Human Health Initiative
–Phase II–
Human Health Planning Advisory Task Force
## TASK FORCE MEMBERS

### UTSA CHAIR

<table>
<thead>
<tr>
<th>Name</th>
<th>Position and Affiliation</th>
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<tbody>
<tr>
<td>Margo DelliCarpini</td>
<td>Dean / College of Education and Human Development</td>
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### EXTERNAL PARTNER CO-CHAIR

<table>
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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Melissa Valerio</td>
<td>Regional Dean / UTHealth School of Public Health in San Antonio. University of Texas Health Science Center at Houston</td>
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<tr>
<td>Eric Boerwinkle</td>
<td>Dean / UTHealth School of Public Health in Houston. University of Texas Health Science Center at Houston</td>
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<tr>
<td>Eileen Breslin</td>
<td>Dean / UT Health San Antonio School of Nursing</td>
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<tr>
<td>James Calder</td>
<td>Professor and Interim Chair / Political Science and Geography</td>
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<tr>
<td>Jonathan Clark</td>
<td>Chair / Management</td>
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<tr>
<td>Thelma Duffey</td>
<td>Chair / Counseling</td>
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<tr>
<td>Christopher Ellison</td>
<td>Dean's Distinguished Professor / Sociology</td>
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<tr>
<td>Roger Enriquez</td>
<td>Associate Professor / Criminal Justice &amp; Director of the Policy Studies Center</td>
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<tr>
<td>Kristina Garza</td>
<td>Interim AVP for Enrollment Marketing, Communications, and Systems / Strategic Enrollment</td>
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<tr>
<td>Dan Gelo</td>
<td>Dean / College of Liberal and Fine Arts</td>
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<td>Meizi He</td>
<td>Professor / Kinesiology, Health and Nutrition</td>
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<tr>
<td>Hans Heidner</td>
<td>Professor / Biology</td>
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<td>Jenny Hsieh</td>
<td>Professor / Biology &amp; Director, Brain Health Consortium</td>
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<tr>
<td>Patricia Jaramillo</td>
<td>Senior Lecturer and GAR / Public Administration</td>
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<tr>
<td>Shamshad Khan</td>
<td>Assistant Professor / Communication</td>
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<tr>
<td>Alwyn Mathew</td>
<td>Recent alumnus of the 4+1 program / UTSA and UTHealth School of Public Health alumnus</td>
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<tr>
<td>Jacqueline Mok</td>
<td>Vice President for Academic, Faculty, and Student Affairs / UT Health San Antonio</td>
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<td>Sandra Morissette</td>
<td>Associate Dean / COLFA &amp; Professor / Psychology</td>
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<tr>
<td>Neda Norouzi</td>
<td>Adjunct Assistant Professor / Architecture</td>
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<td>Sara Oswalt</td>
<td>Chair / Kinesiology, Health and Nutrition</td>
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<td>Derek Plantenga</td>
<td>Senior Lecturer and GAR / Social Work</td>
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<tr>
<td>Lloyd Potter</td>
<td>Interim Dean of the College of Public Policy, Professor of Demography &amp; Director of the Institute for Demographic and Socioeconomic Development</td>
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<tr>
<td>Heather Shipley</td>
<td>Dean of University College, Senior Vice Provost of Academic Affairs &amp; Burzik Professor, Civil and Environmental Engineering</td>
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<tr>
<td>Thankam Sunil</td>
<td>Professor / Sociology &amp; Director / Institute for Health Disparities Research</td>
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<tr>
<td>Rob Tillyer</td>
<td>Associate Dean / College of Public Policy</td>
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<tr>
<td>Jessica Wright</td>
<td>Assistant Professor / Medical Humanities</td>
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### RESOURCE MEMBERS

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<tr>
<td>Kelly Garza</td>
<td>Associate Director of Academic Budgets &amp; Planning / Academic Affairs</td>
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<tr>
<td>Kasey Neece-Fielder</td>
<td>Associate Vice Provost for Strategic Planning and Assessment / Institutional Effectiveness</td>
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<tr>
<td>Arya Singh</td>
<td>Director of Research Computing and Communications / Research, Economic Development and Knowledge Enterprise</td>
</tr>
<tr>
<td>Steve Wilkerson</td>
<td>Associate Vice Provost for Institutional Research Institutional Effectiveness</td>
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Background

The Human Health Planning Advisory Task Force has concluded the second and final phase of its process. A report is posted on the initiative website, containing the data collected in Phase I, plus a link to the following five notional organizational models developed in Phase II by three “design subcommittees” of the Task Force. Comments following each model were developed by the subcommittee that submitted the model, with additional input from the full Task Force.

