EVMS MASTER OF PUBLIC HEALTH

Master of Public Health Program

STUDENT HANDBOOK 2023-2024

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WELCOME

On behalf of the faculty and staff, it is our pleasure to welcome you to the MPH Program! You are beginning a rewarding educational experience that will prepare you for an important role in promoting and protecting the public's health.

This Handbook provides information you need to know about the Program, what you can expect from us, and what we expect from you. If you have questions not addressed in the Handbook, please contact the Program office by phone or e-mail. We will find an answer for you. We are also here to assist you if you have problems, whether personal or academic, which affect your success in the Program. Please do not hesitate to contact us.

Your successful matriculation through this Program requires adherence to the policies, procedures, and regulations stipulated by the MPH Program and EVMS. As important as these resources are, however, they do not substitute for regular contact with your Academic Advisor.

Again, welcome to the MPH Program! Your success is our passion!

Brian C. Martin, PhD, MBA
Professor and Director
Master of Public Health Program
Associate Dean for Administration
School of Health Professions
Eastern Virginia Medical School
martinbc@evms.edu
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Shirlwin E. Watkins, MS Ed
Assistant Director
Technical Support Analyst III
Master of Public Health Program
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PROGRAM HISTORY

The Master of Public Health Program started as a joint degree between EVMS and Old Dominion University (ODU). In 1999, the State Council on Higher Education for Virginia (SCHEV) approved the EVMS/ODU to grant the Master of Public Health degree. EVMS was the school-of-record and primary location of administrative functions (recruitment and marketing, admissions, registration, financial aid, occupational health, student affairs, and student records) for the joint degree. In fall 2019, EVMS and ODU separated the joint degree. The EVMS MPH Program is an academic unit within the EVMS School of Health Professions.

The EVMS MPH Program includes three concentration tracks: Epidemiology, Health Management and Policy, and Applied Data Science. The Program also offers Graduate Certificates in Epidemiology, Healthcare Management, Applied Data Science, and Core Public Health.

PURPOSE

MISSION

The mission of the EVMS MPH Program is to educate and train public health professionals through excellence in competency-based education, scholarship, and service learning focused primarily on Hampton Roads and the surrounding regions. These activities will also support the Hampton Roads public health workforce development.

VISION

The Program fully supports Eastern Virginia Medical School's institutional vision to become the nation's most community-oriented school of medicine and health professions. The MPH Program vision is to:

> Lead in public health research; reach out and cooperate with healthcare providers and centers of learning in Hampton Roads; create top-notch professionals who want to remain and practice in the area; and assure that the faculty and students reflect the cultural diversity of the Hampton Roads community and participate in serving its people.

VALUES

- We believe that students are our first priority and learning is a lifelong commitment.
- We believe public health professionals can effectively lead efforts to improve the overall health of communities.
- We believe partnerships between the academic community and public health practitioners can enhance the education of students and the practice of public health.
- We believe public health scholarship should be based upon sound scientific principles and meet prevailing needs of a community.
- We believe in being honest, fair, and ethical in all that we do.
- We recognize and respect the diversity of individuals.

GOALS AND OBJECTIVES

1. Education: To provide a high quality, competency-based curriculum focusing on the application of skills to address public health needs.
2. Scholarship: To provide faculty and students the opportunity to engage in scholarship focused on important public health needs.
3. Service: To provide faculty and students community service activities that advance learning and benefit the community.

ACCREDITATION

The Council on Education for Public Health (CEPH) has accredited the Master of Public Health Program since 2000. The EVMS MPH Program obtained independent accreditation in June 2020.

KEY PROGRAM CONTACT INFORMATION

Program Director: Brian C. Martin, Ph.D., MBA
Email: martinbc@evms.edu

Program Assistant Director: Shirlwin E. Watkins, MS Ed
Email: watkinse@evms.edu

Administrative Office: Phone: 757-446-6120
Fax: 757-446-6121
Email: MPHINFO@evms.edu

Physical Address: Eastern Virginia Medical School
Master of Public Health Program (MPH)
Harry T. Lester Hall
651 Colley Ave, Room 415
Norfolk VA 23507

Mailing Address: Eastern Virginia Medical School
Master of Public Health Program (MPH)
Post Office Box 1980
Norfolk VA 23501-1980

Open: Monday - Friday (8:30 am – 5:00 pm)

IMPORTANT CONTACTS

EVMS Contacts	Location/Contact	Phone
MPH Program Office Rose Ann Arnaud Jeanne' Burno Shirlwin Watkins	Lester Hall 415	757.446.6120
Academic Development	AcademicDevelopment@evms.edu	
Admissions	Lewis Hall	757.446.7153
Brickell Library	Brickell Library	757.446.5851
Diversity and Inclusion	diversity@evms.edu	757.446.5869
EVMS Online	Lester Hall 334	757.446.5051
EVMS IT	evmsit@evms.edu	757.446.7400
EVMS IT Service Portal	https://evmsit.freshservice.com/support/home	757.446.7400
Financial Aid	Lewis Hall 1148	757.446.5804
Health Insurance (through HR)	Waitzer Hall 972	757.446.6043
Police and Public Safety	Lewis Hall 1020	757.446.5199
Registrar	Lewis Hall 1147	757.446.5806

ACADEMIC ADVISORS

EPIDEMIOLOGY

Prachi P Chavan, MD, PhD, MPH
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HEALTH MANAGEMENT AND POLICY

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APPLIED DATA SCIENCE

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757.446.6120

MPH STUDENT PROFESSIONAL STANDARDS

The MPH Program must maintain the integrity of the curriculum and the student must be prepared to meet professional standards, with or without reasonable accommodation, in order to complete the Program. These standards will serve as pre-requisites for entrance, continuation, and graduation from the Program. Students are expected to adhere to the professional standards described below.

Reasonable Accommodations: Eastern Virginia Medical School is committed to diversity and to attracting and educating students who will make the population of healthcare professionals' representative of the national population. We provide confidential and specialized disability support and are committed to excellence in accessibility; we encourage students with disabilities to disclose and seek accommodations. Students who, after review of the technical standards determine that they require accommodation(s) to fully engage in the program, should contact the Student Disability Services Department (StudentDisability@EVMS.edu) to confidentially discuss their accommodations needs. Accommodations are never retroactive; therefore, timely requests are essential and encouraged.

TECHNICAL STANDARDS

The abilities and skills students must possess in order to complete the education and training associated with the Master of Public Health Program are referred to as technical standards. These abilities and skills are essential for entry into most professional practice settings associated with this degree program.

1) **Communication Skills:** Demonstrate effective verbal & non-verbal communication skills with other students, faculty, from different social & cultural backgrounds, and personalities.
   a. Skills include but are not limited to the following examples:
      i. Clear, efficient, and intelligible articulation of the English language.
      ii. Legible, efficient, and intelligible written English language.
      iii. Timely response to all communication, including email, from faculty and staff of the MPH Program.
      iv. Timely communication to faculty/staff or the Program Director of any professional and personal circumstances that may impact academic progress.

2) **Critical Reasoning Skills:** Demonstrate critical reasoning skills required to undertake the full curriculum, achieve the level of competency required by the faculty. These skills include but are not limited to, intellectual, conceptual, integrative and quantitative abilities.
   a. Skills include but are not limited to the following examples:
      i. Accurate and efficient reading skills of the English language
      ii. Demonstrate ability to calculate, reason, analyze, and synthesize information.
      iii. Demonstrate the ability to acquire, retain, assimilate, and apply large amounts of complex, technical, and detailed information.
      iv. Demonstrate ability to synthesize and apply concepts and information from various disciplines to apply to public health problems.

3) **Behavioral and Social Attributes:** Demonstrate the behavioral and social attributes vial to participation in a professional Program and service as a public health professional.
   a. Skills include but are not limited to the following examples:
      i. Possess personal qualities that facilitate effective professional interactions (e.g., compassion, empathy, integrity, honesty, benevolence, confidentiality).

ii. Possess the emotional health required for full utilization of mental faculties (including judgment, orientation, affect, and cognition).

iii. Ability to establish rapport and develop mature and effective professional relationships with students, faculty, and other community partners.

iv. Demonstrate impartial motives, attitudes and values in roles, functions, and relationships. Communicate to others in a non-judgmental way to persons who differ from oneself and one's beliefs in a variety of ways, including but not limited to gender, age, race, ethnicity, socio-economic status, culture, creed, military status, sexual orientation and identity, and religious or spiritual beliefs.

v. Ability to monitor and react appropriately to one's own emotional needs and responses.

vi. Display appropriate flexibility, adaptability, composure, and emotional stability during periods of high stress or uncertainty.

vii. Compliance with standards, policies and practices set forth by the Program.

viii. Ability to accurately follow oral and written directions with prompt completion of all responsibilities in the classroom setting.

ix. Compliance with standards, policies, and practices set forth in the Program Handbook.

PROFESSIONAL PRINCIPLES

Students are expected to adhere to a high standard of behavior. They are expected to adhere to the following behaviors or characteristics in all didactic and community settings.

1) **Respect:** Students are expected to treat all faculty, Program staff, community partners, and fellow students with dignity and respect. Conflicts should be resolved in a diplomatic and reasonable manner.

2) **Honesty and Integrity:** Honesty and integrity are the consistent regard for the highest standards of behavior and the refusal to violate one's personal and professional codes. They imply fairness, truthfulness, adherence to commitments, and being forthright when interacting with others through communication (written or oral), presentations, or other interactions.

3) **Responsibility:** Students are expected to behave in a responsible, reliable, and dependable manner. Students must project a professional image in manner, dress, grooming, speech and interpersonal relationships that are consistent with being a public health professional. The student should recognize his/her personal limitations and biases and strive to correct them. Success in the Program requires certain behavioral attributes including empathy, discipline, the ability to work effectively on inter professional teams, and the ability to be flexible in changing circumstances.

4) **Excellence:** Excellence is described by a conscientious effort to exceed ordinary expectations and to make a commitment to lifelong learning. Students must seek to learn from errors and aspire to excellence through self-evaluation and acceptance of critiques from others (fellow classmates, faculty, preceptors, etc.).

STANDARDS OF CONDUCT

Students are expected to adhere to the following standards of conduct described below in their courses.

