



SCHOOL OF
PUBLIC HEALTH

Strategic Plan

2022-2027



A great place to make a world of difference.

Two of Oregon's leading universities have joined forces to train the next generation of public health leaders. We focus on community-engaged learning and scholarship that puts the student and researcher out in the world, in real communities. With our students, we work to find enduring and sustainable solutions to today's public health problems, and are committed to educating students of all backgrounds who want to enter the public health field and improve lives in their communities.

Social justice, health equity, and antiracism are the foundation of the School's vision, mission, and values, and are the guiding factors for this strategic plan. The OHSU-PSU School of Public Health is committed to collaborative, community-centered partnerships in the service of promoting social justice and health equity in our communities and beyond.

We're a center for innovation, collaboration, and sustainability, located in a state that is known as a national pioneer in public health—ideal conditions if you're looking to make a world of difference.

Our Vision

Promoting a healthy, equitable, and just society

Our School of Public Health will lead in advancing a healthy, equitable society through community engagement, education, research, scholarship, and service.

Our Mission

Educate future public health leaders and advance public health scholarship and practice in collaboration with our communities to promote health and social equity

Uniting the cultures and resources of Oregon Health & Science University and Portland State University, the School of Public Health educates future public health leaders and advances public health scholarship through creative research, innovative educational practices, and sustained engagement with community partners.

Our Values

The values of the School of Public Health guide our community-engaged education, research, scholarly, and service activities.

We Believe In:

Inclusion

Promoting diversity, equity, and cultural humility in our institutions and communities

Innovation

Uniting the strengths of our two institutions through creative education, research, and sustained community engagement

Integration

Connecting perspectives, strategies, and methods across institutions, disciplines, and communities

Integrity

Practicing ethical principles, transparency, and empathy

Impact

Advancing health, justice, and social equity in our city, state, and the world

Our Goals:

EDUCATION

Advance a social justice and health equity-centered public health workforce

SCHOLARSHIP & CREATIVE ACTIVITY

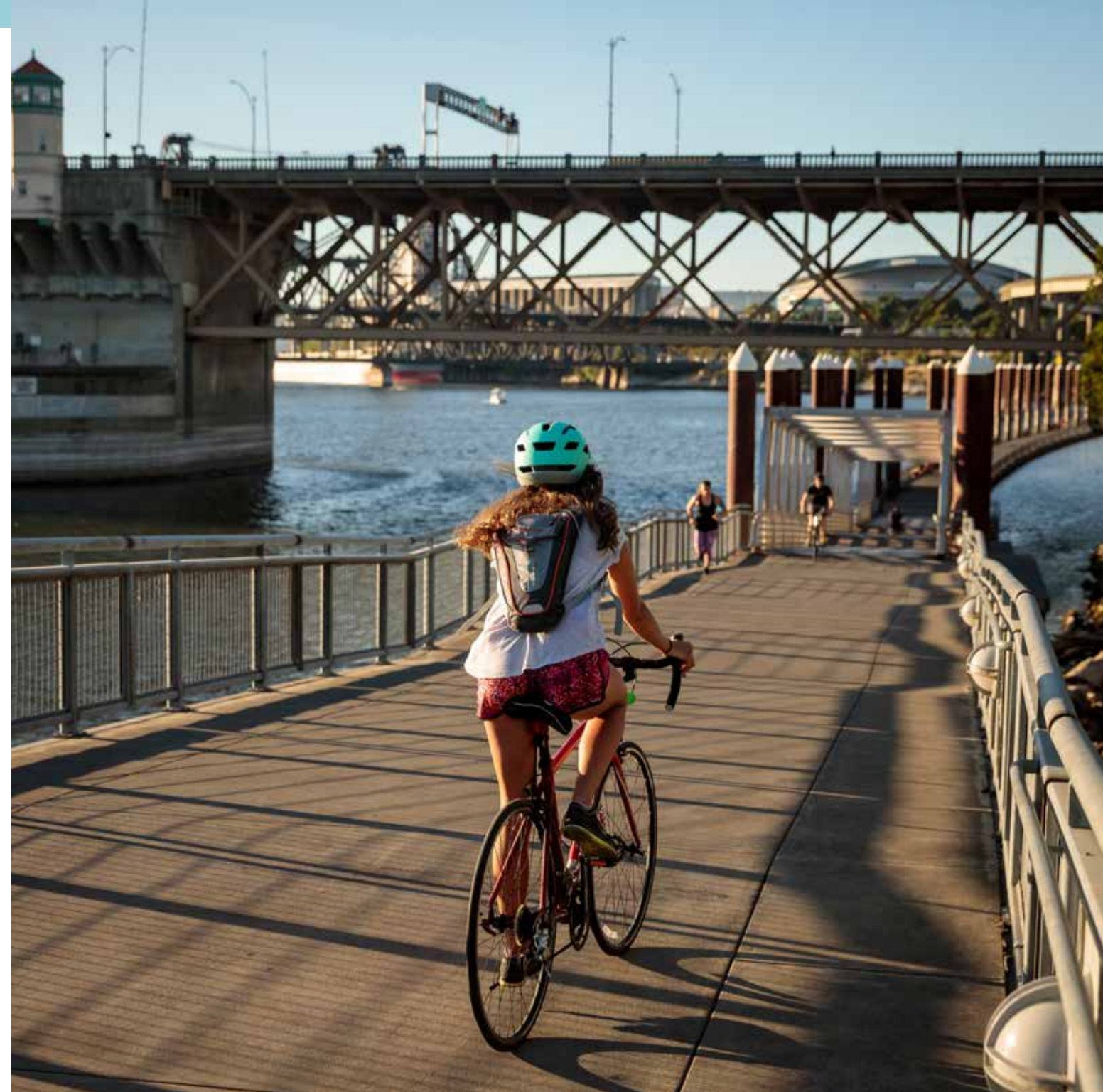
Create innovations that drive impactful social justice- and health equity-focused transformation.