UTSA Provost Kimberly Andrews Espy will now seek input on the models in a series of meetings and forums, including April campus forums at the 1604 and Downtown campuses and a community forum over the summer. Questions or input on the Human Health Initiative can be sent to Assistant Vice Provost for Academic Initiatives Shannon Heuberger: Shannon.Heuberger@utsa.edu.

https://www.utsa.edu/strategicplan/academic-initiatives/human-health/index.html
DESIGN A
Mission Statement: The College of Health Solutions is committed to the development of evidence-based solutions to human challenges in health and related fields through rigorous research, collaboration, innovation, and knowledge discovery. We prepare students for employment in careers that span healthcare and social services through experential learning and community engagement.
DESIGN A: Details- Dept of Kinesiology, Health and Nutrition

• M.S. in Health and Kinesiology
  • Graduate Certificates: Applied Health Research; Community Nutrition; Health
• Joint Degree: M.D.S. (Master’s in Dietetics Studies) and BS in Nutrition
• B.S. in Kinesiology
  • Concentrations: Physical Education Concentration; Exercise Physiology; Athletic Training; Kinesiology and Health Science;
• B.S. in Public Health – Health Promotion and Behavioral Science
• B.S. in Health – Community Health and Preventative Services
  • UG Certificate: Athletic Coaching
  • Minors: Community Health; Wellness
DESIGN A: Details- Dept of Demography

• PhD in Applied Demography
DESIGN A: Details- Dept. of Sociology

- M.S. in Sociology
- B.S. in Public Health
- B.A. in Sociology
  - Minor: Sociology
- Institute for Health Disparities
DESIGN A: Details- Dept. of Public Administration

- MA in Public Administration
- BA in Public Administration
DESIGN A: Details- Dept. of Psychology

- Ph.D. in Psychology
- M.S. in Psychology
- B.A. in Psychology
  - Minor in Psychology
DESIGN A: Details- Medical Humanities Program

- This program is currently housed in the Dept. of Philosophy and Classics
- If it were moved, it would be moved as an individual program
- This program was indicated with a “?” to indicate both versions as options that were discussed. Those in favor of including Medical Humanities cited potential to increase synergies with other health-related programs. Those opposed were concerned about the impacts on COLFA and the Dept. of Philosophy and Classics, plus cited the fact that most such programs across the country are housed in liberal arts or humanities units (see “potential risks” slide), in order to partner with other humanities programs.
DESIGN A: Benefits

- Create college environment to foster synergy across health-related departments in order to generate health solutions and address policy changes within healthcare and related settings
- Prepare students for employment in careers that span healthcare and social services
- Develop evidence-based solutions to challenges in health and related fields
- Moving Social Work and Criminal Justice to COEHD partially offsets the loss created by removing Kinesiology, Health and Nutrition
DESIGN A: Potential Risks

• Weakening of COLFA and COEHD
• Moving of departments with only partial health focus (e.g., sociology, demography, and to a lesser extent public administration)
• COEHD is responsible (at the state level) for all educator/school professional licensure programs and removing physical education poses risks for unit accreditation (the unit—in this case the college—is accredited on the basis of unit accountability regardless of the location of the program, not individual programs).
• Public health degrees still separated between sociology and KHN. This prevents CEPH accreditation
• Moving Medical Humanities out of its department may weaken the program, and could have a negative effect on the other BA programs that the department offers:
  • Medical humanities is typically taught in liberal arts and humanities units, where strong interdisciplinary connections can be built. Moving the program may limit our ability to offer a cutting-edge Medical Humanities degree.
  • All three tenure-track/tenured faculty in Medical Humanities also teach in other programs within the department. If Medical Humanities were moved out of the department, the loss of these three faculty members would weaken the Philosophy Major, and would leave both the Classics & Humanities Major and the Religion Minor without any tenure-track or tenured faculty.
  • If Medical Humanities faculty were given joint appointments across COLFA and the new college, this would weaken the department by redirecting the revenue that their student credit hours bring in.
DESIGN A: Mitigation Plans

• If Medical Humanities is moved out of the Department of Philosophy & Classics, the following is recommended as part of Design A:
  • Joint appointments be created for existing Medical Humanities faculty.
  • Transparent arrangements should be made for these joint appointments, including consideration of tenure/promotion guidelines and financial impact upon the department.
  • Either in the case that the Medical Humanities faculty members are moved out of the Department of Philosophy & Classics, or in the case that they receive joint appointments, a new TT-line be created in Classics and Humanities, to ensure that it retains one full-time tenure-track/tenured faculty member.