1) **Communication with Program:** The Program will use EVMS e-mail as a mechanism for expedient communication with the students. Therefore, students must check their EVMS email accounts no less than daily. EVMS policy forbids Program communication through student's personal email accounts. Therefore, the Program will not respond to any emails sent through a personal account except in emergency situations.

2) **Interactions with Guest Speakers:** Guest speakers provide their time and expertise to enhance the education we offer. It is unprofessional to arrive late to sessions and not address questions to the speaker in a respectful way.

3) **Professionalism in Completing Evaluations:** Students are expected to complete all evaluations assigned throughout the Program. Failure to complete required evaluations may result in a meeting with the Program Director. Required evaluations include:
   a. Evaluation of all courses
   b. Competency self-evaluations
   c. Graduation Survey

   Comments provided in evaluations should be constructive and respectful. Evaluations are made anonymous to faculty.

4) **Assignments and Written Assignments:** In the case of any assessment situation, homework assignments, oral presentations, or case studies students are expected to do their own work. Work that students turn in is meant to be their own. Collaboration, without the expressed direction to do so by the faculty, is prohibited. Turning in an assignment that is believed to be another person's work will be considered an Honor Code violation. Honor Code violations are subject to the Academic Dishonesty Disciplinary Policy. Faculty members may utilize online resources, like *Turnitin*, to evaluate writing assignments for evidence of improper use of another's words or ideas.

BASIC STUDENT INFORMATION

RESIDENTIAL/ONLINE STUDENT DESIGNATION

All applicants must select a designation of enrollment as either an online or a residential (on-campus) student when applying to specific EVMS programs. It is also a requirement for all future students to review the mandatory residential and on-line fees that pertain to each program prior to completing the application process.

Once accepted, applicants who matriculate or enroll as an online student can only register for online courses and are not allowed to take any courses that are on-campus.

Applicants who matriculate or enroll as a residential (on-campus) student can register for both on-campus or online courses, however, residential students must register for at least one on-campus course each term.

Any applicant may request to change their designation of enrollment from residential (on-campus) to online or online to residential (on-campus) but no later than 30 days prior to the beginning of the fall term. New students accepted less than 30 days prior to the start of the term must submit their online/on-campus designation prior to being enrolled in the program and registering for courses. Prior to enrollment, all applicants must contact Admissions and Enrollment for changes to designations.

In addition, once a student has been placed into a program and after a designation has been made, it cannot be changed or updated at any other times during the academic year except for prior to the start of each new fall term or in cases that involve mitigating circumstances. All requests for a change in designation can only be approved by the Program Director and/or Academic Affairs. Students will complete the Student Information section of the Change o Delivery Mode Form (contact the MPH Office for a copy), sign, date, and send it to the MPH Office for additional signatures. MPH staff will submit the form to the Registrar's Office for final processing.

Mitigating circumstances must be severe, not foreseeable and/or could not have been reasonably prevented during the time that is in question. Examples of situations that may fall into this category include:
- A major medical emergency, an extended severe illness or a major medical issue occurring during the semester or term that the student is enrolled in which requires hospitalization, is life-threatening, or is contagious and a danger to the remainder of the EVMS community. The student must provide proof for absence and written verification by the attending physician is required.
- A member of the student's immediate family (mother, father, sister, brother, husband, wife, grandparent or child). An obituary or death certificate is required.
- Mobilization, deployment, change of duty station or call to active duty for military students. A copy of the military orders is required.

STUDENT IDENTIFICATION

On-campus students will receive an EVMS photo identification card, issued during Orientation. EVMS identification cards must be worn at all times while on campus. Proper identification is required to enter EVMS buildings and to check out books in the library. Lost identification cards must be reported as soon as possible to the campus security office in Lewis Hall and to the MPH Program Office. The MPH Program Office will advise Human Resources that a student has lost a badge and the student must report to the EVMS Human Resources Office located in Waitzer Hall (735 Fairfax Ave, Suite 972, Norfolk, VA 23507 - on the corner of Colley Avenue and Brambleton Avenue) to have another made. There will be a fee for issuance of a replacement identification card. Please call the Human Resources Office at 446-6043 for hours to have photos taken for replacement badges.

Online students are not required to have a photo identification card.

ATTENDANCE

Students <u>must</u> log in to each Blackboard course site and complete the Bio-Sig during the first week of each term. Failure to do so may result in dismissal from the course and/or loss of financial aid. See syllabi for course attendance requirements.

TRANSPORTATION (PARKING)

STUDENT PARKING REQUIREMENTS

On-campus students will be issued an AVI tag at orientation. Properly affix the parking AVI tag to the vehicle windshield according to the instructions. Taping the tag on, affixing only one portion of the tag, or holding & waving the tag is not acceptable.

Park in authorized student locations as described below. Garage level restrictions apply at all times, including weekends and holidays.

STUDENT PARKING LOCATIONS & RESTRICTIONS

PG03 Staff Garage – located between Hofheimer Hall & Waitzer Hall.
Level 1 reserved space restrictions apply at all times.
24-7 Access – AVI tag Controlled

PG02 Central Visitor Garage – Restricted to afterhours access only.
5:00 PM-5:00 AM-Mon-Fri
24-7 on Sat-Sun & EVMS holidays
Parking on levels 3 or above at all times. – AVI tag Controlled

SL06 Surface Lot 6 - South Campus (right corner of Brambleton & Colley)
24-7 Access- AVI tag Controlled

EVMS Parking Coordinator:
Linda A. Lopez, 446-7496
154 Colley Ave., Suite 102
LopezLA@EVMS.EDU

ACADEMIC ADVISORS

Upon entrance to the MPH Program, students will be assigned an Academic Advisor from their track. The Academic Advisor's role is to assist students in the selection of courses, to monitor academic progress, and to provide appropriate guidance and assistance. Students should arrange to meet with their Academic Advisor as needed, but at a minimum of once per term. Academic Advisor contact information may be found in the *Key Program Contact Information* section of this document.

COMPUTER STANDARDS

Each student must have a personal computer capable of running the necessary software and applications used in the MPH curriculum. EVMS Computer Help staff does not support Apple products. The computer standards are the minimum necessary for a student to successfully participate in this program. All computer-related support, troubleshooting and updates will be the student's responsibility. Purchase of a service plan matching the duration of the program is highly suggested.

Students eligible for federal financial aid may be able to increase their financial aid budget to cover the cost of a computer. Students can learn more through the budget increase guidelines. For questions about financial aid or the budget increase process, please contact the Financial Aid office f at finaid@evms.edu or 757.446.5804.

For specific EVMS computer standards visit:
https://www.evms.edu/education/resources/computer_standards/

APPLIED DATA SCIENCE & EPIDEMIOLOGY TRACK STUDENTS

Statistical software will be used in the Applied Data Science and Epidemiology curriculum. SAS will be provided to students by the MPH Program. **SAS will work only with a Windows Operating System**. Students using a Mac need to research instructions for partitioning a hard drive in order to install a Windows operating system. Hard drive partitioning is challenging. Methods to add a Windows operating system are listed below. Please note that the EVMS Network Information Center and the MPH Program do not provide support for installing these methods.

- Dual booting using Boot Camp
- Virtual machine software such as VMWareFusion or Parallels

SAS Computer Requirements:

- Windows 10
- A minimum of 2 cores
- 2 GB RAM (available to SAS)
- Swap space: 1.5 times physical RAM or 250 GB, whichever is less

Space Requirements (This is major)

SAS 9.4 Foundation requires approximately **30 MB** of disk space to complete the installation.

TUITION AND FEES

Tuition and fees for the current academic year may be found online.

Students must show proof of major medical insurance coverage. EVMS offers a student health insurance plan. Visit EVMS Student Wellness for more information regarding student health insurance. Students who are covered under the policy of a parent or spouse are urged to remain so and must waive the EVMS student health insurance plan in order to avoid being billed for student health insurance.

Questions about tuition and fee charges on student account should be directed to Financial Services. Tuition and fees are set annually in June by the Board of Visitors and are subject to change without notice.

COMMITTEE SERVICE

Student input in the MPH Program is essential and, where appropriate, student representation is included on MPH Committees. Students wishing to volunteer for Committee service should contact the Program Director. The Committees which include student participation are: Program Planning & Evaluation, Community Advisory Committee, and Student Advisory Committee.

PUBLIC HEALTH PROFESSIONAL ORGANIZATIONS

AMERICAN PUBLIC HEALTH ASSOCATION (APHA)

APHA champions the health of all people and all communities. APHA is the only organization that influences federal policy, has a nearly 150-year perspective and brings together members from all fields of public health.

DELTA OMEGA

The Delta Omega Honorary Society in Public Health was founded in 1924 at Johns Hopkins University within the School of Hygiene and Public Health to promote the graduate study of public health, and to recognize outstanding achievement in the new field. Induction eligibility is based on academic excellence and commitment to the public health profession.

VIRGINIA PUBLIC HEALTH ASSOCIATION (VAPHA)

The Virginia Public Health Association is a 501(c)3 not for profit alliance of multi-disciplinary health professionals from the public and private sectors committed to improving the health of all Virginians. Founded in 1950, VAPHA represents the public's interest in the health of all Virginia residents and is an affiliate of the American Public Health Association. The Association is committed to actively forming new partnerships, ideas and initiatives and serving as a forum for all of the voices of public health in Virginia.

PUBLIC HEALTH SUDENT ASSOCIATION (PHSA)

The PHSA is a student lead organization recognized by Student Affairs at EVMS. The leadership of the organization coordinates community outreach, social and professional development activities for MPH students. The PHSA is also responsible for National Public Health Week activities across campus and in the community.

STUDENT SUPPORT AND RESOURCES

DISABILITY ACCOMMODATIONS

EVMS is dedicated to providing reasonable accommodations to qualified students with a documented disability. The student must self-identify with the Office of Student Disability Services as having a disability to begin the accommodation process. It is in the best interest of the student to begin the accommodation process as soon as they may need them, as accommodations are not retroactive. All students must be able to fulfill the academic and technical standards of the academic program with or without reasonable accommodations; however accommodations are made available to aid in fulfilling those standards, not to waive them. If you have, or believe you have, a disability for which you wish to request accommodations under the Americans with Disabilities Act or Section 504 of the Rehabilitation Act, you must contact the EVMS Disability Officer at StudentDisability@EVMS.EDU . Please visit the Disabilities Website for more information about the disability accommodations process.

