**Specifically, the interim report due in spring 2020 should provide evidence that the program has:**

1. **Sufficient faculty resources to support both master’s and doctoral degree programs in epidemiology**

In July 2019, our program successfully hired one assistant professor and one associate professor to provide additional support to the epidemiology concentration. Both new faculty members began full-time employment on August 1, 2019. At this time, the program has six faculty members who support the concentration: four are primary instructional faculty (PIF) at 1.0 FTE each and two are part-time at .25 FTE each. The addition of these faculty members also effectively reduces the student-faculty advising ratio in epidemiology. Appendix A includes updated versions of Templates C2-1, C2-2, and E1-1 reflecting the newly hired faculty and faculty involvement in advising. Appendix B includes the CVs of the two newest faculty members.

1. **Developed and implemented robust data collection processes on post-graduation outcomes to ensure accurate data**

Program faculty met in summer 2019 to revise the alumni survey and to define a consistent and ongoing implementation plan. This survey will be sent by the program to graduates (using personal email addresses rather than university-issued) six months after graduation. One reminder will be sent to those who haven’t completed the survey within 10 days. One month after the survey has been sent, the program will reach out individually to alumni who haven’t responded. The survey instrument is provided in Appendix C. In addition to the alumni survey, social media sites such as Facebook and LinkedIn are also used to determine post-graduation placements. So far, these methods have been implemented in fall 2019 (for spring 2019 graduates) and spring 2020 (for fall 2019 graduates), and we have seen increased response rates and have collected more meaningful and accurate data. Evidence of this can be seen in the table below.

|  |  |  |  |
| --- | --- | --- | --- |
| **Post-Graduation Outcomes** | **2017 Number and percentage** | **2018 Number and percentage** | **2019 Number and percentage** |
| Employed | 30 | 72 | 39 |
| Continuing education/training (not employed) | 5 | 12 | 3 |
| Not seeking employment or not seeking additional education by choice | 1 | 0 | 0 |
| Actively seeking employment or enrollment in further education | 0 | 0 | 3 |
| Unknown | 103 | 48 | 7 |
| **Total graduates (known + unknown)** | 139 | 133 | 52 (fall 2019 only) |

1. **Implemented practices to ensure that at least 70% of students complete the BSPH degree within the maximum allowable time**

While graduation rates for the BSPH were below the target range during prior cycles, the outlook for these rates has improves substantially over the past 18 months. A table showing the increase in student retention and graduation rates is attached as Appendix D. These improvements can be attributed to two efforts implemented by the program:

* 1. We have started officially counting students in a cohort when they have reached junior status (or 60 credits) rather than as freshman.
  2. We have adopted a protocol to increase advising touchpoints for all students and increased student support for students who may be falling behind or who have extenuating life circumstances. The protocol is attached as Appendix E.