• Mitigation plan to address removal of KHN from COEHD.
DESIGN B
Mission Statement: The College of Policy and Health Solutions is committed to the development of evidence-based policy solutions to human challenges in health and related fields through rigorous research, collaboration, innovation, and knowledge discovery. We prepare students for employment in careers that span healthcare and social services through experiential learning and community engagement.
DESIGN B: Details- Dept of Kinesiology, Health and Nutrition

• M.S. in Health and Kinesiology
  • Graduate Certificates: Applied Health Research; Community Nutrition; Health
• Joint Degree: M.D.S. (Master’s in Dietetics Studies) and BS in Nutrition
• B.S. in Kinesiology
  • Concentrations: Physical Education Concentration; Exercise Physiology; Athletic Training; Kinesiology and Health Science
• B.S. in Public Health – Health Promotion and Behavioral Science
• B.S. in Health – Community Health and Preventative Services
  • UG Certificate: Athletic Coaching
  • Minors: Community Health; Wellness
DESIGN B: Details- Dept of Demography

- PhD in Applied Demography
DESIGN B: Details- Dept. of Sociology

- M.S. in Sociology
- B.S. in Public Health
- B.A. in Sociology
  - Minor: Sociology
- Institute for Health Disparities
DESIGN B: Details- Dept. of Public Administration

• MA in Public Administration
• BA in Public Administration
DESIGN B: Details- Medical Humanities Program

• This program is currently housed in the Dept. of Philosophy and Classics

• If it were moved, it would be moved as an individual program

• This program was indicated with a “?” to indicate both versions as options that were discussed. Those in favor of including Medical Humanities cited potential to increase synergies with other health-related programs. Those opposed were concerned about the impacts on COLFA and the Dept. of Philosophy and Classics, plus cited the fact that most such programs across the country are housed in liberal arts or humanities units (see “potential risks”) below, in order to partner with other humanities programs.
DESIGN B: Details- Dept. of Psychology

- Ph.D. in Psychology
- M.S. in Psychology
- B.A. in Psychology
  - Minor in Psychology
DESIGN B: Details- Dept. of Criminal Justice

• MA in Criminal Justice/Criminology
• BA in Criminal Justice
DESIGN B: Details- Dept. of Social Work

• MS in Social Work
DESIGN B: Benefits

- Create college environment to foster synergy across health-related departments in order to generate health solutions and address policy changes within healthcare and related settings.
- Prepare students for employment in careers that span healthcare and social services.
- Develop evidence-based solutions to challenges in health and related fields.
DESIGN B: Potential Risks

- Weakening of COLFA and COEHD
- Moving of departments with only partial health focus (e.g., sociology, demography, and to a lesser extent public administration)
- COEHD is responsible (at the state level) for all educator/school professional licensure programs and removing physical education poses risks for unit accreditation (the unit-in this case the college-is accredited on the basis of unit accountability regardless of the location of the program, not individual programs).
- Public health degrees still separated between sociology and KHN. This prevents CEPH accreditation
- Moving medical humanities out of its department may weaken the program, and could have a negative effect on the other BA programs that the department offers:
  - Medical humanities is typically taught in liberal arts and humanities units, where strong interdisciplinary connections can be built. Moving the program may limit our ability to offer a cutting-edge Medical Humanities degree.
  - All three tenure-track/tenured faculty in Medical Humanities also teach in other programs within the department. If Medical Humanities were moved out of the department, the loss of these three faculty members would weaken the Philosophy Major, and would leave both the Classics & Humanities Major and the Religion Minor without any tenure-track or tenured faculty.
  - If Medical Humanities faculty were given joint appointments across COLFA and the new college, this would weaken the department by redirecting the revenue that their student credit hours bring in.
DESIGN B: Mitigation Plans

• If Medical Humanities is moved out of the Department of Philosophy & Classics, the following is recommended as part of Design B:
  • Joint appointments be created for existing Medical Humanities faculty.
  • Transparent arrangements should be made for these joint appointments, including consideration of tenure/promotion guidelines and financial impact upon the department.
  • Either in the case that the Medical Humanities faculty members are moved out of the Department of Philosophy & Classics, or in the case that they receive joint appointments, a new TT-line be created in Classics and Humanities, to ensure that it retains one full-time tenure-track/tenured faculty member.