LIBRARY PRIVILEGES

Students use their EVMS identification card for library privileges. For more information about the library, please visit the Edward E. Brickell Medical Sciences Library webpage at https://www.evms.edu/library/

BOOKSTORE

The EVMS bookstore carries textbooks, apparel, and gifts.

Matthews EVMS Bookstore
Lewis Hall
700 West Olney Road, Room 1108
Norfolk, VA 23507

Telephone: 757-446-5818
Fax: 757-446-5819
Matthews EVMS Bookstore Website

REGISTRATION

DEGREE SEEKING AND CERTIFICATE STUDENTS

Prior to the end of each term, students who have not completed the degree requirements must register for next term classes. Students who do not register must take a leave of absence. For further details, see the *Leave of Absence* section of this document. An email notification will be sent to all students notifying them of the dates of the registration period along with instructions regarding the student registration process. Required courses will be pre-registered. Students needing to register for elective courses must do so via the Student Portal. During the registration period all students are required to log onto the student portal to review their course schedule and sign all required documents in the My Documents section. If any schedule changes need to be made students should notify the Registrar Office at registrar@evms.edu or 757.446.5806. Students returning from Leave of Absence are registered by the Registrar's office the week prior to the start of classes.

Students are assigned an Academic Advisor upon matriculation into the Program. During the registration period students should contact their Academic Advisor to discuss progress toward completion of their MPH degree.

Students who matriculate or enroll as an online student can only register for online courses and are not allowed to take any courses that are on-campus.

Students who matriculate or enroll as a residential (on-campus) student can register for both on-campus or online courses, however, residential students must register for at least one on-campus course each term. Please see the *Basic Student Information* section of this document for more information.

STUDENT REGISTRATION PERIOD - OPEN/CLOSE SCHEDULE

Student Type	Semester	Open	Close
New Students	Fall	June 1	July 15
	Spring	October 15	November 15
	Summer	March 1	April 15
Matriculated Students	Fall	June 1	July 15
	Spring	October 15	November 15
	Summer	March 1	April 15

NON-DEGREE SEEKING STUDENTS

Non-degree seeking students can take courses during any semester, as long as their application is completed and they have been accepted. Non-degree seeking students are not eligible for financial aid and must pay tuition prior to the start of each semester.

COURSE ADD/DROP POLICY (INCLUDE SWITCHING FROM ON-CAMPUS TO ONLINE AND/OR VICE VERSA)

It is recommended that students contact their Academic Advisor and the Course Director prior to withdrawing from a course. To withdraw from a course, the appropriate form must be completed by the student and submitted to the Registrar's Office by MPH staff. Please contact the MPH Office for a copy.

SCHEDULE CHANGE REQUEST FORM (RO-100)
The Schedule Change Request Form is be used only during the student registration period to document and request any schedule changes. Students may use this form to register or unregister from a course(s) at any time during student registration without tuition or grade penalty.

ADD/DROP REQUEST FORM (RO-101)
The Add/Drop Request Form is to be used after the Student Registration Period has closed. This form is to be completed by both the student and the program when a student needs to add or drop a course(s) during the add/drop period, which is defined as 14 calendar days from the first day of the start of a student's program. Students who drop a course(s) during the add/drop period will not be subject to a tuition or grade penalty for dropping a course(s), however a student is responsible for any additional tuition & fee charges that may be applied as determined by the EVMS Student Financial Services and Student Accounts Receivable Policy for adding courses.

COURSE WITHDRAW FORM (RO-102)
This form is to be used only after the add/drop period has ended. This form is to request withdrawal from a course(s) at any time during the withdrawal period as defined by EVMS. Students who withdraw from a course(s) after the add/drop period but during the withdrawal period will receive a non-punitive grade. If a student decides to or needs to withdraw from a course(s) after the withdrawal period, the student will be responsible for the punitive grade assigned or earned as determined by the EVMS Program and/or the EVMS Withdrawal Policy.

Students are strongly encouraged to review the [Student Accounts Receivable Policy](#) on the EVMS website prior to withdrawing from a course. The date a course is dropped will have a direct impact on the amount of tuition owed for the course.

A student can withdraw from a course until the mid-point of the term and receive a 'W' grade. Withdrawal after the midterm is not permitted without special approval by the Program Director. However, in the event of an illness or severe hardship beyond the student's control, the student should submit a written petition for permission to withdraw from the course to the Course Director and Program Director no later than the last day of class. If permission is granted by the Program Director, a grade of 'W' is recorded. If permission is not granted, then the student cannot withdraw from the class. A student who stops attending class without withdrawing is assigned a 'WF' grade unless the student's performance was failing, in which case a grade of 'F' will be assigned.

Students may add a course during the term within the first two weeks after the start of the term. Beyond that date, students may add a course to their schedule only with permission from the Course Director and the Program Director.

When there are classroom and online sections available for a particular course, students have one week from the start of the term to switch sections. Beyond that date, students can no longer change course sections without permission from the Course Director and Program Director.

TRANSFER OF CREDITS

EXTERNAL TRANSFER CREDITS

Requests to transfer graduate credits from another accredited US or Canadian institution to EVMS will be considered on an individual basis after students are admitted to the MPH Program.

A student may transfer up to 9 graduate credit hours for MPH or 6 graduate credit hours for certificates, if all of the following conditions hold:
- Graduate course credits were completed at an accredited US or Canadian institution and reflected on an official transcript;
- Transfers can feasibly occur within the six-year matriculation limit of this MPH Program;
- The grade earned is a 'B' or better; and
- Credits for an MPH core course were completed at a CEPH-accredited school or program in public health.*

*Exceptions to this requirement may be found on the MPH website under **Admission Requirements.**

All transfer requests must be made no later than one full term prior to graduation from the Program.

Students requesting graduate credits to be transferred into the MPH Program must submit a copy of the syllabus for the course, a transcript showing the grade earned, and an executed Transfer Credit Request Form (RO-106) to the MPH Office. Students can contact the MPH Office for a copy of the form.

Requests are subject to the approval of the MPH Program Director. In exceptional cases, the Director may approve a maximum of 12 graduate credit hours for transfer.

Requests to transfer a maximum of 9 international graduate credits will be considered on an individual basis after students are admitted to the MPH Program.

Approved transfer grades are included on an MPH student's transcript; however, transfer grades are not included in semester or cumulative GPA calculations.

INTERNAL TRANSFER CREDITS

EVMS non-degree-seeking and Public Health Certificate students may transfer up to 25 internal credit hours toward an EVMS MPH degree. A grade of 'B' or better is required for each transferred course.

Non-degree-seeking students who apply to matriculate into the MPH Program *may* be granted admission for the spring or summer terms. In those cases, non-degree-seeking students must meet all admission requirements for matriculating students. Requirements are found online at Public Health Admissions Requirements.

Approved internal grades will be included on MPH student transcripts, and will be included in cumulative GPA calculations.

TRANSFER CREDITS TO/FROM EVMS PUBLIC HEALTH CERTIFICATES

MPH students may elect to take courses toward EVMS certificates offered outside of their chosen Track. In such cases, applicable courses with a grade of 'B' or above earned for the MPH degree are accepted for transfer into the Certificate. Electives must be track/certificate specific and are generally not eligible for transfer. Students who earn an EVMS Certificate and are later accepted into the MPH Program may transfer appropriate track specific courses into the MPH Program.

STUDENT FINANCES

EVMS Financial Services will mail an invoice one month prior to the start of each semester. The first invoice will include tuition and student fees, less the acceptance deposit.

PAYMENTS

Tuition payments for the MPH Program must be made by the first day of each semester, based on the total number of credit hours for which a student has enrolled. Tuition rate is subject to change. Students must contact Financial Services at 757-446-6063 or by email ar@evms.edu if a tuition invoice is not received.

TUITION STATEMENTS

Students can access financial statements at any time online using the Student Portal. For answers to questions or for invoice inquiries, students can contact Financial Services at 757-446-6063 or by email ar@evms.edu

FINANCIAL AID

To qualify and maintain eligibility for Federal Student Aid programs, an applicant must be:
- accepted for admission to the MPH Program or a Graduate Certificate,
- be enrolled in good standing at least half time,
- be a US citizen or permanent resident,
- be registered with the Selective Service if a male,
- at least 18 years old, under 26 years old, and not currently a member of the Armed Forces,
- not be in default on a previous student loan or owe a refund on any Title IV funds received at another educational institution,
- maintain satisfactory academic progress, and
- be creditworthy (for credit based loans)

To be considered enrolled at least half time, students must be registered and attending at least four (4) credit hours in the fall and spring term, and three (3) credit hours in the summer term. Failure to maintain enrollment as described above could result in loans being returned to the Title IV granting agency and could result in a balance due to EVMS. Sources of financial aid can be confirmed by the EVMS Office of Financial Aid at 757-446-5804 or email at finaid@EVMS.EDU or online at financial aid.

 Financial aid staff can provide detailed information and counseling.

WITHDRAWAL REFUND

Withdrawal refunds are governed by Financial Services. The Student Accounts Receivable Policy can be reviewed on the Accounts Receivable and Student Billing Website.

GRADING POLICIES

Students receive course letter grades using the scale below. Final course grades are calculated according to the course syllabus, and mathematical rules for rounding to the nearest whole number based on two decimal places are applied. For example, a final grade of 93.45 would round to a 94 (A), while a final grade of 93.44 would round to a 93 (A-).

GRADE FORGIVENESS

A grade less than 70 (below C-) in any course is not considered as successfully passing, which means that the course must be repeated. When the course is repeated and a grade of C- or higher is achieved, the GPA will be calculated using the higher grade. The original course and grade will appear on the transcript but will not figure into the GPA.

GRADES AFFECTING GPA

Letter Grade	Grade Point Average	Grade Scale	Letter Grade	Grades Not Affecting GPA
A	4.00	100 - 94	A	Audit - AU
A-	3.67	93 - 90	A-	Incomplete - I
B+	3.33	89 - 87	B+	Official Withdrawal - W
B	3.00	86 - 84	B	Unofficial Withdrawal - WF
B-	2.67	83 - 80	B-	
C+	2.33	79 - 77	C+	
C	2.00	76 - 74	C	
C-	1.67	73 - 70	C-	
F	0.00	69 or less	F	

LATE GRADE POLICY

Course assignments and due dates are communicated by faculty through the course syllabus and, possibly, other mechanisms (e.g., Blackboard Course Schedule). Students should make every effort to submit work by the due date, allowing sufficient time to account for technology failures and other unforeseen circumstances. A student who encounters difficulty adhering to an assignment deadline should contact the Course Director as soon as possible.

