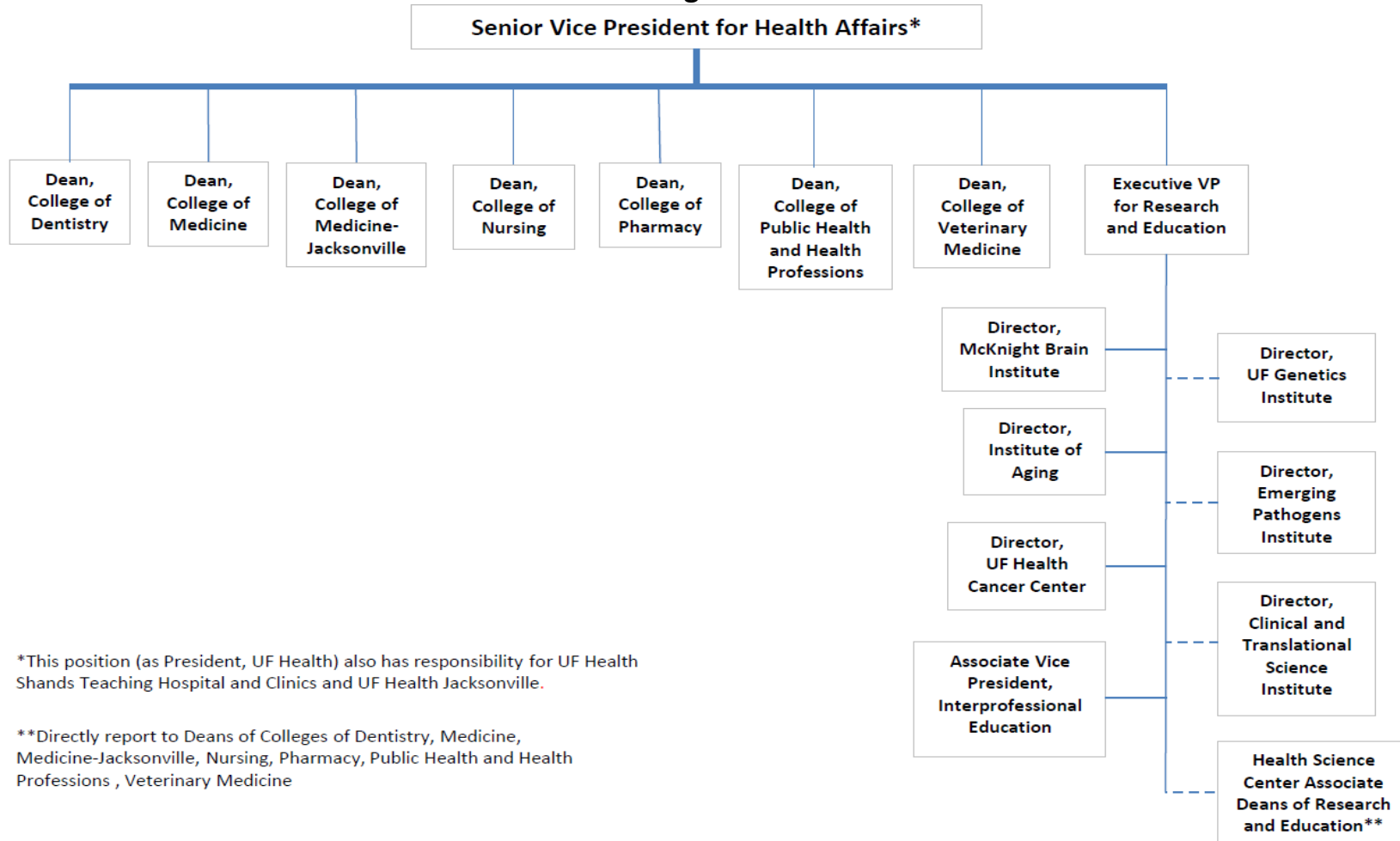
1.3.b One or more organizational charts of the University indicating the school’s relationship to the other components of the institution, including reporting lines.

Two organizational charts are presented on the next pages. Figure 1.3.b.1 is the organization of the University of Florida, which shows the position of the President, the Provost and the Senior Vice President for Health Affairs, the direct lines of authority to which the College responds. Figure 1.3.b.2 is the organization of the Office of the Senior Vice President for Health Affairs, who directs the Health Science Center. The College of Public Health and Health Professions is shown in Figure 1.3.b.2, where it holds a position equal to the other colleges and units in the Health Science Center.

