

1.7. Faculty and Other Resources. The school shall have personnel and other resources adequate to fulfill its stated mission and goals, and its instructional, research and service objectives.

Required Documentation

1.7.a A concise statement or chart defining the number (headcount) of primary faculty in each of the five core public health knowledge areas employed by the school for each of the last three years. See CEPH Data Template 1.7.1.

Table 1.7.a.1 shows the headcount of primary faculty in each of the core areas of public health. The total number of public health primary faculty has increased from 41 in 2011-12 to 51 in 2013-14. The departments of Biostatistics and Health Services Research, Management and Policy have new chairs who are actively searching for faculty in fall 2013.

Table 1.7.a.1 Primary Faculty in each of the Core Areas of Public Health

Department (Core Area)	2011-12	2012-13	2013-14
Behavioral Science and Community Health (SBS)	8	8	10
Biostatistics	13	14	14
Environmental and Global Health	8	9	9
Epidemiology	5	8	12
Health Services Research, Management and Policy	7	6	6
Total	41	45	51

1.7.b A table delineating the number of faculty, students and SFRs, organized by department or specialty area, or other organizational unit as appropriate for the school, for each of the last three years (calendar years or academic years) prior to the site visit. See CEPH Data Template 1.7.2.

Table 1.7.b.1 summarizes faculty and student headcount, FTE and SFR data by department and interdepartmental program for each of the past three years. SFRs by total faculty FTE are below 10:1 in each of the public health departments and in the interdepartmental MPH and Public Health PhD programs. The SFR by primary faculty FTE in Health Services Research, Management and Policy exceeded that threshold in each of the years reported. However, when supporting faculty FTEs are taken into account, the overall SFR was below 10:1 in each of the past three years. Supporting faculty in the department are well qualified for their roles. For example, Dr. Louis Gapenski, who is a nationally recognized expert in financial management of health care organizations and the author of several textbooks, teaches the finance courses to MPH and MHA students.

Table 1.7.b.1 Faculty, Students and Student/Faculty Ratios by Department and Interdepartmental Program 2011-12, 2012-13, and 2013-14

	HC Primary Faculty	FTE Primary Faculty	HC Other Faculty	FTE Other Faculty	HC Total Faculty	FTE Total Faculty ¹	HC Students	FTE Students ²	SFR by Primary Faculty FTE	SFR by Total Faculty FTE
2011-12										
Departments³										
Behavioral Science and Community Health	8	8	4	1.13	12	9.13	42	41	5.1:1	4.5:1
Biostatistics	13	13	0	0	13	13	23	22	1.7:1	1.7:1
Clinical and Health Psychology	32	32	0	0	32	32	82	80.5	2.5:1	2.5:1
Environmental and Global Health	8	8	0	0	8	8	29	27.5	3.4:1	3.4:1
Epidemiology	5	5	11	2.94	12	7.94	49	46	9.2:1	5.8:1
Health Services Research, Management and Policy	7	7	10	2.1	17	9.1	80	78.5	11.2:1	8.6:1
Occupational Therapy	7	7	9	6.0	16	13.0	85	85	12.1:1	6.5:1
Physical Therapy	23	23	7	6.4	30	29.4	166	165	7.2:1	5.6:1
Speech, Language and Hearing Sciences	39	39	6	2.05	45	41.05	298	283.5	7.3:1	6.9:1
Interdepartmental Programs										
Bachelor of Health Science	32	32	8	1.9	40	33.9	398	398	12.4:1	11.7:1
Master of Public Health ⁴	41	41	25	6.2	66	47.2	184	153	3.7:1	3.2:1
PhD Public Health ⁵	16	16	4	1.13	20	17.13	15	15	0.9:1	0.9:1
PhD Rehabilitation Science	17	17	4	0	21	17	37	35	2.1:1	2.1:1
2012-13										
Departments³										
Behavioral Science and Community Health	8	8	3	0.52	11	8.52	43	40	5:1	4.7:1
Biostatistics	14	14	0	0	14	14	31	29.5	2.1:1	2.1:1
Clinical and Health Psychology	32	32	0	0	32	32	84	82	2.6:1	2.6:1
Environmental and Global Health	9	9	0	0	9	9	32	30.5	3.4:1	3.4:1
Epidemiology	8	8	5	1.5	13	9.5	55	49.5	6.2:1	5.2:1
Health Services Research, Management and Policy	6	6	12	2.64	18	8.6	88	84	14:1	9.8:1
Occupational Therapy	7	7	8	2.95	15	9.9	88	88	12.6:1	8.9:1
Physical Therapy	21	21	3	0.8	24	21.8	165	165	7.9:1	7.6:1
Speech, Language and Hearing Sciences	32	32	5	2.05	37	34.1	310	296	9.3:1	8.7:1
Interdepartmental Programs										
Bachelor of Health Science	34	34	9	1.1	43	35.1	408	408	12.0:1	11.6:1
Master of Public Health ⁴	45	45	20	4.66	65	49.7	206	168.5	3.7:1	3.4:1
PhD Public Health ⁵	17	17	3	0.52	20	17.5	28	25.5	1.5:1	1.5:1
PhD Rehabilitation Science	16	16	4	0	20	16	38	36	2.3:1	2.3:1