Unless the Course Director approves an extension of the due date, the following penalties will be implemented for a late assignment:

- Reduction in score of 10% per day, not including points deducted for wrong answers/errors, up to a maximum of three days
- A score of zero for any assignment submitted 4 or more days past the assignment due date.

INCOMPLETE GRADES

An Incomplete (I) is a temporary grade that may be given at the Director's discretion when reasons beyond a student's control prevents them from completing 40% or less of the course requirements by the end of the academic term. An incomplete grade is not given as a substitute for a failing grade. When a Course Director assigns a grade of "I," a written agreement is prepared and signed by the Course Director and student that specifies the work remaining to be completed and the time frame for doing so. The work should be completed as soon as possible, but no later than the mid-point of the following grading period/term unless special written approval is granted by the Course Director and Program Director due to extraordinary circumstances. The student must petition the Course Director and the Program Director for such an extension at least two weeks before the end of the agreed upon deadline. Unless an extension has been approved by the Course Director and the Program Director, the "I" will convert to either an "F" or to the grade as specified in the written agreement after the mid-point of the semester. An "I" grade may not be changed to a "W" under any circumstances. Incomplete grades may be given in the following circumstances:
- An illness or other extenuating circumstance that legitimately prevents completion of required work by the end of the academic term.

- Attendance has been satisfactory through the majority of the term.

30-DAY NON-PARTICIPATION POLICY

Students are expected to attend class regularly and submit assignments in a timely manner. If an unexpected situation occurs in your life, contact your instructor, advisor, and/or the Program for guidance. The Program does not need to know the specifics of your situation. Students who do not participate in their courses will be reported to the Program and the following course of action will take place:

- 1st week of inactivity - email is sent to the student
- 2nd week of inactivity - certified letter and email are sent to the student
- 3rd week of inactivity - an email is sent to the student stating they will be administratively withdrawn from the course.
- 4th week of inactivity - staff will prepare and submit appropriate forms for course withdrawal.

The grade assigned will follow the add/drop policy. See **Course Add/Drop Policy** section.

SATISFACTORY ACADEMIC PROGRESS

Students must maintain a term Grade Point Average (GPA) of at least 3.0 to be considered in good academic standing, and a cumulative GPA of at least 3.0 to graduate. Students who do not meet these criteria are subject to formal warnings, academic probation, and/or dismissal. Students who receive a warning or are placed on academic probation must demonstrate sufficient academic progress in the following term, as determined by the Academic Advisor and Program Director, to remain in the Program. The Academic Advisor and Program Director will consider the extent to which a student is performing at a level necessary to attain the knowledge, skills, and competencies required to succeed in the Program, including ability to meet the cumulative GPA and other graduation requirements. The MPH Program reviews academic progress of students on a regular basis, including at the end of each grading term. Students on academic probation who fail to demonstrate academic progress in the following term are subject to dismissal and will have financial aid withdrawn.

GRADUATION REQUIREMENTS

To receive the Master of Public Health degree, a candidate must have satisfactorily completed all required academic courses (43 credit hours) with a minimum cumulative Grade Point Average (GPA) of 3.0, paid all indebtedness to EVMS, and have completed exit interviews.

TIME TO COMPLETE DEGREE

The MPH Program is structured so that full-time students complete degree requirements in 2 years (5 terms). Course requirements may be found in the *Curriculum* section of this document. Full-time is defined as a minimum of 9 credit hours in fall/spring terms, and a minimum of 6 credit hours in the summer term. Part-time students have up to 6 years from date of matriculation to complete degree requirements. The number of credit hours completed in a given term may impact financial aid eligibility. Please contact the Financial Aid office for more information).

STUDENT STATUS CHANGE

TRACK CHANGE POLICY

MPH students are admitted into the Program in the track to which they applied. Students requesting to change from one track to another must complete the process below:

1. Student discusses track change with their Academic Advisor. This discussion should include any effects of a track change on time to degree completion and academic planning.
2. Student completes the first two sections of the Change of Track Form (contact the MPH Office for a copy*)* and Academic Advisor signs the form.
3. Student meets with the Track Coordinator of the requested track, provides the signed Change of Track Form, and discusses student qualifications and reasons for the change and develops an Academic Plan. This meeting may take place in person, virtual, or via telephone/email.
4. If the Track Coordinator accepts the student into the new track, the Track Coordinator signs the form and submits it along with the Academic Plan to MPH Program Staff. Program Staff obtains the MPH Program Director's signature and processes the form through the Registrar's Office.
5. If the Track Coordinator does not accept the student into the new track, the Track Coordinator notifies the student, Academic Advisor, and Director of the decision.

Students who change tracks must consider the consequences of such a change on financial aid eligibility and award. Students should contact Financial Aid directly to discuss potential impact prior to initiating a track change process.

LEAVE OF ABSENCE

A leave of absence may be granted in accordance with Federal Title IV Refund Regulations. A Leave of Absence/Withdraw Form (RO-105) (contact the MPH Office or Registrar for a copy) must be completed, signed, and submitted to the MPH office. The Program Director shall review and sign the form, either approving or disapproving the request, and then forward the form to the Registrar. Should a student be unable to complete the Leave of Absence/Withdraw Form, the Program may act on behalf of the student to administratively complete documentation.

A leave of absence may be granted for up to 12 months. In exceptional circumstances, consideration will be given for an extension, up to a maximum of 24 months. At the end of the requested leave of absence, the student must return or is considered to have withdrawn. Please contact Accounts Receivable for information about the refund policy.

Student reservists who are called to active military duty or members of the military who are deployed will be granted a Voluntary LOA until they are released from active duty or deployment. Students must furnish a copy of their orders or similar official documentation to the Program Director.

Once a student is on LOA, he or she may use the Brickell Medical Science Library, email, and other network services. Access to program activities, classroom activities, and Blackboard may be terminated, and the student will not, under any circumstances, receive credit, including elective credit, for any work done while on LOA.

A student who wishes to return from LOA must contact the MPH Office or their academic advisor and complete the Return from Leave of Absence Form (RO-105). The signed form <u>must</u> be submitted to the MPH Office <u>no later than one week prior to the beginning of the term</u>. After the Return from Leave of Absence Form (RO-105) is submitted, the Registrar's office will manually register students returning from LOA according to their academic plan. Failure to return the form at the end of the approved leave of absence will result in withdrawal from EVMS effective the last date of attendance.

WITHDRAWAL FROM THE PROGRAM

When a student contemplates withdrawing from EVMS, they should first consult the MPH Program Director.

Students may withdraw from the MPH Program at any time. Withdrawals may be of four types:
1. Voluntary Withdrawal - at the request of the student
2. Medical Withdrawal - on recommendation of a physician
3. Academic Withdrawal - by action of an academic review or progress committee
4. Administrative Withdrawal - by action of the Program Director

When a student withdraws or is asked to withdraw from the MPH Program, a Leave of Absence/Withdraw Form (RO-104) must be competed (contact the MPH Office for a copy). The form must be submitted to the MPH office for signatures and processing. If a student withdraws or stops attending classes without notifying the Program, the withdrawal date will be the last known date of attendance.

For information about the financial impact of a withdrawal, please contact the Accounts Receivable and Financial Aid offices.

READMISSION

Students who withdraw/are withdrawn from the MPH Program and wish to return, must apply through the Admissions process as a new student.

DISMISSAL FROM THE PROGRAM

A student may be dismissed from the MPH Program for failing to maintain academic requirements or for honor code violations.

REINSTATEMENT

When a student has been dismissed from the Program for failing to meet academic requirements, readmission will be considered only with a recommendation from the Program Director. The student's petition for readmission should be supported by a statement from the Program Director that justifies a readmission decision. Students dismissed from the Program for honor code violations will not be considered for readmission. Students re-entering the Program are subject to a criminal background check.

ACADEMIC INTEGRITY

EVMS HONOR SYSTEM

The students, faculty, and administration of EVMS join in support of the EVMS Honor Code for the purposes of (a) providing an atmosphere of mutual trust, concern, and respect; (b) fostering honorable and ethical behavior; and (c) cultivating lifelong professional conduct.

Any action indicating lack of integrity or dishonesty in academic matters is considered a violation of academic ethics and the Honor Code. Such offenses include, but are not limited to, lying, stealing, engaging in or attempting to engage in cheating, plagiarism, sabotage, falsifying or manipulating data, or knowingly passing off work of another as one's own. Any student who fails to abide by the Honor Code or live up to its principles is subject to disciplinary action by the Honor Court. All students are obligated to support the Honor Code and report any violation thereof to the Honor Council.

Student in the MPH Program are required to sign the EVMS honor code document and to abide by the EVMS honor code outlined in the EVMS student handbook. For doubts about what is permitted or not permitted during testing, assignments, writing, or take home exams, students should carefully read the instructions for the particular assessment or assignment. Students should email or call the Course Director for clarification if still in doubt.

The simplest way for students to prevent plagiarism is to maintain proper attribution and citation techniques. When writing academic papers, students must conscientiously remember to attribute ideas and quotes when referring to the writings of others. The format in which students refer to another's work will depend on the style guide preferred by the Program. Course Directors will verify the style guide students should be using.

In view of the fact that each student has signed an honor pledge, it follows that each piece of work submitted by a student during the Program is to be his/her own work unless prepared under alternate conditions specified by the Course Director. Enforcement of the Honor Code in the classroom and online is a responsibility which is shared by faculty and students. Course Directors may, at their discretion, and with the help of the student, exercise the option of identifying proctors for examinations.

PLAGIARISM

Plagiarism is defined best as stealing and passing off the ideas and/or exact words of another as one's own. Unintentional plagiarism, where the plagiarism is the result of ignorance, poor writing skills, or mistakes in writing up citations in early drafts, is forgivable.

The following definition of plagiarism is used by the MPH Program:
1. submitting work (or a part thereof) that belongs to another person or that has been written by someone other than the student;
2. copying from a source without proper acknowledgment, quotation marks, or both; and/or
3. paraphrasing from a source without proper acknowledgment.