• Mitigation plan to address removal of KHN from COEHD.
DESIGN C
Design C:

College of Health & Community Solutions

Potential new Programs
- Gerontology
- Nursing
- Behavior Health in Primary Care
- Health Informatics
- Health Policy
- Health Administration

School of Public Policy within the new college
- Public Administration
- Demography

Centers/Institutes in the Health college:
- Health Disparities
- Community Based Applied Health Research
- Public Policy
- Institute for Demographic and Socioeconomic Research

Official Cross-College Collaboration, for linkages between:
- College of Health and Community Solutions
- Health Professions Office
- Medical Humanities
- MBA/MPH
- Communication

Combine as Public Health dept?
DESIGN C: Considerations

• The official cross-college collaboration should include, but not be limited to, a website
DESIGN C: Benefits

- Interdisciplinarity and collaboration built into the DNA of the new college. The whole is greater than the sum of the parts.
DESIGN C: Potential Risks

• Doesn’t maximize potential synergies between Demography and Public Administration with CACP’s Urban and Regional Planning
• Impacts to COEHD and COLFA
• Separates Physical Education (still in COEHD) from the other Kinesiology, Health, and Nutrition programs (moved to the College of Health and Community Solutions)
DESIGN C: Other Option Discussed

• The subcommittee considered calling the school “School of Urban Affairs” under this structure (as is used in Design D), but decided this would cause confusion, given that CACP has an Urban and Regional Planning program.

• The subcommittee discussed including Medical Humanities in the new college structure but, given the integral humanities component of this program, ultimately decided it made more sense to create synergies via a website.
DESIGN D
DESIGN D:

College of Health & Community Solutions

- Public health
- Kinesiology
- Social Work
- Community health
- Nutrition & Dietetics
- Criminal Justice

Potential new Programs

- Gerontology
- Nursing
- Behavior Health in Primary Care
- Health Informatics
- Health Policy
- Health Administration

Combine as Public Health dept?

CACP

School of Urban Affairs

- Public Administration
- Demography

College of Health & Community Solutions Centers/Institutes:
- Health Disparities
- Community Based Applied Health Research
- Public Policy

Official Cross-College Collaboration, creating linkages between:
- College of Health and Community Solutions, Health Professions Office, Medical Humanities, MBA/MPH, Communication
DESIGN D: Considerations

• The official cross-college collaboration should include, but not be limited to, a website
DESIGN D: Benefits

• Interdisciplinarity and collaboration built into the DNA of the new college. The whole is greater than the sum of the parts.
• CACP offers Master of Science in Urban and Regional Planning, which could combine well with a School of Urban Affairs
DESIGN D: Potential Risks

• Impacts to COEHD and COLFA
• Separates Physical Education (still in COEHD) from the other Kinesiology, Health, and Nutrition programs (moved to the College of Health and Community Solutions)
DESIGN D: Other Option Discussed

• Discussed including Medical Humanities in the new college but, given the integral humanities component of this program, ultimately decided it made more sense to create synergies via a website
DESIGN E
DESIGN E:

College of Health

- Department of Public Health**
- Department of Kinesiology and Nutrition
- Department of Demography
- Health Pathways Programs and Center
- Other degree programs at college level (e.g., “health humanities”)

Centers/Institutes:
- Center for Community-Based and Applied Health Research
- Institute for Health Disparities Research
- Institute for Demographic and Socioeconomic Research
- New: Environmental Health
- New: Global Health
- New: Health Policy & Healthcare Administration
- New: Cultural Influence of Health

Find synergies with UTHealth School of Public Health

**Faculty/courses associated with BS in Health currently in Kinesiology, Health and Nutrition would be part of this dept. The BS in Health would be phased out so there is only one BS
DESIGN E: Details- Dept of Public Health

- BS in Public Health
  - Concentration in Health Promotion and Behavioral Science
  - Concentration in Epidemiology and Disease Control
  - New Concentration in Health Communication
  - New Concentration in Health Informatics
  - New Concentration in Global Health
  - New Concentration in Health Non-profit Management

- MS in Community & Behavioral Health (completely online degree proposal; approved at all UTSA levels and is being routed to Coordinating Board; courses already in catalog and offered regularly)