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	HC Primary Faculty	FTE Primary Faculty	HC Other Faculty	FTE Other Faculty	HC Total Faculty	FTE Total Faculty ¹	HC Students	FTE Students ²	SFR by Primary Faculty FTE	SFR by Total Faculty FTE
2013-14										
Departments³										
Behavioral Science and Community Health	10	10	7	0.86	17	10.86	44	42.5	4.3:1	3.9:1
Biostatistics	14	14	5	1.01	19	15.01	33	32.0	2.3:1	2.1:1
Clinical and Health Psychology	33	33	9	0.48	42	33.48	83	74	2.2:1	2.2:1
Environmental and Global Health	9	9	8	0	17	9.00	36	33	3.7:1	3.7:1
Epidemiology	12	12	10	1.38	22	13.38	55	53.5	4.5:1	4.0:1
Health Services Research, Management and Policy	6	6	15	2.92	21	8.92	78	74.5	12.4:1	8.4:1
Occupational Therapy	7	7	9	2.16	16	9.16	91	91	13.0:1	9.0:1
Physical Therapy	19	19	3	0.65	22	19.65	177	177	9.3:1	9.0:1
Speech, Language and Hearing Sciences	31	31	13	6.05	44	37.05	319	301	9.7:1	8.1:1
Interdepartmental Programs										
Bachelor of Health Science	33	33	6	1.32	39	34.32	415	415	17.4:1	16.7:1
Master of Public Health ⁴	51	51	45	6.17	96	57.17	190	156.5	3.1:1	2.7:1
PhD Public Health ⁵	19	19	15	0.86	34	19.86	34	30.5	1.6:1	1.5:1
PhD Rehabilitation Science	14	14	3	0	17	14	32	29	2.1:1	2.1:1

¹ Faculty data for 2013-14 are drawn from Tables 4.1.a.1 and 4.1.b.1.

² Student FTE used in all calculations of SFRs. Data correspond with Table 4.3.c.1.

³ Programs offered by departments:

Behavioral Science and Community Health	BHS Health Science MPH SBS concentration PhD Public Health SBS concentration	Health Services Research, Management and Policy	BHS Health Science MPH Management & Policy MHA PhD Health Services Research
Biostatistics	MPH Biostatistics concentration MS Biostatistics PhD Biostatistics	Occupational Therapy	BHS Health Science MOT PhD Rehabilitation Science
Clinical and Health Psychology	BHS Health Science PhD Psychology	Physical Therapy	BHS Health Science DPT PhD Rehabilitation Science
Environmental and Global Health	BHS Health Science MPH Environmental Health concentration MHS EGH One Health PhD in Public Health EGH and One Health concentrations	Speech, Language and Hearing Sciences	BHS Communication Sciences & Disorders MA Communication Sciences & Disorders PhD Communication Sciences & Disorders Doctor of Audiology
Epidemiology	BHS Health Science MPH Epidemiology concentration MS Epidemiology PhD Epidemiology		

⁴ MPH includes Public Health Practice concentration.