If a student submits a final draft to a Course Director or to a journal for publication with the words or ideas of another person consciously copied with or without citation, then the student is guilty of plagiarism.

Written work will be reviewed to detect plagiarism using the *Turnitin* feature in Blackboard, and/or other methods as necessary.

COPYRIGHT

Information contained in courses is property of EVMS. Sharing of course content with others not enrolled in courses is prohibited without the permission of the Course Director. This includes but is not limited to e-mailing or posting of any course content, discussions, e-mails, or assignments through any social media such as Facebook or websites. Students not following this rule will be subject to disciplinary action which may result in, but not limited to, an honor code violation and mandatory withdrawal from the course.

ACADEMIC DISHONESTY DISCIPLINARY POLICY

If a Course Director suspects academic dishonesty appropriate disciplinary action is as follows:
The Course Director will meet with the student to discuss and present evidence of the violation. If the Course Director confirms a violation they, in consultation with a faculty committee, may take any of the following actions.
- Student will be allowed to redo the assignment
- Student will receive a lower grade for the work in question
- Assigned a grade of "F" for the work in question
- Assigned a grade of "F" for the course
- Dismissal from the program
- Report Violation to EVMS Honor Council

Once the action is taken the Couse Director will inform the student in writing. This communication will be included in the student's file.

Please see ***APPEALS AND GRIEVANCE*** policy below.

APPEALS AND GRIEVANCE

Students in the School of Health Professions have the right to due process involving grievances and appeals. The student should discuss the grievance with his or her Program Director. If the grievance is not resolved, a student may file a written appeal to the Dean of the School of Health Professions within seven days of the student's notification of the Program Director's decision. Upon receipt of the appeal, the Dean will notify the Registrar accordingly. The Dean or a designee will review all pertinent material and meet with the student. The Dean may convene a Grievance/Appeals Committee composed of Program Directors, faculty, students, and/or chairs of departments not directly involved in the grievance. All testimony, evidence, and witnesses relevant to the appeal shall be made available to this committee. The student has the right to appear before the committee, present testimony and such witnesses or evidence as is deemed relevant by the committee. The student shall not have the right to be represented by counsel at these committee meetings. The Committee will submit its recommendations to the Dean after the review is completed.

The Dean will notify the student within ten business days of his/her decision. The decision may include reinstatement, retention, probation, termination, suspension, special academic assignments, or other interventions deemed appropriate to the situation. The judgment of the Dean concerning the grievance shall be final and binding on all parties, with the exception of recommending the termination of a student's participation in an academic program.

In the case of termination from an academic program, the student may file a written appeal to the EVMS President/Provost within five business days of the student's notification from the Dean of the School of Health Professions. The President/Provost will review all pertinent material and notify the student within fifteen business days of receipt of the appeal of his/her decision. The decision of the President/Provost is final.

NON-ACADEMIC ISSUES

Students are expected to comply with all EVMS policies at all times, including but not limited to the EVMS Code of Conduct, Code of Student Conduct, Standards of Conduct for the Teacher-Learner Relationship, Honor Code, and program technical standards. Disciplinary action related to non-academic matters may include warning, counseling, corrective action plan, probation, or dismissal based on the circumstances and judgment of the Program Director.

PROFESSIONALISM AND SCHOLARLY REQUIREMENTS

WRITING STYLE (APA, AMA, ETC.)

The American Journal of Public Health and biomedical journals utilize the American Medical Association/AMA Citation Style for references; therefore, AMA is the writing style to be used for writing assignments in the MPH Program, unless otherwise directed by a Course Director.

EMAIL COMMUNICATION

EVMS email allows students to communicate one-on-one with other persons enrolled in the class or the Course Director. Information to be conveyed to the Course Director or requests for an appointment are best sent via email.

Students **MUST** use their EVMS email address when communicating with EVMS faculty, staff, and departments via email. Official announcements, such as class cancellations, and opening/closing of registration periods, are sent to EVMS email addresses only. **All MPH students are required to check their EVMS email at least once a week.**

PUBLISHING POLICY

Authorization for publishing any or all of a student Community Practicum project as a meeting abstract, meeting poster, book chapter, or article in a scientific journal must be sought from the Practicum Advisor(s) and the Program Director. All scholarly work done as part of the requirements of completing the Masters in Public Health must be attributed to EVMS, the Advisor, the Program Director, and the local institution.

ONLINE LEARNING POLICIES

BLACKBOARD

Each course in the MPH Program will have a Blackboard course site. Each Course Director will provide Blackboard course expectations in their course syllabus. Students enrolled in courses delivered asynchronously must maximize organization and time management skills. For a three credit hour course, students should dedicate at least 8 hours a week towards reading course materials and completing assignments.

VIRTUAL MEETINGS AND EVENTS

VIRTUAL MEETINGS AND EVENTS
Students attending a virtual meeting or event will use either Blackboard Collaborate, Blue Jeans, or Zoom as the web conferencing tool. Instructions on how to access these web conferencing tools will be provided in the meeting or event invitation.

VIRTUAL RECOMMENDATIONS

- It is highly recommended that students use a desktop or laptop
- Always connect to the meeting or event on time, or preferably early to resolve technical issues. It is recommended to connect 5-10 minutes prior to start time.
- Use headphones or earbuds for listening.
- Connect to the Internet using a hard-wired connection if possible. If Wi-Fi must be used, consider the following:
    - Be as close as possible to the wireless router.
    - Use in-home high-speed internet if available (avoid public Wi-Fi if at all possible)
    - Minimize the number of devices using the wi-fi (phones, tablets, gaming consoles, other computers).
    - Ensure streaming services are not in use (Netflix, Amazon Video, Xbox Live, etc.).
- Mute the mic when not speaking. If the mic is always on, it may pick up background noises that can distract others.
- If the camera will be on, dress appropriately, sit where there is good lighting. Remember, that the background is visible to others.

ONLINE ETIQUETTE POLICY

Interaction tools within Blackboard such as the Discussion Board, Collaborate and VoiceThread may be used within an online course. Students are expected to interact in a professional manner with classmates, faculty, and staff, be prompt in attending online meetings, be patient in online interactions, and follow through on individual contributions to group assignments. Inappropriate language, dissension, or disruption will be removed from any web posting and disciplinary action may be taken.

HELP CONTACT INFORMATION

For Blackboard and associated technology assistance (i.e. VoiceThread, Panopto) contact EVMS Online at evmsonline@evms.edu or 757-446-5051. For help desk support such as login issues contact EVMS Information Technology Help Desk at evmsit@evms.edu or 757-446-7400. Students can use the self-service password reset tool at https://passwordreset.evms.edu/ReACT/.

CURRICULUM (FULL TIME COURSE SEQUENCE)

MPH TRACKS

EPIDEMIOLOGY

Epidemiologists are public health professionals that focus on the causes, patterns and control of diseases and injury in populations. Epidemiology is a fundamental science of public health and is essential to the reduction of risk and the occurrence of negative health outcomes. The epidemiology curriculum provides rigorous training in the knowledge and skills for analyzing community health problems, with emphasis on how to measure and describe the health of populations.

Year 1
FALL SEMESTER | 10 CREDITS
MPH 600   Introduction to Public Health...1 Credit
MPH 611   Social and Behavioral Sciences for Public Health.........................3 Credits
MPH 612   Statistical Reasoning for Public Health ....3 Credits
MPH 620   Public Health Administration and Management ....3 Credits

SPRING SEMESTER | 9 CREDITS
MPH 614   Principles of Epidemiology...3 Credits
MPH 779   Introduction to Research Methods ....3 Credits
Elective*   ....3 Credits

SUMMER SEMESTER | 6 CREDITS
MPH 630   Statistical Software for Public Health...3 Credits
MPH 711   Epidemiologic Methods I..3 Credits

Year 2
FALL SEMESTER | 9 CREDITS
MPH 702   Biostatistics II ....3 Credits
MPH 718   Epidemiologic Methods II ....3 Credits
Elective*   ....3 Credits

SPRING SEMESTER | 9 CREDITS
MPH 613   Principles of Environmental Health Science ....3 Credits
MPH 750   Community Practicum ....3 Credits
Elective*   ....3 Credits

*ELECTIVES
Electives Spring:
MPH 626   Effective Information Technology for Health Care Organizations 3 Credits
MPH 627   Data Visualization ....3 Credits
MPH 632   Health Law and Ethics...3 Credits
MPH 737   Infectious & Chronic Disease Epidemiology ....3 Credits
MPH 736   Conflict Analysis & Negotiation ....3 Credits
MPH 707   Survival Analysis (prerequisite requirements) **...........................3 Credits

Electives Fall:

MPH 690	Leadership: Theories, Skills, and Applications	3 Credits
MPH 715	Current Issues in Epidemiology	3 Credits
MPH 727	Organizational Management	3 Credits
MPH 772	International Health Exchange	3 Credits
MPH 706	Categorical Data Analysis (prerequisite requirements) **	3 Credits

*Other courses approved by faculty adviser
** Prerequisites: MPH 612 and MPH 630

HEALTH MANAGEMENT AND POLICY

Students in the Health Management and Policy track work to address the complex issues presented by today's dynamic healthcare sector. Students prepare to face the cost, access and quality challenges of the healthcare system, incorporating concepts and competencies from areas such as management, policy analysis and finance.

Year 1
FALL SEMESTER | 10 CREDITS

MPH 600	Introduction to Public Health	1 Credit
MPH 611	Social and Behavioral Sciences for Public Health	3 Credits
MPH 612	Statistical Reasoning for Public Health	3 Credits
MPH 620	Public Health Administration and Management	3 Credits

SPRING SEMESTER | 9 CREDITS

MPH 614	Principles of Epidemiology	3 Credits
MPH 779	Introduction to Research Methods	3 Credits
Elective*		3 Credits

SUMMER SEMESTER | 6 CREDITS

MPH 721	Healthcare Strategy	3 Credits
MPH 733	Financing Healthcare	3 Credits

Year 2
FALL SEMESTER | 9 CREDITS

MPH 723	Policy & Politics of Health	3 Credits
MPH 727	Organizational Management	3 Credits
Elective*		3 Credits

SPRING SEMESTER | 9 CREDITS

MPH 613	Principles of Environmental Health Science	3 Credits
MPH 736	Conflict Analysis & Negotiations	3 Credits
MPH 750	Community Practicum	3 Credits

*ELECTIVES
Electives Spring:

MPH 626   Effective Information Technology for Health Care Organizations 3 Credits
MPH 627   Data Visualization ....3 Credits
MPH 632   Health Law and Ethics ....3 Credits

Electives Fall:
MPH 690   Leadership: Theories, Skills, and Applications ....3 Credits
MPH 772   International Health Exchange..3 Credits
MPH 633   Healthcare Marketing..3 Credits

*Other courses approved by faculty adviser

APPLIED DATA SCIENCE

The Applied Data Science Track is designed to provide students with hands-on skills of applying data science principles to process, visualize, and analyze data in order to extract meaningful information to address important questions in public health and the health sciences. Students in this track will also learn to use popular software packages such as R, SAS, SQL and Tableau.