Figure 1.3.b.1 University of Florida Organizational Chart



**Figure 1.3.b.2 Office of the Senior Vice President for Health Affairs
University of Florida
Academic Organization Chart**



*This position (as President, UF Health) also has responsibility for UF Health Shands Teaching Hospital and Clinics and UF Health Jacksonville.

**Directly report to Deans of Colleges of Dentistry, Medicine, Medicine-Jacksonville, Nursing, Pharmacy, Public Health and Health Professions , Veterinary Medicine

1.3.c Description of the school's level of autonomy and authority regarding the following:

Budgetary authority and decisions related to resource allocation. The Dean controls the College budget, and exercises significant autonomy in allocating state resources to departments in support of their instructional programs. Resource allocation decisions take into account new enrollments, total students, faculty complement, and indicators of program quality, as well as the feasibility and appropriateness of the goals of each program for growth and development.

Lines of accountability, including access to higher-level University officials. Oversight of operation and management of the Florida public university system's 12 institutions is the responsibility of the Florida Board of Governors. The Board of Governors is composed of 17 members, 14 of whom are appointed by the Florida Governor and confirmed by the Florida Senate for a term of seven years. The remaining members include the Chair of the Advisory Council of the Faculty Senates, the Commissioner of Education and the Chair of the Florida Student Association.

The University of Florida is governed by the UF Board of Trustees, which sets policy for the institution, and serves as the institution's legal owner and final authority. The Board of Trustees holds the institution's resources in trust and is responsible for their efficient and effective use. The UF Board of Trustees consists of six citizen members appointed by the governor and five citizen members appointed by the Board of Governors. The Chair of the Faculty Senate and the President of the Student Body are also voting members.

The chief executive officer of the University is the President, who is appointed by the Board of Trustees. The President is responsible for the general administration of all University activities. Reporting to the President are three senior vice presidents, including the Provost and Senior Vice President for Academic Affairs, the Senior Vice President for Agriculture and Natural Resources, and the Senior Vice President for Health Affairs. The Senior Vice President for Health Affairs has the duties and responsibilities for general supervision of the Health Science Center. The HSC is a separate budgetary entity within the University of Florida, receiving its appropriated funds from the legislature through the Board of Governors, Board of Trustees and the President of the University. Though the colleges of Public Health and Health Professions, Nursing and Pharmacy are part of the HSC, their state funds are considered Educational and General (E&G) and thus are from the Provost's office.

The Dean of the College of Public Health and Health Professions has the same rights and privileges as all other deans and has reporting relationships with both the Provost and the Senior Vice President for Health Affairs. The HSC deans and administrators meet on a monthly basis with the Senior Vice President for Health Affairs. In addition, the Dean of PPHP meets individually with the Senior Vice President for Health Affairs once per month. All UF deans meet monthly with the Provost. Additional individual or group meetings are requested as needed.

The Dean can modify the College's internal administrative structure, but he must acquire University approval to make major organizational changes, such as the establishment of new departments, schools, or centers, or to make changes in titles to such entities. All academic units on the campus follow the same procedures for approval of organizational changes. The approval process varies depending upon the type of structural change requested. For example, changes to, and proposals for, new departments, schools and titles must be approved by the University Curriculum Committee, the Faculty Senate and the Board of Trustees.

Personnel recruitment, selection and advancement, including faculty and staff. The Dean approves all new positions and decisions to fill vacated positions in the College. All recruitment, selection and advancement activities are carried out following the rules and regulations of the State and the University. The department or administrative area in which a position is located initiates recruitment activities for faculty and staff. The Dean co-signs on all faculty hiring.

The Dean appoints Associate Deans and Chairs and has the authority to change the leadership team in accordance with appropriate University policies and procedures for termination or reassignment of duties.

Advancement for all personnel is based on job performance and qualifications. Annual evaluations and supervisor recommendations are used in determining merit recognition. The Dean reviews and discusses all faculty evaluation letters with the chairs before they are issued.