⁵ Public Health PhD admitted first cohort in fall 2011.

1.7.c A concise statement or chart defining the headcount and FTE of non-faculty, non-student personnel (administration and staff).

The College employs 230 administrative and support staff members who are distributed across units as shown in Table 1.7.c.1.

Table 1.7.c.1 Administrative and Staff Personnel, Fall 2013

Administrative Unit	Headcount	FTE
Dean's Office	42	40.75
Behavioral Science and Community Health	7	5.25
Biostatistics	17	16.25
Clinical and Health Psychology	43	31.34
Environmental and Global Health	9	8.10
Epidemiology	22	18.73
Health Services Research, Management, and Policy	14	10.40
Occupational Therapy	6	4.25
Physical Therapy	33	27.90
Speech, Language, and Hearing Sciences	37	21.13
PHHP Total	230	184.10

Each department has at least two staff members dedicated to departmental activities, primarily in support of department administration and instructional programs. The Research Core and Information Technology, which support all departments in the College, are administratively housed within the Dean's Office.

1.7.d Description of the space available to the school for various purposes (offices, classrooms, common space for student use, etc.), by location.

The College occupies 131,546 square feet of dedicated space, as shown in Table 1.7.d.1. The primary location of the College is in the Health Professions, Nursing, and Pharmacy (HPNP) Complex, a ten-year-old contemporary building. The College shares over 20,000 square feet of classroom space in the HPNP Complex with the Colleges of Nursing and Pharmacy. The HPNP Complex is equipped with classrooms and teaching labs ranging in size from 20 seats to 139 seats, plus a 500-seat auditorium and a 76-seat distance learning lab. The smaller classrooms have moveable seats and are designed for discussion groups and teaching labs. All HPNP classrooms are equipped with a broad range of audio-visual services, including a podium with an enclosed, networked PC, connected to one or more ceiling mounted projectors.

The college also occupies over 13,000 square feet in Dauer Hall on the north side of the campus. The space includes faculty and staff offices, student labs, conference rooms, and specially equipped audiology booths. Faculty and staff from the Departments of Speech, Language, and Hearing Sciences and Biostatistics are located in Dauer Hall. For our Biostatistics faculty, Dauer Hall provides close proximity to the Department of Statistics in Liberal Arts and Sciences, offering the opportunity for academic and research collaboration.

In June 2013, the College occupied 12,610 square feet of the new Clinical and Translational Research Building (CTSB), located one block from the HPNP Complex. Two floors of this new building now house the departments of Biostatistics and Epidemiology. The College is part owner of the building with the Institute on Aging and the College of Medicine. The building is designed to promote collaborative research. In addition to faculty offices, it includes numerous gathering spaces and conference rooms of varying sizes, equipped for state-of-the-art communication with collaborators in other locations.

The College has access to classrooms in the Communicore Building of the Health Science Center, located across a courtyard from the HPNP Complex. The Communicore houses classrooms ranging in size from 10 to 179, plus a 520-seat auditorium and two large rooms, with capacities of 165 and 179 respectively, for videoconferencing. A series of 15-seat classrooms have moveable seating and are designed for discussion groups.

As instructional technology moves toward blended courses with greater emphasis on application in small groups, classroom space is increasingly in demand. Construction of a new classroom building for Health Science Center colleges started in November 2013. This building will be adjacent to the HPNP Complex.

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Table 1.7.d.1 College of Public Health and Health Professions Space by Location, Department, and Purpose