Full-Time Course Sequence

Year 1
FALL SEMESTER | 10 CREDITS
MPH 600   Introduction to Public Health Practice..1 Credit
MPH 620   Public Health Administration and Management...........................3 Credits
MPH 701   Introduction to Healthcare Analytics...3 Credits
MPH 703   Programing Tools and Techniques in Data Management...............3 Credits

SPRING SEMESTER | 9 CREDITS
MPH 779   Introduction to Research methods ....3 Credits
MPH 614   Principles of Epidemiology...3 Credits
MPH 613   Principles of Environmental Health Science ....3 Credits

SUMMER SEMESTER | 6 CREDITS
MPH 612   Statistical Reasoning for Public Health ....3 Credits
MPH 704   Predictive Data Analysis...3 Credits

Year 2
FALL SEMESTER | 9 CREDITS
MPH 705   Data Mining and Machine Learning...3 Credits
MPH 611   Social & Behavioral Science for Public Health............................3 Credits
MPH 706   Categorical Data Analysis...3 Credits

SPRING SEMESTER | 9 CREDITS
MPH 627   Data Visualization...3 Credits
MPH 750   Community Practicum ....3 Credits
MPH 707   Survival Analysis...3 Credits

GRADUATE CERTIFICATES

GRADUATE CORE PUBLIC HEALTH CERTIFICATE

The Graduate Core Public Health Certificate is an 18-credit hour program designed to give students a strong foundation of knowledge in the five core areas of public health:

- Biostatistics
- Epidemiology
- Environmental health
- Health services administration
- Social and behavioral sciences

The fundamental knowledge and skills learned in these core courses will equip students to analyze and respond to emerging public health issues at the institution, community and societal levels.

Course Requirements
REQUIRED (18 Credits)

MPH 611	Social and Behavioral Sciences for Public Health	Fall	3 Credits
MPH 612	Statistical Reasoning for Public Health	Fall	3 Credits
MPH 620	Public Health Administration and Management	Fall	3 Credits
MPH 613	Principles of Environmental Health	Spring	3 Credits
MPH 614	Principles of Epidemiology	Spring	3 Credits
MPH 779	Introduction to Research Methods	Spring	3 Credits

Total: 18 Credits

GRADUATE EPIDEMIOLOGY CERTIFICATE

Epidemiology is the study of the distribution and determinants of disease, illness and injury. The graduate epidemiology certificate is a 15-credit hour program designed to provide the learner with an understanding of the concepts of epidemiology used in public health practice. The certificate is intended to provide the concepts, methods and tools needed for the assessment of health situations and trends of population groups.

Course Requirements
REQUIRED (9 Credits):

MPH 612	Statistical Reasoning for Public Health	Fall/Summer	3 Credits
MPH 614	Principles of Epidemiology	Spring	3 Credits
MPH 779	Research Methods	Spring	3 Credits

CHOOSE THREE (9 Credits):

MPH 627	Data Visualization	Spring	3 Credits
MPH 630	Statistical Software for Public Health	Summer	3 Credits
MPH 631	Leveraging Data	Spring	3 Credits
MPH 715	Current Issues in Epidemiology	Fall	3 Credits
MPH 737	Infectious & Chronic Disease Epidemiology	Spring	3 Credits
MPH 772	International Health Exchange Program	Fall	3 Credits

Total: 15 Credits

GRADUATE HEALTHCARE MANAGEMENT CERTIFICATE

Healthcare management is a multidisciplinary field of inquiry and practice that is concerned with the organization, financing, delivery and quality of health services for individuals and populations. The Graduate Healthcare Management Certificate is a 15-credit hour program designed to provide the learner with leadership and strategic management tools specifically for the healthcare environment.

Course Requirements
REQUIRED (6 Credits):

MPH 620	Public Health Administration and Management	Fall	3 Credits
MPH 733	Financing Healthcare	Summer	3 Credits

CHOOSE THREE (9 Credits):

MPH 632	Health Law and Ethics	Spring	3 Credits
MPH 626	Effective Information Technology for Health Care Organizations	Spring	3 Credits
MPH 721	Healthcare Strategy	Summer	3 Credits
MPH 690	Leadership: Theories, Skills, and Applications	Fall	3 Credits
MPH 723	Policy and Politics	Fall	3 Credits
MPH 727	Organizational Management	Fall	3 Credits
MPH 736	Conflict Analysis and Negotiations	Spring	3 Credits

Total: 15 Credits

GRADUATE APPLIED DATA SCIENCE CERTIFICATE

Advances in technology, the availability of large amounts of data and the rapid growth of electronic health data and analysis tools have led to an ever-increasing need for specific skills in data analytics. The Graduate Applied Data Science Certificate is a 15-credit hour program designed for working professionals looking to advance in the healthcare infomatics industry.

Course Requirements
REQUIRED (15 Credits):

MPH 701	Introduction to Healthcare Analytics	Fall	3 Credits
MPH 703	Programing Tools and Techniques in Data Mgmt	Fall	3 Credits
MPH 612	Statistical Reasoning for Public Health	Fall/Summer	3 Credits
MPH 627	Data Visualization	Spring	3 Credits
MPH 704	Predictive Data Analysis	Summer	3 Credits

Total: 15 Credits

MPH COURSE DESCRIPTIONS

CORE COURSES - ALL TRACKS

MPH 600: Introduction to Public Health (1 credit hour)

This course provides an introduction to the multidisciplinary field of Public Health. Students will learn the history, core functions, and roles of the US public health system through grounding in the 12 foundational public health knowledge areas.

MPH 611: Social and Behavioral Sciences for Public Health (3 credit hours)

This course reviews and critiques psychological, social, and cultural concepts/models relevant to health and disease in society. Students will learn how to select and apply appropriate social and behavioral models to the design of public health interventions and policies. Existing social inequalities in health status related to race, social class, and gender will be explored, as will the intersection between risk factors and public health interventions. Students will be assessed using project papers and group presentations.

MPH 612: Statistical Reasoning for Public Health (3 credit hours)

This course introduces basic concepts in statistical reasoning and fundamental methods in statistical analysis. Although formulae and computational elements will be incorporated into the lecture, the course is designed to teach students how to use statistical reasoning to make informed decisions from a given set of data. This process includes reviewing data, exploring all the underlying assumptions, summarizing and analyzing the data, and finally composing a statistical report. In many circumstances, the lectures will focus on the decision process before the actual analysis is conducted. Students will be performing statistical analysis on real data with the help of software.

MPH 613: Principles of Environmental Health Science (3 credit hours)

This course provides an introduction to 21st century environmental health science, including coverage of some of the traditional environmental factors affecting the health of individuals and communities in the region, the nation, and around the world. Students will become familiar with a broad range of contemporary and emerging environmental health challenges and issues, including vector borne diseases, disaster and emergency preparedness and response, climate change, indoor and outdoor air quality threats, food safety and foodborne illness, policy and regulation, radiation safety and health, environmental justice, cultural competence and vulnerable populations, and environmental risk communication. Students will be assessed using quizzes, case studies, and exams.

MPH 614: Principles of Epidemiology (3 credit hours)

This course is a basic introduction of the principles and methods of epidemiology, one of the foundational disciplines underlying public health. Factors influencing health and disease will be elucidated by definitions, logic, and the use of the epidemiologic method. The course emphasizes how to measure and describe the health of populations, the natural history of diseases in population groups, standardization of rates, sources of data, study designs, measurements of risk, and evaluation of screening tests, causal inferences and outbreak investigation. This course includes lectures, case studies, journal article readings, and individual and group assignments.

MPHE 620: Public Health Administration and Management (3 credit hours)
An introduction to the understanding of the structure and functions of the American healthcare system, public health practice in the United States and basic managerial responsibilities. Emphasis is on management tasks and styles, structure and trends in the healthcare system, legal and regulatory framework for public health, organizational and community assessment, public health settings and services. This course consists of class discussions, case studies, and critical analysis papers.

MPH 779: Introduction to Research Methods (3 credit hours)
The goal of this course is to provide practical, step-by-step guidance to the research process. Public health professionals require skills to identify problems that face population groups, and to delineate ways to solve them. Often this necessitates conducting small- or large-scale investigations on their own, or as a member of a project team. Each student will develop a unique research design proposal through individual and group written exercises using a variety of study design models.

