

**BOARD OF GOVERNORS
STATE UNIVERSITY SYSTEM OF FLORIDA
NEW DOCTORAL DEGREE PROPOSAL STAFF ANALYSIS**

Program: Ph.D. in Behavioral and
Community Sciences

CIP Code: 51.2212

Institution: University of South Florida

Proposed Implementation Date: Fall, 2017

Staffed By: Lynn Hunt Long

Initial Review Date: 03/28/2016

Last Update: 04/28/2016

Projected program costs:

	Total	% & \$ Current Reallocated	% & \$ New Recurring	% & \$ New Non- Recurring	% & \$ C&G	Auxiliary Funds	Cost per FTE	SUS 14-15 Average Cost per FTE
Year 1	\$242,675	100% \$242,675	0% \$0	0% \$0	0% \$0	\$0	\$36,959	\$10,671.68 51 CIP
Year 5	\$787,192	60% \$472,192	0% \$0	0% \$0	40% \$315,000	\$0	\$23,972	

** NOTE: SUS Average Cost per FTE is a less meaningful comparative measure for the 51 CIP because of the wide range of clinical and nonclinical programs included.

Projected FTE and Headcount are:

	Student Headcount	Student FTE
First Year	7	6.566
Second Year	14	12.257
Third Year	21	18.011
Fourth Year	28	19.698
Fifth Year	28	19.698

On March 29, 2007, the Florida Board of Governors approved Board Regulation 8.011, which sets forth criteria for implementation and authorization of new doctorates by the Board of Governors, as well as criteria for implementation and authorization of Bachelor's, Master's and Specialist degrees by Boards of Trustees. The following staff analysis is an assessment of how well the university meets Board Accountability and Readiness criteria for implementation of this degree program.

Proposal Page Numbers:

INTRODUCTION		ACCOUNTABILITY		READINESS				
Program Description	BOG Goals	Overall	Budget	Mission and Strength	Program Quality	Curriculum	Faculty	Resources
2	7	11	21	29	36	38	52	55

A. Program Description:

The University of South Florida (USF) is requesting approval to offer a Ph.D. in Behavioral and Community Sciences. The Ph.D. in Behavioral and Community Sciences is an interdisciplinary program focusing on research and policy in the area of behavioral health and community sciences. The purpose of this program is to prepare individuals to conduct research addressing behavioral health challenges (e.g., mental illness, substance use disorders, co-occurring disorders, developmental delays and disabilities, and behavior disorders) and socio-cultural challenges (e.g., poverty, disparities, homelessness) with the goal of improving community services through early intervention, integrated care, policy and system change, and positive behavioral interventions and support.

The Ph.D. in Behavioral & Community Sciences will be the only doctoral program in the state with the CIP Code 51.2212. While Florida International University (FIU) and Florida Agriculture and Mechanical University (FAMU) both offer a doctoral program with the six-digit CIP 51.2201: Public Health, General, the proposal states that a review of the curriculum on the university websites show that there is no substantive overlap between the proposed Ph.D. in Behavioral & Community Sciences and the programs at either FAMU or FIU. The distinctive focus of the proposed program at USF is on behavioral health, mental health, and substance use disorders among children, adolescents, and adults. The University of South Florida's proposed doctoral program will require completion of 90 graduate credit hours.

B. System-Level Analysis and Evaluation in accordance with BOG Regulation 8.011:

The proposal suggests alignment of the program with the State University System goals by increasing the number of degrees awarded in an area of strategic emphasis, significantly expanding research and scholarly activity related to the behavioral health of our state and local communities, attracting more external funding for scholarship, research, and innovation, and contributing to the quality of university-community partnerships.