Building (Location)	Department/ Unit ¹	Purpose							Total (Sq. ft.)
		Research	Office and Conf Rooms	Classroom Labs	Clinical Education and Treatment	Public Areas	Service Areas	Circulation	
Dean's Office									
Dental Science	DO		1,539				154		1,693
East Campus Office Building	DO		1,991	1,079		181	822		4,073
Health Prof, Nursing And Pharmacy	DO		7,158			279	937	532	8,906
Neurobiological Surge #6	DO							30	30
Va Nursing Home	DO					10			10
Wm A. Shands Teaching Hospital	DO							721	721
Dean's Office Subtotal		-	10,688	1,079	-	470	1,913	1,283	15,433
Departments									
Academic Research Building	EGH	589							589
Aquatic Pathobiology	EGH	1,636	186						1,822
Biomedical Sciences Building	PT	1,432	522						1,954
Children's Oncology Group	BIO		4,294			138	1,268		5,700
Clinical and Translational Science Building	BIO		4,186			74	286		4,546
	EPI		5,573			149	517		6,239
	PT		1,231				594		1,825
Dental Science	BSCH	262							262
	CHP	2,894	3,301						6,195
	EGH		238						238
	EPI	499	150						649
	HSRMP		971				247		1,218
	OT		126						126
	PT	3,752	466						4,218
SLHS	136	2,988		3,262	1,080	385		7,851	
Emerging Pathogens Institute	BIO		390						390
	EGH	3,494	1,415						4,909
	EPI	671	389						1,060
Gainesville Mini-Storage	CHP						25	25	

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Building (Location)	Department/ Unit ¹	Purpose							Total (Sq. ft.)
		Research	Office and Conf Rooms	Classroom Labs	Clinical Education and Treatment	Public Areas	Service Areas	Circulation	
	HSRMP						50		50
Health Center Surge #2	CHP	1,139	145			81	172		1,537
Health Prof, Nursing And Pharmacy ²	BSCH		3,464				148		3,612
	CHP		5,534			193	423		6,150
	EGH		1,334						1,334
	EPI		818						818
	HSRMP		2,508			184	183	411	3,286
	OT		4,457	2,334			863		7,654
	PT		3,697	3,230			903		7,830
Manning J. Dauer Hall	SLHS		2,447				147		2,594
	BIO		3,246				296		3,542
McKnight Brain Institute	SLHS	2,425	6,106	411	366		427	36	9,771
	CHP	1,572	140						1,712
Neurobiological Surge #6	PT	1,291	140						1,431
	CHP	358	1,236			75	53		1,722
Park Avenue Concourse	SLHS		1,600						1,600
Schiebler Childrens Medical Services	PT				377				377
Security Mini-Storage	CHP						35		35
Smart House	OT	2,400							2,400
Veterans Administration Hospital	CHP	378							378
Wm A. Shands Teaching Hospital	CHP	91	3,335		2,456	433	757	402	7,474
Veterinary Science Surgery	EGH	990							990
Departments Subtotal		26,009	66,633	5,975	6,461	2,407	7,779	849	116,113
PHHP Total Space		26,009	77,321	7,054	6,461	2,877	9,692	2,132	131,546

¹ Departments/Units: DO – Dean’s Office; BIO – Biostatistics; BSCH – Behavioral Science and Community Health; CHP – Clinical and Health Psychology; EPI – Epidemiology; EGH – Environmental and Global Health; HSRMP – Health Services Research, Management and Policy; OT – Occupational Therapy; PT – Physical Therapy; SLHS – Speech, Language, and Hearing Sciences.

² Health Professions, Nursing and Pharmacy (HPNP) complex is the primary location of the College. This complex houses the Dean’s Office and six of the nine departments.

1.7.e A concise description of the laboratory space and description of the kind, quantity and special features or special equipment.

The College's research space consists of 26,009 square feet. The space is assigned to faculty members from all departments who conduct a wide variety of research studies. The research complex has office, laboratory, and wet lab facilities. Information about laboratory facilities controlled by the College is summarized in Table 1.7.e.1 in the Resource File.

1.7.f A concise statement concerning the amount, location, and types of computer facilities and resources for students, faculty, administration, and staff.

The computer resources of the College are presented in Table 1.7.f.1.