EPIDEMIOLOGY TRACK

MPH 630: Statistical Software for Public Health (3 credit hours)
This course is a collection of modules that introduce students to selected statistical software that are used widely in many areas of public health and research. The course will familiarize students with the primary features of statistical software, as well as database management, basic programming skills and tools, and some simple statistical procedures. *(Prerequisites: MPH 612, MPH 614)*

MPH 702: Biostatistics II (3 credit hours)
This course is a continuation of MPH 612: Statistical Reasoning for Public Health. This course is designed to train students on regression methods commonly employed in healthcare research. The primary objective of the course is to provide students with the skills necessary to carry out regression analysis and interpret them. The course emphasizes basic and advanced treatment of experimental data and use of analytical frameworks to solve real world problems. While there are some theory and formula derivations, the lectures and homework will focus on more technical aspects and conceptual understanding of fundamental statistical models. SAS will be used to manipulate data into an analyzable form, fit regression models, and perform model diagnostics. *(Prerequisites: MPH 630)*

MPH 711: Epidemiologic Methods I (3 credit hours)
The focus of the course is on an in-depth understanding of epidemiologic concepts and methods learned in a previous introductory course. Including: study designs, measures of disease frequency, measures of association and impact, the role of chance, threats to validity (selection bias, information bias, confounding, interaction), dealing with threats to validity (randomization, restriction, matching, stratification, adjustment, regression, quality assurance and quality control), communicating and disseminating information that pertains to epidemiologic investigations. Students will apply learned concepts and methods through in class exercises, problem sets, and projects. *(Prerequisites: MPH 612, MPH 614, MPH 779)*

MPH 718: Epidemiologic Methods II (3 credit hours)
This course provides an intermediate discussion of public health surveillance and an introduction of survival analysis approaches. Key content will include a review of the updated guidelines for evaluating public health surveillance systems, information systems, types of surveillance, and special topics in surveillance [e.g., syndromic surveillance, geographic information systems (GIS), and

global health surveillance systems]. Additional topics using SAS will include nonparametric survival function estimation, estimating parametric regression and Cox regression models, and competing risks. Individual and group learning activities include journal reviews and syntheses, case studies, SAS dataset analyses and reports, and a comprehensive final exam. *(Prerequisites: MPHE 711, MPH 630, MPH 702)*

MPH 750: Community Practicum (3 credit hours)
The purpose of the Community Practicum is to provide an opportunity for the student to apply, in a practice setting and under the direction of a Preceptor, the competencies, knowledge and skills they have acquired through their public health course work. Individual projects related to actual public health issues being addressed by the organization are developed and implemented throughout the term. Students integrate and synthesize knowledge and skills learned in the Program throughout the course, and provide deliverables to the organization that are used to advance the project. Students are assessed through monthly progress reports, a Community Practicum portfolio, and a Preceptor evaluation.

HEALTH MANAGEMENT AND POLICY TRACK

MPH 721: Healthcare Strategy (3 credit hours)
This course is designed to help students learn about essential aspects of strategic planning and strategic management in the context of healthcare service organizations. Students will acquire an enhanced understanding of the complex U.S. healthcare system, apply planning concepts to formulate mission and vision statements, and formulate goals and objectives as part of a strategic plan. The course content will also address aspects of organizational leadership, along with the importance of implementation and monitoring progress to achieve continuous quality improvement and to "close the loop" with strategic planning initiatives.

MPH 723: Policy and Politics of Health Care (3 credit hours)
This course explores the development, implementation, and evaluation of health policies in the United States, including those that address the organization, financing, provision, and evaluation of both personal and public health services. The long-term trend toward a more expansive role for governmental institutions and the media and the differential impact of economic, cultural and social factors, interest groups, social disparities, and public opinion will be addressed, and students will develop an understanding of the policy process and of the most common approach to policy analysis. Student learning will be assessed through a policy paper, student-led seminar, and group discussions.

MPH 727: Organizational Management (3 credit hours)
This course examines organizational management and behavior as related to leadership, organizational design, culture, processes, workforce strategy and change management with an emphasis on the application of theory and research to organizational management and behavior. This course provides an opportunity to explore conceptual frameworks addressing organizational behavior, development, leadership, strategy, and management of change.

MPH 733: Financing Health Care (3 credit hours)
Today's health care environment requires managers who are trained to identify financial problems and to apply solutions to those problems. This course introduces the fundamentals of healthcare finance as practiced in health services organizations. Students learn the essential concepts of healthcare finance, with emphasis on operations in provider organizations, in such a way that they are better prepared for managerial positions within healthcare organizations. Student learning is assessed through quizzes, exams, and case studies.

MPH 736: Conflict Analysis & Negotiations (3 credit hours)
This course will provide students with advanced knowledge and skills in the theory of conflict analysis and resolution and negotiations, including but not necessarily limited to:
1. Skill development and collaborative problem solving at the individual, group, and organizational level.
2. Conceptual and practical skills in negotiation that are essential for managers.
3. Third-party conflict intervention, which can assume several forms such as fact-finding, conciliation, mediation, and arbitration.

MPH 750: Community Practicum (3 credit hours)
The purpose of the Community Practicum is to provide an opportunity for the student to apply, in a practice setting and under the direction of a Preceptor, the competencies, knowledge and skills they have acquired through their public health course work. Individual projects related to actual public health issues being addressed by the organization are developed and implemented throughout the term. Students integrate and synthesize knowledge and skills learned in the Program throughout the course, and provide deliverables to the organization that are used to advance the project. Students are assessed through monthly progress reports, a Community Practicum portfolio, and a Preceptor evaluation.

APPLIED DATA SCIENCE

MPH 627: Data Visualization (3 credit hours)
Data visualization is the act of taking information (data) and placing it into a visual context such as a map or a graph. Healthcare data in multiple formats are collected daily for the ultimate purpose of better patient care and reducing cost. The volume and variety of data accumulated in the healthcare industry call for effective analytics tools that can extract insightful information from data and use that to leverage business and medical decisions. Data visualization makes it easier for the human brain to understand big or small data and place meaning into complicated datasets so that their message is more concise. Visualization also makes it easier for users to detect patterns, trends, and outliers in groups of data.

This course introduces the techniques of data visualization using different data analytics tools, R, SAS and Tableau. This course is intended to be a step-by-step introduction to the world of visual analytics and is designed for the beginner and intermediate users of data visualization. The course will help students to understand and apply important concepts and techniques in data visualization, moving from simple to complex situations and then combine them in interactive dashboards. Topics to be covered include data connection, different graphs and charts, quick table calculations, designing interactive dashboards, mapping, unions and joins. The course

contents will focus on visualization techniques and their applications, not on the mathematical theories behind these techniques.

MPH 701: Introduction to Healthcare Analytics (3 credit hours)
This course provides basic skills and knowledge of healthcare analytics for graduate students in healthcare delivery science, healthcare analytics, and healthcare related disciplines. The course emphasizes the roles of analytics in supporting data driven decisions and understanding basic technology of data analytics. Topics to be covered include characteristics of healthcare data, healthcare data sources, data management, data governance, and data analysis. Students will study the architectural design and component functionality of healthcare analytics, together with basic statistical methods applied to address questions concerning the effectiveness and efficiency of healthcare delivery. The course also explores the concept of big data analytics, the utilization of large volumes of medical data outside the traditional health informatics and analytics projects. Topics such as big data architectural framework, advanced tools and methodology applied in big data analytics, distributed data network, data acquisition, and data privacy will be examined.

MPH 703: Programming Tools and Techniques in Data Management (3 credit hours)
This course is designed to train students in basic and advanced statistical programming languages R, SAS, and SQL together with techniques and tools necessary for data management and data mining. It will provide you with the skills in the data management process for analytics including data acquisition, cleaning, debugging, and decision making tools through case studies and projects.

MPH 704: Predictive Data Analysis (3 credit hours)
Healthcare data in multiple formats were collected daily for the ultimate purpose of better patient care and reducing cost. The volume and variety of data accumulated in the healthcare industry call for effective analytics tools that can extract insightful information from the data to leverage business and medical decisions. Predictive analytics involves the processes of developing statistical models to predict outcomes from future data by building validated mathematical relationships between variables from existing data.
This course introduces the techniques of predictive analytics in the context of a healthcare environment. The aim is to provide students with the highly demanded skills in data analytics and data mining by training them on how to move from data collection to data analysis and how to use data as the basis to predict future outcomes. Topics to be covered include formulating a hypothesis, examining data structure, selecting data, determining and designing appropriate statistical models, evaluating the models and interpreting the results.

MPH 705: Data Mining and Machine Learning (3 credit hours)
This course covers healthcare analytics using data mining and machine learning techniques. Statistical software, R, will be implemented for data exploration and visualization, classification, clustering and time series analysis.
Decision trees, nearest neighbor algorithm, artificial neural networks and support vector machine methods will be introduced. Case studies and real-world data will be utilized to leverage data mining and machine learning outcomes.

MPH 706: Categorical Data Analysis (3 credit hours)
This course is designed to prepare the graduate students, health professionals, or fellows to apply statistical methods for analyzing categorical data relevant to healthcare analytics and public health research. The topics to be covered in this course include statistical models (e.g., logistic regression models and loglinear models) for categorical responses. Another emphasis of this course is to demonstrate the statistical methods of categorical data analysis based on real-world data using R and SAS software packages.

MPH 707: Survival Analysis (3 credit hours)
This course is designed to prepare the graduate students, health professionals, or fellows to apply basic methods of statistical analysis for survival (a.k.a. time-to-event) data relevant to clinical and public health research. The major topics to be covered include the Kaplan-Meier product-limit estimation, log-rank and related tests, the Cox regression model, parametric model, power and sample size justification, competing risk analysis, and recurrent event analysis. Interpretation of subsequent analysis results will be stressed. Concepts will be explored through critical review of the biomedical and public health literature, class exercises, two exams, and a data analysis project. Computations will be illustrated using the statistical software package SAS.
The course is intended for graduate students and health professionals who will be actively involved in the analysis and interpretation of biomedical research or public health studies generating time-to-event data.

MPH 750: Community Practicum (3 credit hours)
The purpose of the Community Practicum is to provide an opportunity for the student to apply, in a practice setting and under the direction of a Preceptor, the competencies, knowledge and skills they have acquired through their public health course work. Individual projects related to actual public health issues being addressed by the organization are developed and implemented throughout the term. Students integrate and synthesize knowledge and skills learned in the Program throughout the course, and provide deliverables to the organization that are used to advance the project. Students are assessed through monthly progress reports, a Community Practicum portfolio, and a Preceptor evaluation.

ELECTIVES

MPH 626: Effective Information Technology for Health Care Organizations (3 credits / Spring Semester)
This course provided the key concepts related to information technology within healthcare organizations. Students will learn how information technology is used as a tool to improve performance within health care organizations for positive health outcomes. Topic arears include the electronic health record, HIPAA and security requirements, ethics and legal rules for retrieving and managing clinical data, computerized provider order entry and the use of administrative and registry data for standard reports.

MPH 627: Data Visualization (3 credit hours / Spring Semester)
This course is intended to be a step-by-step introduction to the world of visual analytics and is designed for the beginner and intermediate uses of data visualization. The course will help students to understand and apply important concepts and techniques in data visualization, moving from simple to complex situations and the combine them in interactive dashboards.

Topics to be covered include data connection, different graphs and charts, quick table calculations, designing interactive dashboards, mapping, unions and joints.

MPH 632: Health Law and Ethics (3 credit hours / Spring Semester)
This course examines legal, regulatory and ethical issues health professionals are likely to confront. In this course, we will examine the legal principles needed to analyze regulatory and liability issues. We will study selected principles and policies under-girding health, the American system of health law, including common law principles of liability and federal/state legislation regulating health professionals and operations. We will also discuss the impact of state and federal law on the operation of various health-related organizations.