The proposal states that the Ph.D. in Behavioral and Community Sciences will prepare researchers, academicians, and policymakers. With regard to need, the proposal notes that the health and social assistance sector is projected to grow at an annual rate of 2.6%, adding 5 million jobs between 2012 and 2022 (Bureau of Labor Statistics, 2013); employment of postsecondary faculty with a doctoral or professional degree is expected to increase 36.4% in health specialty areas (U. S. Bureau of Labor Statistics, 2012); and the need for operations research analysts and statisticians is expected to increase by 27% (O*net, 2015).

Projected employment growth between 2014 – 2024, according to the U. S. Bureau of Labor Statistics Occupational Outlook Handbook, is as follows:

- 13% for health educators and community health workers requiring a bachelor's degree (<http://www.bls.gov/ooh/community-and-social-service/health-educators.htm>);
- 13% for postsecondary teachers (<http://www.bls.gov/ooh/education-training-and-library/postsecondary-teachers.htm>);
- 30% for operations research analysts with a master's degree or Ph.D. (<http://www.bls.gov/ooh/math/operations-research-analysts.htm>)

Board staff also noted statewide employment growth projections from the Florida Department of Economic Opportunity from 2015 to 2023:

- 15.7% for health educators with a bachelor's degree;
- 19.4% for community health workers with a bachelor's degree;
- 34.7% for postsecondary health specialties teachers; and
- 20.7% for operations research analysts with a master's degree or higher. (<http://floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>).

The proposal indicates that a portion of the program graduates will become faculty, teaching in undergraduate and graduate programs focused on behavioral and community health. The proposal suggests a need for faculty by including growth estimates for the health and social assistance sector requiring a bachelors or master's degree. The University of South Florida provided a list of courses that graduates of the program would be prepared to teach, depending on their area of specialization. The Board of Governor's Health Initiatives Committee found in its 2015 Gap Analysis that the projected annual openings for the health educator occupation and therapy-related occupations in Florida could be sufficiently supplied by Florida's graduates. Large programs in therapy and counseling, social work, and public health are sufficient to meet the Florida DEO's projected demand for related occupations in the near term.

The Health Initiatives Committee's analysis of the demand for faculty in healthcare fields (Health Specialties Teachers and Nursing Instructors SOC) was confounded by the grouping of multiple health disciplines under one occupation. However, recent growth in health educator, public and community health, and therapy-related programs at both the bachelors and graduate levels may indicate a need for additional faculty going forward.

Regarding potential student demand, the proposal describes the American Psychological Association's 2016 Graduate Study in Psychology Survey involving data collected from more than 500 departments and programs offering master's and doctoral degrees in psychology and related training(<http://www.apa.org/education/grad/survey->

[data/2016-report.aspx](#)). The survey covered admissions during 2013-14. At the doctoral level, the responding institutions received 79,647 applications and accepted 10,564 students (13.3% of all applicants) across various programs. These survey results were confirmed by Board staff.

According to the USF proposal, the national pattern holds true for Florida universities as well. The USF Ph.D. clinical psychology program receives approximately 250 applications annually for 7-10 slots and the University of Florida program receives approximately 350 applicants for 12-15 slots. The proposed program, however, is not a clinical program.

The proposal provides the results of a USF survey conducted during Spring 2015 of approximately 3,000 USF students majoring in social and behavioral science disciplines. Of the over 300 responses obtained, 47% reported planning to go directly to graduate school following graduation and 24% reported planning to work a few years and then apply to graduate school. Of those who indicated they planned on attending graduate school, 71% indicated they planned to pursue a doctoral degree. Over 85% of the respondents indicated they would definitely or probably be interested in pursuing a Ph.D. in Behavioral and Community Sciences at USF.

The proposal describes a similar survey conducted with alumni who had recently graduated with degrees in behavioral and social science disciplines at USF. Of the 299 responses received, 59% indicated they planned on enrolling in a doctoral program in the future. When asked if they would be interested in pursuing a doctoral program in Behavioral and Community Sciences, 61% said they would definitely or would probably be interested. The proposal cites qualitative data from survey respondents regarding the reasons for their interest in the Ph.D. in Behavioral and Community Sciences.