Academic standards and policies, including establishment and oversight of curricula. Departments within the College are afforded great latitude in managing their academic programs. Administrators and faculty in individual degree programs are responsible for developing and implementing academic policies and curricula appropriate to the discipline and for maintaining compliance with relevant accreditation standards for approved degree programs. However, approval beyond the department and College is required to establish or terminate programs or courses. The College Curriculum Committee reviews and approves proposals submitted for new programs, courses, course changes, curricular changes and course terminations. After the committee approves the changes, the proposals are forwarded by the Dean's office to the relevant committees within the University. Subsequently, proposals for new graduate degree programs, as well as courses, are reviewed and approved by the Graduate School, and proposals for professional and undergraduate degree programs and courses are reviewed and approved by the University Curriculum Committee. New degree programs also require the approval of the Faculty Senate, the University Board of Trustees and the Florida Board of Governors.

1.3.d Identification of any of the above processes that are different for the school of public health than for other professional schools, with an explanation.

The Department of Biostatistics and the Department of Epidemiology are organizationally co-located in the College of Public Health and Health Professions and the College of Medicine. The two departments were established in 2010 to replace the Department of Epidemiology and Biostatistics in PHHP and the Department of Epidemiology and Health Policy Research in the College of Medicine. Faculty members in the original departments were given the opportunity to move to the new departments. A founding chair for Epidemiology, Linda Cottler, PhD, MPH, was appointed in July 2011. The founding chair of the Department of Biostatistics, Peihua, Qui, PhD, started July 2013.

The College of Public Health and Health Professions provides academic, research and business oversight and services for these departments, including fiscal, human resources, academic programs, student services and research support. The departments were physically located in PHHP space until June 2013, at which point the faculty and staff offices of both departments moved to a new, 120,000 square foot state-of-the art Clinical and Translational Research Building that also houses the Institute on Aging, the Clinical and Translational Science Institute, and the College of Medicine departments of Aging and Geriatric Research and Health Outcomes and Policy.

The departments of Biostatistics and Epidemiology differ from the other departments in the College in five ways: The chairs report to the deans of both colleges; faculty and chair hires are overseen by both deans and both deans sign letters of offer; indirect cost returns and student credit hours are evenly split between the two colleges; the two colleges share responsibility for funding the departments' budgets; and faculty may choose whether they will be reviewed for promotion and tenure according to PHHP or College of Medicine (COM) criteria. At the college level, faculty packets for tenure and/or promotion are reviewed by a Tenure and Promotion committee that is comprised of three tenured professors from each of the two colleges (PHHP and Medicine). In addition, both deans recommend to the Senior Vice President for Health Affairs whether to forward tenure and promotion packets to the UF Academic Personnel Board.

Day-to-day administration of the two departments is the responsibility of the Dean of PHHP. On a monthly basis, the deans of PHHP and COM meet to review any issues needing attention. Funding for both departments is handled by PHHP until reconciliation is completed.

1.3.e If a collaborative school, descriptions of all participating institutions and delineation of their relationships to the school.

Not applicable.

1.3.f If a collaborative school, a copy of the formal written agreement that establishes the rights and obligations of the participating universities in regard to the school's operation.

Not applicable.

1.3.g Assessment of the extent to which this criterion is met and an analysis of the school's strengths, weaknesses, and plans relating to this criterion.

This criterion is met.

Strengths:

1. The College has the same standing as all other colleges at the University of Florida and operates under the umbrella of the Southern Association of Colleges and Schools, the Florida Board of Governors and the University of Florida Board of Trustees.
2. All programs in the College that can be accredited are accredited by the relevant educational accrediting bodies.
3. Deans and chairs have considerable autonomy in managing the daily operations of their colleges/departments, follow the same basic procedures for administrative and academic approvals, and have equal access to upper administration.
4. Organizational co-location of the departments of Biostatistics and Epidemiology provides greater opportunities for the faculty to engage in collaborative research programs in both colleges.

Weaknesses:

1. Organizational co-location of the departments of Biostatistics and Epidemiology presents some challenges that are still being addressed. Two issues under review at this time are:
 - Representation in governance, for example, how the departments are considered in elections of representatives for the UF Faculty Senate.
 - A difference in the probationary period before award of tenure. PHHP allows seven years; COM recently changed the period to 10 years.

Plans:

1. The two colleges are working with UF legal advisors and the UF Faculty Senate on a policy regarding representation in governance.
2. The Dean is leading a review of the College's promotion and tenure guidelines, which includes an assessment of the impacts of tenure probationary period differences across colleges, and recommendations for changes. See Criterion 4.2.c for a discussion of the broader goals of this review and the processes that are underway and planned.