



### **Reflections on Trends and Statistics:**

Our FTES are increasing while our headcount remains the same. This is likely attributable to an increase in units taken by students and by the inclusion of more GE courses in the curriculum. The program should monitor graduation rates in the program to make sure students continue to progress.

Our course equity gaps are not centered on one particular course or set of courses. We are requesting a breakdown of the data by enrollment type, modality, instructor, and other measures. The Department has created a Committee on Equity that is investigating this issue in addition to others. The Committee is exploring how the HSC curriculum and operations can become more anti-racist and can make improvements in curriculum, is reviewing equity gaps, and is supporting the possible offering of an HSC 497 section in Spring 2020 to explore issues of racism as a public health issue.

The tenure density in Health Sciences remains too low to sustain and support the program over either the long or short term. Most concerning is that the tenure density is dropping while SFR in major courses is increasing. Continued investment in faculty hires is critical not only for the success of the students and addressing the equity gaps, but also for the long-term stability of the program. High tenure-track density is a crucial component of success in our problem-based learning courses which makes an active research agenda a necessary component of success in the course.

It is also critical that efforts be made not to undermine six years of effort in building the HSC program after the 2008 financial crash. The history of Health Sciences is an object lesson in the dangers of across-the-board cuts and gross austerity measures in times of financial crisis. Following the stress of 2008, policies of not-hiring, increasing SFR, and mis-allocating resources led to poor student outcomes, serious retention problems, and to some extent posed a material risk to the College and UO g

**A. Request for Resources** (*suggested length of 1 page*)

1. Request for Tenure-Track Hires:

Health Sciences is requesting three tenure-track faculty. The department requests a faculty member with expertise in public health to support the public health concentration and core curriculum. This position should have expertise in infectious disease control, surveillance, environmental health, epidemiology, or modeling. We seek a candidate with a strong quantitative background. The department also requests a faculty member in health policy to support core courses and the policy concentration. Finally, the department is requesting a faculty member with expertise in either data analysis and/or stati BT/F3 11 Tf1 0 0 1 54.02

re <<