This program would be the first Ph.D. in CIP 51.2212. However, the charts below show enrollments and degrees awarded in the doctoral programs in the State University System in CIP 51.2201 Public Health, General.

SUS Enrollments in Doctoral Program Public Health, General

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
FAMU								14	22	21
FIU	15	30	32	36	44	57	51	56	66	68
UF							15	26	34	37
USF	99	89	96	108	113	120	118	122	119	108
Total	114	119	128	144	157	177	184	218	241	234

SUS Degrees Awarded in Doctoral Program Public Health, General

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014

FAM					2	1	2	6	2	2
U										
FIU					1	2	3	7	5	4
UF									1	3
USF	11	13	11	9	10	7	19	11	15	28
Total	11	13	11	9	13	10	24	24	23	37

An internet search by Board staff for Ph.D.s in Behavioral and Community (Social) Health included, but was not limited to, programs offered at Louisiana State University, the University of Iowa, the University of North Texas, the University of Maryland, Virginia State University, UC-Berkeley, and Brown University.

C. Assessment of the University Review Process in accordance with BOG Regulation 8.011:

Due to the system of stair step accountability set in place by the Board of Governors in Regulation 8.011, it is now incumbent upon University Board of Trustees to verify that all doctoral programs coming before the Board of Governors have met the requirements of the regulation. The following is an assessment of the university review process to ensure that all criteria set forth have been considered by the university prior to submission to the Board of Governors office.

ACCOUNTABILITY

Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.

1. Overall – *The proposal is in the correct format, includes all necessary signatures, and contains complete and accurate tables for enrollment projections, faculty effort, and the proposed budget.*

YES NO

The proposal has been approved by the university board of trustees and includes all required signatures.

This proposed program was approved by the USF Board of Trustees at the March, 2016, meeting.

The university has provided a proposal written in the standard SUS format which addresses new academic program approval criteria outlined in BOG Regulation 8.011.

The new academic program proposal was written in the standard SUS format and in accordance with the criteria set forth in Board Regulation 8.011.

- The pre-proposal was reviewed by the Council of Academic Vice Presidents (CAVP) workgroup and any concerns identified by the group have been listed and addressed in the proposal.**

The proposal noted that at the 9/25/2015 CAVP review group meeting, the group requested the following additional information:

- 1) clarification of the relationship between the market demand and the degree level,
- 2) identification of the types of positions the graduates will be moving toward, and
- 3) clarification of the program's focus (life-span issues or aging).

The proposal includes responses to each concern of the CAVP.

- The university has provided data that supports the need for an additional program in the State University System as well as letters of support or concern from the provosts of other state universities with substantially similar programs.**

The Ph.D. in Behavioral and Community Sciences will be the only doctoral program in the state in the 51.2212 CIP. The proposal includes support from an external evaluation for creating this program at USF. Letters of support are included from FAMU, FIU, and from the Dean of the College of Public Health at USF.

- The university has provided complete and accurate projected enrollment, faculty effort, and budget tables that are in alignment with each other.**

From years 1 to 5, USF anticipates increasing headcount enrollment from 7 to 28 students. The faculty in this program hold degrees that reflect the interdisciplinary objectives of this proposal. Appendix A, Table 4 regarding anticipated faculty participation includes four tenure-earning assistant professors, one non-tenure-earning associate professor, seven tenured associate professors, and 10 tenured professors. Based on the University of South Florida's response dated April 27, 2016, the enrollment, faculty effort, and budget tables for Years 1 and 5 are completed and align appropriately.

- The university has included a statement in the proposal signed by the equity officer as to how this proposal will meet the goals of the university's equity accountability plan.**

The University of South Florida's Equal Opportunity Officer reviewed and

signed the proposal on October 20, 2015.