- Faculty and courses associated with the BS in Health currently in Kinesiology, Health and Nutrition would be part of this department. The BS in Health would be phased out so there is only one bachelor degree.
DESIGN E: Details- Dept of Kinesiology and Nutrition

- BS in Kinesiology
  - Degree only
  - Athletic Training Concentration
  - Exercise Physiology Concentration
  - Kinesiology and Health Science Concentration

- MS in Health and Kinesiology – this program is currently combined with a health promotion focus but could be reformatted for a KIN focus given the new health focused degree listed above

- BS/MDS – Coordinated Program in Dietetics. Program is too small to be on its own (currently have 1 TT faculty member; 1 FT NTT Director; rest of program currently supported by adjunct NTT though we have approval to hire a staff member to help with accreditation and instruction)

- New program: BS in Nutrition (general nutrition, not one designed to train dieticians)

- New program: MS in Athletic Training (MS required for national certification) a high need area; fits with injury prevention related work
DESIGN E: Details - Dept of Demography

- PhD in Demography
DESIGN E: Details- Health Pathways Programs & Center

Note: not an academic department; degrees would be housed under college

- BA in Health Humanities (the degree currently known as Medical Humanities)
- New Program: BA in Heath Administration – multidisciplinary degree
- New Program: generic bachelor degree in health services that prepares students for variety of health careers but also provides skills in case they cannot get into their chosen health profession
- New Program: specific track within BA in multidisciplinary studies degree that allows students to get reverse bachelors or finish degree here if don’t get into BSN school
- Health Professions Office – advising office for students seeking health professions programs
DESIGN E: Other Considerations

• Must be cognizant of TT faculty to ensure that the transition does not negatively affect their review expectations (how do we keep them in the same “stream”?)

• How to handle/address the possibility of faculty members being left behind if a program moves but their focus doesn’t allow them or they don’t want to move it? In this model, this could affect faculty members in Sociology, Communication, Kinesiology, Health and Nutrition, and Philosophy/Classics.

• While PhD in Psychology has health focus, the subcommittee believed that because other psychology degrees do not have focus on health, it should all remain together in COLFA.

• Additional point of discussion: with COPP departments potentially moving to COLFA, should that college be renamed to better reflect structure?

• The committee felt strongly that a synergistic relationship with the UTHealth School of Public Health – San Antonio Regional Campus needs to be developed. This could include joint appointments, collaborative research efforts, streamlined degree paths, opportunities to work with graduate students, etc.

• In lieu of the above relationship, one challenge for this college will be to develop and increase graduate student programs.
DESIGN E: Benefits

- Meets objectives of task to cluster human health academic programs
- Allows for BS in public health to pursue accreditation
- No impact on the Department of Counseling’s accreditation as they are remaining in COEHD
DESIGN E: Potential Risks

• Possible negative impact on COEHD; it would lose ~50% of its students and ~1/3 of its Weighted Student Credit Hours

• Possible negative impact on COLFA; lose ~1200 students, but would gain some back with the other departments joining it.

• Kinesiology degree would separate as KIN-Physical Education concentration remains in COEHD. This degree trains K-12 teachers and should remain with COEHD and the corresponding programs and structure to support clinical teachers. Transition process may be more complicated since it is splitting off one concentration of existing degree.
DESIGN E: Unknowns

- Impact on Department of Social Work’s accreditation with move to COEHD or new version of COLFA?
- Had limited insight into some aspects based on the data provided (i.e. financial net neutral determination). The subcommittee did not want to delve into those aspects and acknowledged that these pros/cons may not capture all considerations.
Other Models Discussed

• College of Education, Health, and Human Development/ College of Education, Health, and Human Services
  • Rationale: COEHD is mission aligned and contains the largest department identified for migration (KHN).
  • Psychology and Sociology would move into COEHD under this model
  • Rationale: The relationship between education and health has been found to be a major factor in addressing health disparities. The strong and critical connection would be enhanced and research and outcomes strongly connected in such a college structure.
  • Similar models: Montana State University, Kent State University, California State University - San Marcos, SUNY Brockport, University of Tennessee - Knoxville, University of Houston-Victoria, University of Idaho, SUNY Plattsburgh, University of Michigan-Dearborn, Montclair State, University of Arkansas (not exhaustive).

• Create a new College focused on policy: College of Urban Policy Solutions
  • This new entity would be aligned with the President’s focus on UTSA as an urban serving institution and may include the following units: Demography, Social Work, Criminal Justice, Public Administration, Urban and Regional Planning, Environmental Science, Political Science, Politics & Law, Economics