Table 1.7.f.1 PPHP Computer Resources

Administrative Unit	Desktops	Laptops	Total	Servers
Behavioral Science and Community Health	28	10	38	
Biostatistics	26	9	35	
Clinical and Health Psychology	163	36	199	
Environmental and Global Health	12	2	14	
Epidemiology	54	15	69	
Health Services Research, Management and Policy	29	11	40	
Occupational Therapy	40	9	49	
Physical Therapy	108	38	146	
Speech, Language, and Hearing Sciences	189	29	218	
Dean's Office	61	15	76	
IT Core	12	3	15	40
PHHP Total	722	177	899	40

The College and the University provide a full-featured computing environment. The foundations of the College Information Technology services are multi-processor systems running virtualization software, providing support for the diverse needs of the College, allowing for streamlined future growth and fast disaster recovery. These servers connect to a multi-terabyte storage array enabling high input/output and data redundancy. All College systems are housed in a modern data center at the Academic Health Center with physical security, conditioned continuous power, redundant cooling systems, and high speed network connectivity. The data stored at the center is backed up nightly to tape backup systems and automatically transferred off-site to another secure data center at UF.

All College systems and desktop computers are connected through the Academic Health Center data network. High-speed access to the Internet is via the University of Florida's campus network and its redundant connections to the Internet, Internet2 and Florida LambdaRail. The University provides many services to the College, such as the campus mainframe running IBM z/OS, UF's High-Performance Computing Center, and directory services necessary for authenticating the College's file, database, and processing services. These University servers are also protected from unauthorized access by physical means, network filters, patch management, and regular security audits.

The personal computing environment for center staff standardizes on Dell Optiplex workstations running either Microsoft Windows desktop operating systems, Linux, or MacOSX. Statistical packages (SAS, SPSS, JMP, MATLAB, Stata, and R) and office productivity applications (MS Office and Open Office) are included in the suite of available software. All staff workstations have high speed connections to the Academic Health Center data network and are protected via automated patch management and anti-viral software as well as regular security audits. High speed wireless networking is provided by the Academic Health Center for faculty, staff and students, with faculty and staff on a secure wireless network.

The College IT staff is comprised of four full-time employees providing systems administration, security, software development and customer support. This staff services one physical server, 39 virtual servers, 716 active networked workstations and thin clients, 190 laptops, and 132 networked printers.

The Health Science Center Library (see 1.7.g below) offers computer access to all employees and students. Students must have a UF Gatorlink account in the form of *username@ufl.edu* and have access to a computer to allow them to complete relevant coursework and general curriculum requirements. Students may acquire computer access through the most appropriate option to match their individual circumstances. These include, but are not limited to, computer purchase, lease or loan.

1.7.g A concise description of library/information resources available for school use, including a description of library capacity to provide digital content, access mechanisms, training opportunities, and document-delivery services.

The University of Florida Library System, made up of seven libraries, constitutes the largest information resource in the State of Florida. It contains more than 4,700,000 volumes, 1,200,000 government documents, 6,400,000 microforms, and 1,000,000 maps and images. In addition, the libraries provide access to over 150,000 full-text e-journals, 800,000 electronic books and, 800 databases. The UF's Digital Library Center manages the well-used UF Digital Collections (<http://www.ufdc.ufl.edu/>), currently consisting of over 8.5 million pages of content in multiple disciplines. All of the libraries serve the University's faculty and students; however, each has a special mission as primary support of specific colleges and degree programs.

The Health Science Center Libraries serve as a primary information center for the staff, faculty and students within the Health Science Center. The main Health Science Center Library facility on the Gainesville Campus is a 56,000 square foot technology-enhanced facility with free wireless access and 127 publicly available computers over all three floors. First floor renovations over the winter of 2012-2013 increased the amount and variety of seating and added five additional 55" monitors and six additional dual monitor/multiple keyboard workstations for group work. During the summer of 2013, some soundproofing was added to rooms on the library's third (quiet study) floor that can be reserved for group study. Health Science Center students can also reserve individual study rooms on the second floor of the library and use a dedicated 24/7 student study area. SPSS and SAS statistical software, Office productivity and Silverlight (videotaped lecture viewing) software packages were updated and MovieMaker software installed on computers in the library in 2013. Finally, the library's 27-workstation instruction lab functions as additional open lab space when no library or other classes are in session.