- The program does not substantially duplicate programs at FAMU or FIU or, if it does, evidence was provided that consultations have occurred with the affected university on the impact of the new program on existing programs.**

According to the proposal, contact was made with the Provosts at FAMU and FIU as there may be some overlap of courses but not programs. The proposal describes FAMU as being in full support of the proposed program, and FIU as having no concerns regarding this proposal.

2. Budget - The proposal presents a complete and realistic budget for the program consistent with university and BOG policy, and shows that any redirection of funding will not have an unjustified negative impact on other needed programs.

YES NO

- The University Board of Trustees has approved the most recent budget for this proposal.**

The current budget was approved by the University Board of Trustees on March 3, 2016.

- The university has reviewed the budget for the program to ensure that it is complete and reasonable, and the budget appears in alignment with expenditures by similar programs at other SUS institutions.**

The proposal describes the faculty effort as measured in Person Years increasing proportionately from 1.32 in Year 1 to 3.05 in Year 5 and includes a chart showing the number of courses requiring faculty effort over time. The projected enrollment and general (E & G) cost per FTE in year one is \$36,959 and in year five is \$23,972. Board staff calculation for the average cost per FTE in CIP 51 using the 2014-15 expenditure analysis report is \$10,671.68.

- The proposal indicates that the program will follow the cost-recovery or market-rate funding models. If so, details and timelines for getting approvals for these funding models are included in the proposal.**

The program will be offered as a traditional tuition-based program.

- In the event that resources within the institution are redirected to support the new program, the university has identified this redirection and**

determined that it will not have a negative impact on undergraduate education, or the university has provided a reasonable explanation for any impact of this redirection.

The proposal indicates that no negative impacts are anticipated on other programs or services by the implementation of the Ph.D. in Behavioral and Community Sciences.

READINESS

Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.

3. Program Quality – *The proposal provides evidence that the university planning activities have been sufficient and responses to any recommendations to program reviews or accreditation activities in the discipline pertinent to the proposed program have been addressed.*

YES NO

- The university has followed a collaborative planning process for the proposed program in accordance with policies and procedures adopted by the University Board of Trustees.**

The proposal describes a collaborative planning process involving faculty and department chairs from relevant departments and university administration including the USF Graduate Council, the USF APPCC (system committee), the Graduate Curriculum Committee, and the USF Academic Program Advisory Council. A chronological table outlining the collaborative planning process is included in the proposal on pages 33-36.

- An external consultant has reviewed the proposal and supports the department's capability of successfully implementing this new program.**

Dr. Joseph Morrissey, Research Professor and Senior Faculty Fellow, University of North Carolina at Chapel Hill provided an external review of the proposal. Dr. Morrissey's review supported the College of Behavioral and Community Sciences' capability of successfully implementing this program.

- The university has found the level of progress that the department has made in implementing the recommendations from program reviews or accreditation activities in the discipline pertinent to the proposed program to be satisfactory.**

The program proposal was reviewed by an external consultant. The report dated November 8, 2015, states that this program will address societal needs

in the areas of mental health, substance abuse, and developmental disorders.

- The university has analyzed the feasibility of providing all or a portion of the proposed program through distance learning.**

The program will be offered using traditional, face-to-face delivery interactions on the USF Tampa campus. The on-campus, traditional program will benefit from an affiliation with the Florida Mental Health Institute at USF and will offer research opportunities, mentoring, and graduate assistantships for teaching and research.

4. Curriculum - The proposal provides evidence that the university has evaluated the proposed curriculum and found that it describes an appropriate and sequenced course of study, and that the university has evaluated the appropriateness of specialized accreditation for the program.

YES NO

- The university has reviewed the curriculum and found that the course of study presented is appropriate to meet specific learning outcomes and industry driven competencies discussed in the proposal.**

The proposal describes the curriculum for the Ph.D. in Behavioral and Community Sciences as interdisciplinary, with program faculty from 10 disciplines, students taking courses offered by five different disciplines, and students participating in cross-disciplinary teams. Faculty from different disciplines also co-teach courses, and conduct interdisciplinary research. The proposal identified specific student learning outcomes associated with the program.

