

Provost Reinvestment Fund Requests - Autumn 2013

Unit/Campus
SCH OF PUBLIC HEALTH

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Amount Requested	Fiscal Year	Permanent or Temporary?	# of Years Needed	Description
\$320,000	FY15	T	1	We propose to create a transdisciplinary Health Policy Center, based in the School of Public Health, and with partnerships across the University. This Center, with engagement of faculty and students from across the University, will address the pressing need for rigorous health policy analysis at the state, regional, and national levels, through research, program evaluation, teaching, and dissemination. Provost Reinvestment funds will support interdisciplinary faculty participation, recruitment of a faculty leader, and “Safe Table Forums” to establish the Center and assist policymakers with implementing the Affordable Care Act. Long-term financial sustainability will rest on a combination of grants and contracts with government agencies and health care institutions, sponsorships, and fees.
\$40,000	FY15	T	1	Health Sciences Administration will be submitting a request for funds to continue the establishment of an innovative Collaborative Active Learning environment for students that supports a strong Interprofessional Education (IPE) program involving all six health sciences schools. In conjunction with that request, the School of Public Health requests partial funding for predesign and design of the Active Learning Center space in SCC. This combined effort of the Health Sciences schools will create an effective space that is better suited to collaborative active learning and IPE, elements that are required by many accrediting bodies.
\$200,000	FY15	T	1	We will work with the School of Medicine to develop contractual and accounting systems for interdisciplinary efforts. This effort will serve as a useful precursor to the larger Interprofessional Education implementation that is quickly approaching. Deliverables will include MOU templates, common accounting definitions, and common data sources to draw upon for reconciliation of the agreements. This would address both interdisciplinary academic efforts and institutional risk mitigation. Interdisciplinary academic efforts supported would include the IPE initiative, research centers such as CHDD, and joint departments such as Global Health. The risk mitigation would largely be financial and reputational. Financial risk would be mitigated by increasing transparency and revenue-expense relationships. Reputational risk would be mitigated by clarified faculty and program support. The budget requested is for 2 FTE-years of support as the expenses will largely be personnel related.

Compensation-Related Bridge Funding Plans

Unit/Campus	Amount Received	Fiscal Year Rec'd	How does your unit plan to cover compensation-related expenses permanently?
SCH OF PUBLIC HEALTH	\$0	NA	Not applicable to the School of Public Health.

Carryover Balance Explanation

Unit/Campus	Expenditure Category	Percent of Total	Please provide any additional information about carryover balances for Provost Cauce's review.
SCH OF PUBLIC HEALTH	Start-up Expenses	34%	The School has slightly increased its overall carryove amount compared to last year. The growth is dedicated to start up expenses and strategic initiatives. The growth in these two areas is driven by the continued implementation of the SPH strategic plan, and the recruitment of three new Department Chairs. The level of reserves slightly increased in total amount, but decreased as a percentage of the total carryover. The current level of reserves is 10% of the school operating budget (all type classes). The current economic environment, both at the state and federal level, suggest this level of reserves is not extravagant.
	Aid & Waiver Reserves	1%	
	Temporary Salaries	3%	
	Deferred Mntc./Capital Investment	6%	
	Reserves	42%	
	Equipment	1%	
	Strategic Initiatives	13%	
	Total	100%	

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Faculty Status Report and Lecturer Recruitment/Hiring: Dept. of Environmental and Occup. Health Science

Please describe your unit's emerging or changing faculty needs, including information about faculty hiring trends and the recruitment and appointment of lecturers.

Over the last few years, the School of Public Health has observed several faculty hiring and retention trends, described below.

Hiring Trends:

Three hiring trends are most pertinent at SPH at this time. First, the SPH faculty is aging, with several departments quite top-heavy. Across our faculty, 31% are aged 60 or above, and an additional 16% are aged 55-59. Accordingly we expect a large number of retirements within the decade. Replacing retiring faculty members remains an important consideration in our hiring, especially when those retiring play essential roles in the teaching or research program. Second, three of our five Department Chairs have announced their intent to step down this year (Biostatistics, Environmental and Occupational Health Sciences, and Global Health). We have initiated searches for all three. At the same time, we have slowed faculty hiring in these Departments, to enable the new Chairs to undertake some hiring when they arrive. Third, the School's Strategic Plan calls for hires in specific areas. We undertook searches in these areas during the past year, aided by a generous gift from the Gates Foundation. While we made offers in each of six strategic priority categories, to date no candidates have accepted a position. Unsuccessful searches related in most cases to family issues (spouses who did not wish to move to Seattle) although we believe that strong counter-offers at home institutions, and inadequate "packages" here at UW, played a role in some instances.

Retention Trends:

Morale is suffering among some faculty, as would be expected in a soft-money environment, given the difficulty of raising funds in the current climate, and the fact that tuition revenues fall far short of covering the cost of teaching. Salary stagnation adds to this and is especially an issue for highly successful PIs. We have lost several faculties over the last year or two, generally to institution that offer more stable funding. Retention increases in several instances over the last few years have helped address compression issues.

Revisions to 2013-14 Approved Hiring Plan:

The School of Public Health will be submitting a request to Vice Provost Cheryl Cameron to modify the currently approved hiring plan. These revisions include up to four faculty hires in the Department of Health Services. Up to two positions would be made to replace faculty who are now affiliated with the Master's Program in Health Informatics and Health Information Management and who are retiring. These hires would be made at either the Assistant Professor WOT level or as Senior Lecturer, Full-time. The other two positions would be primarily in the Master's in Health Administration program, which has received announcements from four faculty regarding their intent to retire in the next one to three years. These hires would be made as either Assistant or Associate Professor WOT in the areas of finance and strategic management.