MPH 633: Healthcare Marketing (3 credit hours / Fall Semester)
This course examines marketing principles, concepts and skills applied to healthcare organizations and health care networks. Students will examine marketing methodologies and principles for evaluating consumer decision making actions for healthcare services. The course will place emphasis on social media and electronic forms of marketing health care services. The course will culminate with the development of a strategic health care marketing plan.

MPH 690: Leadership: Theories, Skills, and Applications (3 credit hours / Fall Semester)
The emphasis of this course is on the practice of leadership. The course will equip the student with the basic managerial background, fundamentals, and the theories, which will be applicable at any level in management and in a leadership position. Students will be exposed to the interaction of leadership, change, communication, and power as seen in the healthcare environment. This course will examine the traits of leadership, developing leadership skill, creating a vision, managing conflicts, and obstacles in an organization.

MPH 715: Current Issues in Epidemiology (3 credit hours / Fall Semester)
This course provides discussions with experts experienced in the diverse applications of epidemiology in current public health research and clinical practice. Emphasis will be on emerging/infectious and chronic diseases and conditions, health disparities, pharmacoepidemiology, and community outreach. Basic epidemiologic principles will be reinforced. Major learning activities include lectures, discussions, oral presentations, and a final exam.

MPH 737: Infectious & Chronic Disease Epidemiology (3 credit hours / Spring Semester)
This course focuses on substantive areas in epidemiology with an emphasis on infectious and chronic disease epidemiology. Topics will include pedigree diagrams, health acquired infections, field epidemiology (e.g., public health surveillance and outbreak investigation), and national secondary datasets. Key content will be covered by faculty and guest lecturers. Major learning activities include lectures, videos, case studies, and oral presentations.

MPH 772: International Health Exchange (3 credit hours / Fall Semester)
This course exposes students to important issues in international public health and is unique in that it involves the analysis of health problems in the broad social, cultural, economic, and political contexts that generate and sustain them. It explores the factors influencing the unequal distribution of health and disease, the taxonomy of global health, the burden of disease,

epidemiology, cost-effectiveness, and health systems within a country. It will include analysis of the major health issues in the country and working with local physicians to address these problems, comparison of the different ways public health organizations address the major population health issues in the country and the United States.

COMPETENCIES

At the conclusion of the degree program, all students will be grounded in foundational public health knowledge and have knowledge and skills in the basic public health sciences, analysis, and communication, as measured by the following competencies. In addition, students will master a set of skills and knowledge specific to their track.

FOUNDATIONAL PUBLIC HEALTH KNOWLEDGE (FPHK)

PROFESSION & SCIENCE OF PUBLIC HEALTH

FPHK 1: Explain public health history, philosophy and values.

FPHK 2: Identify the core functions of public health and the 10 Essential Services.

FPHK 3: Explain the role of quantitative and qualitative methods and sciences in describing and assessing a population's health.

FPHK 4: List major causes and trends of morbidity and mortality in the US or other community relevant to the school or program.

FPHK 5: Discuss the primary, secondary and tertiary prevention in population health, including health promotion, screening, etc.

FPHK 6: Explain the critical importance of evidence in advancing public health knowledge.

FACTORS RELATED TO HUMAN HEALTH

FPHK 7: Explain effects of environmental factors on population health.

FPHK 8: Explain biological and genetic factors that affect a population's health.

FPHK 9: Explain behavioral and psychological factors that affect a population's health.

FPHK 10: Explain the social, political and economic determinants of health and how they contribute to population health and health inequities.

FPHK 11: Explain how globalization affects global burden of disease.

FPHK 12: Explain an ecological perspective on the connections among human health, animal health and ecosystem health (e.g., One Health).

MPH FOUNDATIONAL COMPETENCIES

EVIDENCE-BASED APPROACHES TO PUBLIC HEALTH

MPH 1: Apply epidemiological methods to settings and situations in public health practice

MPH 2: Select quantitative and qualitative data collection methods appropriate for a given public health context

MPH 3: Analyze quantitative and qualitative data using biostatistics, informatics, computer-based programming and software, as appropriate

MPH 4: Interpret results of data analysis for public health research, policy or practice

PUBLIC HEALTH & HEALTH CARE SYSTEMS

MPH 5: Compare the organization, structure and function of health care, public health and regulatory systems across national and international settings

MPH 6: Discuss the means by which structural bias, social inequities and racism undermine health and create challenges to achieving health equity at organizational, community and systemic levels

PLANNING & MANAGEMENT TO PROMOTE HEALTH

MPH 7: Assess population needs, assets and capacities that affect communities' health

MPH 8: Apply awareness of cultural values and practices to the design or implementation of public health policies or programs

MPH 9: Design a population-based policy, program, project or intervention

MPH 10: Explain basic principles and tools of budget and resource management

MPH 11: Select methods to evaluate public health programs

POLICY IN PUBLIC HEALTH

MPH 12: Discuss the policy-making process, including the roles of ethics and evidence

MPH 13: Propose strategies to identify stakeholders and build coalitions and partnerships for influencing public health outcomes

MPH 14: Advocate for political, social or economic policies and programs that will improve health in diverse populations

MPH 15: Evaluate policies for their impact on public health and health equity

LEADERSHIP

MPH 16: Apply leadership and/or management principles to address a relevant issue

MPH 17: Apply negotiation and mediation skills to address organizational or community challenges

COMMUNICATION

MPH 18: Select communication strategies for different audiences and sectors

MPH 19: Communicate audience-appropriate (i.e., non-academic, non-peer audience) public health content, both in writing and through oral presentation

MPH 20: Describe the importance of cultural competence in communicating public health content

INTERPROFESSIONAL PRACTICE

MPH 21: Integrate perspectives from other sectors and/or professions to promote and advance population health

SYSTEMS THINKING

MPH 22: Apply a systems thinking tool to visually represent a public health issue in a format other than a standard narrative

EPIDEMIOLOGY TRACK COMPETENCIES

EPI 1: Explain the basic terminology and definitions of epidemiology.

EPI 2: Calculate basic epidemiologic measures.

EPI 3: Synthesize evidence in a public health area by critically reviewing and interpreting scientific literature to identify gaps in evidence, and propose further epidemiologic investigation.

EPI 4: Justify appropriate methods for the design of data collection tools and protocols, data monitoring and quality assurance, and data analysis.

EPI 5: Justify descriptive and inferential methods according to type of study design for answering a particular research question.

EPI 6: Create written and oral presentations based on statistical analysis for both professional and lay audiences.

EPI 7: Select and critically evaluate secondary data sources appropriate for addressing a public health issue or question. Explain limitations of secondary data sets and recommend design and analytic solutions.

EPI 8: Generate appropriate inferences form epidemiological data.

EPI 9: Interpret results and evaluate strengths and limitations of methods in epidemiological reports.

EPI 10: Recommend preferred methodological alternatives to commonly used methods when assumptions are not met.

EPI 11: Critically evaluate the influence of confounding and interaction on the process and interpretation of statistical analysis of epidemiologic data and upon subsequent inferences, conclusions and implications.

EPI 12: Demonstrate proficiency in the use of computer software for the complete analytic process, for data entry, database management, data analysis (using advanced statistical methods such as Logistic Regression, ANOVA, Survival Analysis) and displaying and reporting results.

HEALTH MANAGEMENT AND POLICY TRACK COMPETENCIES

HMP 1: Analyze financial data using software.
HMP 2: Analyze, interpret, and report and communicate financial data.
HMP 3: Assess the financial status of an organization and recommend corrective action.
HMP 4: Develop budgets and financial data for tracking and reporting.
HMP 5: Identify the relationships between strategic planning, budgeting, and financial management.
HMP 6: Apply key organizational management theories and models to an assessment of an organization's structure and design.
HMP 7: Analyze organizational management approaches addressing challenges to organizational management of change.
HMP 8: Apply and assess principles of organizational management, including outcomes of strategic management in a real-world organization.
HMP 9: Develop a strategic plan for a health care organization.
HMP 10: Develop a personal strategic plan.

HMP 11: Demonstrate the ability to locate, summarize, and present peer-reviewed literature related to healthcare strategy.
HMP 12: Assess basic concepts and process of strategy planning management.
HMP 13: Analyze and evaluate an important health issue.
HMP 14: Develop a specific health care policy proposal using an analytical framework.
HMP 15: Describe the development, implementation, and evaluation of health policies in the United States.
HMP 16: Evaluate and reflect on your performance during conflict resolution/negotiation simulations and develop strategies to improve performance in future conflict resolution scenarios.
HMP 17: Analyze a conflict scenario and recommend strategies to resolve the conflict more effectively.

APPLIED DATA SCIENCE TRACK COMPETENCIES

ADS 1: Define terms and terminology (e.g., data, graphics, descriptive statistics, inferential statistics, etc.) used in data science and statistics
ADS 2: Recognize different approaches of data visualization for pattern discovery
ADS 3: Recall appropriate statistical techniques (e.g., frequency distribution, measures of central tendency and measures of dispersion for describing data, suitable statistical design and hypothesis testing for making inferences from sample data) in the context of data-driven discovery
ADS 4: Distinguish between messy and tidy data, descriptive and inferential statistics, etc.
ADS 5: Describe the techniques of organizing, translating, describing, and summarizing data
ADS 6: Summarize data using appropriate statistics (e.g., frequency tables for categorical data and mean, standard deviation, median, interquatile-range, measures of central tendency for numerical data)
ADS 7: Create data analysis plan for model selection and testing of statistical hypotheses
ADS 8: Use suitable graphics to visualize data for presenting results of data analysis
ADS 9: Apply knowledge learned from courses (combined with prior knowledge) to solve a problem using data and appropriate statistical techniques
ADS 10: Analyze data using appropriate statistical techniques
ADS 11: Interpret the results of data analysis in plain language
ADS 12: Relate results of data analysis with research questions
ADS 13: Design correct statistical methods for the research problem
ADS 14: Construct statistical models to fit data
ADS 15: Prepare a research report based on results of data analysis
ADS 16: Discriminate between various models used to describe data
ADS 17: Predict future outcome based on trained model
ADS 18: Critique various statistical models available for data fitting