- The university anticipates seeking accreditation for the proposed doctoral program, or provides a reasonable explanation as to why accreditation is not being sought.**

According to the proposal, no specialized accreditation is available for the proposed program. The USF Graduate Council and Office of Graduate Studies conduct a three-year review of all new graduate programs and the program will undergo a review with the Board of Governor's every seven years.

5. Faculty - The proposal provides evidence that the university is prepared to ensure a critical mass of faculty will be available to initiate the program based on estimated enrollments, and that faculty in the aggregate have the necessary experience and research activity to sustain a doctoral program.

YES NO

- The university has reviewed the evidence provided and found that there is a critical mass of faculty available to initiate the program based on estimated enrollments.**

As noted in the proposal, from years 1 to 5 USF anticipates to increase headcount enrollment from 7 to 28 students. No new faculty are required to implement the proposed program. According to the proposal, the program will be initiated and supported through reallocation of existing faculty effort and the inclusion of graduate assistantship positions in future faculty contracts and grants. A faculty member will be appointed to serve as Director of the Ph.D. program. According to Table 4 in Appendix A, anticipated faculty participation includes four tenure-earning assistant professors, one non-tenure-earning associate professor, seven tenured associate professors, and 10 tenured professors.

- The university has reviewed the evidence provided and found that the faculty in aggregate has the necessary experience and research activity to sustain the program.**

Table 4 in Appendix A of the proposal includes the academic discipline or specialty of the program faculty and includes: counselor education/rehabilitation, clinical psychology, medical sociology, social work, health psychology, rehabilitation psychology, developmental psychology, counseling psychology, human development, educational psychology and statistics, psychology/adult development, special education, and psychology. All faculty have earned a Ph.D. in their academic discipline.

- The university has reviewed the evidence provided and found the academic unit(s) associated with this new degree to be productive in teaching, research, and service.**

Faculty CVs demonstrate that the faculty who will contribute to the program in Year 1 have been active in teaching, research, and service to the profession and the institution.

- If appropriate, the university has committed to hiring additional faculty in later years, based on estimated enrollments.**

According to the proposal, no new faculty are required to implement the proposed program. This program will be initiated and supported through

reallocation of existing faculty effort and the inclusion of graduate assistantship positions in future faculty contracts and grants.

6. Resources – *The proposal provides evidence that the university has ensured the available library volumes and serials; classroom, teaching laboratory, research laboratory, office space, equipment, clinical and internship sites, fellowships, scholarships, and graduate assistantships will be sufficient to initiate the program, and that if applicable, funding has been secured to make more resources available as students proceed through the program..*

YES NO

- The university has provided a signed statement from the Library Director verifying that the library volumes and serials available are sufficient to initiate the program.**

The library director signed the proposal on October 20, 2015. The proposal includes a listing of databases and journals supporting the program. No additional library resources are required for the proposed program.

- The university has ensured that the physical space necessary for the proposed program, including classrooms, laboratories and office space, is sufficient to initiate the program.**

According to the proposal, additional space is not needed to support this program.

- The university has ensured that necessary equipment is available to initiate the program.**

According to the proposal, no additional or specialized equipment is needed for the proposed program.

- The university has ensured that fellowships, scholarships, and graduate assistantships are sufficient to initiate the program.**

As reported in the proposal, seven doctoral students will be admitted each year. Contract and grant (C&G) funding will be used to provide financial support to students. In total, the program has planned for \$315,000 to support new doctoral students.

- If applicable, the university has ensured that the department has arranged a suitable number of clinical and internship sites.**

The proposal states that there will not be an internship or practicum that will require community placement. However, students will participate in a teaching practicum within the College of Behavioral and Community Sciences academic classes.