The HSC Libraries' collection supports instruction and research for the six HSC colleges. The HSC Libraries are part of the National Network of Libraries of Medicine and provide access to such health-related databases as National Library of Medicine's PubMed and Toxnet, CINAHL, Journal Citation Reports (JCR), the Cochrane suite of evidence-based medicine resources and many more health, basic science, social science, business, legal, chemistry and other databases through Web of Knowledge, ProQuest, EbscoHost, FirstSearch and LexisNexis. They provide public access to approximately 582,089 electronic books and 126,721 electronic journal volumes. As of June 30, 2012, the Libraries' print collection totaled 348,560 journal volumes, with 327,143 available for immediate access and 21,417 housed in the remote storage facility. The print collection also included 128,169 unique monograph (book and video) titles. Remote library access is provided through a campus wide fiber optic backbone, proxy service and a downloadable Virtual Private Network software package. Access to non-held, non-licensed documents is provided by interlibrary loan service, with over 4,000 requests filled by the Health Science Center Libraries for all internal and external customers during the 2011-2012 academic year. We also offer UBorrow, a system for borrowing items from other in-state libraries in the event our library does not own a title or its copy is checked out or otherwise unavailable. Classes on content and search tips in various databases, systematic reviews, NIH Public Access Compliance, data management, medical terminology and use of bioinformatics resources and bibliographic software packages such as EndNote and RefWorks are taught each semester for UF faculty, staff, and students. Some classes are taught through course-integrated instruction while others are offered for the entire UF community.

The Health Science Center Libraries have provided liaison services since 1999. One professional librarian is assigned as liaison librarian to each department or program. A single librarian generally covers multiple departments, often in related disciplines like those within the public health programs. Liaisons perform many tasks for their departments, such as scanning the literature and media and alerting faculty members to resources in their disciplines that have recently become accessible. They participate in student orientations; provide classes on specific topics within courses in the College; consult on copyright, bibliographic and data management issues; and troubleshoot problems with resource access, course reserves and citation verification. They advise students, staff and faculty on access, citation format and optimal resource use and occasionally help refine student questions into more manageable research projects.

1.7.h A concise statement of any other resources not mentioned above, if applicable.

The University has developed an extensive system of instructional resources to support new and developing instructional methods. Described at <http://teach.ufl.edu/>, UF resources include online toolkits, face-to-face workshops, and consultations with colleges, departments and other units. In addition, the Health Science center Educational technology unit offers an array of online and live training seminars related to use of technology that supports administrative, academic, and related functions. The College uses these resources extensively, especially during the 2012-13 academic year as a plan for creating a blended course delivery system for appropriate PPHP courses was developed. In January 2014, a PhD-level instructional designer will begin employment in the Dean's Office to facilitate implementation of new methods of instruction in the College.

1.7.i Identification of measurable objectives through which the school assesses the adequacy of its resources, along with data regarding the school’s performance against those measures for each of the last three years.

Two measurable objectives are presented in Table 1.7.i.1. Both objectives relate to student-faculty ratios in the College’s public health departments.

Table 1.7.i.1 Resource Outcome Measures

Outcome Measure	Target	2010-11	2011-12	2012-13
SFRs of Total Faculty FTE at or below 10:1 for public health departments	5 departments	5 departments	5 departments	5 departments
SFRs of Primary Faculty FTE at or below 10:1 for public health departments	5 departments	3 departments	4 departments	4 departments

1.7.j 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 grown rapidly in the past five years, developing three new departments, expanding the number of primary faculty, and increasing the amount of space available for offices and research.
2. In general, student-faculty ratios across the College are within ranges acceptable to specific disciplines.
3. Space for teaching and research is diverse, appropriate to the types of activities required, and adequate to meet the mission, goals and objectives of the College.
4. Laboratory, computer and library resources are appropriate for the needs of the College.
5. The Health Science Center provides strong and up-to-date support for information technology and library resources.

Weaknesses:

1. The SFR for primary faculty in the Department of Health Services Research, Management and Policy has been above 10:1 for the past three years. This is due in part to a decision to postpone faculty searches until a new chair was appointed.

Plans:

1. A new chair for the Department of Health Services Research, Management and Policy started September 1, 2013. Searches are underway for additional primary faculty members.
2. In January 2014, the College will begin to provide College-level support for course development and delivery as part of the initiative to integrate blended course formats into appropriate curricula.