ENGAGEMENT

Sustain and grow community partnerships that center social justice and health equity.

HEALTHY & SUSTAINABLE ORGANIZATION

Cultivate a thriving organization grounded in social justice and health equity.



Advance a social justice and health equity-centered public health workforce



1. Deliver effective social justice and equity-informed public health education

- Build racial literacy knowledge, skills, and capacity among leadership, faculty, and staff
- Support faculty in the integration of racial literacy and social justice into their pedagogy
- Improve Academic Programs through systematic evaluation and assessment

2. Enhance strategies for recruitment, enrollment, and retention of a diverse student body.

- Advance equitable, anti-racist, socially just undergraduate and graduate recruitment and admissions practices
- Identify and address institutional barriers to success faced by students
- Invest in resources to build and enhance student support specific to currently and historically oppressed and marginalized group
- Identify and ensure connections to student supports and resources.

3. Provide students with the foundational knowledge, skills, and values necessary to succeed as public health professionals in the community, agencies, and organizations in which they work

- Ensure curricular and co-curricular experiences address current and future public health challenges
- Incorporate community-engaged, practical learning opportunities throughout curricula
- Engage with workforce partners to ensure the SPH is training the people they want to hire and they are getting their needs met with our current guidelines
- Develop a comprehensive career development program plan across all degree levels

GOAL 2 Scholarship & Creative Activity

Create innovations that drive impactful social justice- and health equity-focused transformation.



1. Expand our research portfolio of high impact, equity-focused research by increasing the number of research grants submitted, size of grants, and the number of faculty submitting

- Hire four faculty that focus on anti-racism and public health
- Implement research pilot studies program
- Develop resources library to support grant applications

2. Expand opportunities for student participation in research and development of scholarship.

- Make easily accessible to students the research opportunities on SPH grants
- Build a graduate student fee remission program
- Partner with research capacity building programs across institutions for undergraduate student research training and experience

3. Strengthen the OHSU-PSU SPH research community.

- Recognize, disseminate and promote faculty research internally and externally
- Build an informative and accessible page on the SPH website highlighting faculty expertise, scholarship and current research projects

4. Expand engagement of community partners to support social justice- and health equity-focused research and scholarship.

- Develop strategic partnerships with local health departments, community-based agencies and other key groups to foster bi-directional support for research and scholarship
- Strengthen linkages between research priorities and the needs and assets of communities surrounding the SPH

GOAL 3 Engagement

Sustain and grow community partnerships that center social justice and health equity.



1. Build partnerships through inclusive stakeholder and collaborator engagement to amplify diverse voices.

- Institutionalize faculty and staff engagement in social justice efforts, within the School and beyond.
- Build, maintain, and enhance partnerships with a range of community-based organizations, government agencies, and health systems
- Integrate and elevate community expertise within the SPH.
- Compensate community partner participation in course delivery and on SPH committees, working groups, and councils.

2. Develop new synergistic models of academic-community partnership .

- Invest in educational and research opportunities that bring faculty, staff, students, and the community together.
- Develop additional mechanisms to invite community and partners to existing SPH events.
- Create and sustain channels that center community organizations and voices, to bring their expertise forward, enriching research and education.
- Encourage partnerships that promote bi-directional exchange of knowledge with our community partners

3. Connect and serve the Community-Student-Alumni-Workforce Continuum.

- Increase and enhance alumni engagement.
- Community – academics – students – alumni – these groups aren't siloed
- Practically – we want to develop a culture where people are continually engaged in public health, shift the way in which we think about what public health education truly is
- If you start working on the relationship when they're alumni, you've lost all these opportunities
- Expand alumni/workforce continuing education and workforce development offerings.

Healthy and Sustainable Organization

Cultivate a thriving organization grounded in social justice and health equity.



1. Attract, support, elevate, and retain a diverse and thriving workforce.

- Employ leadership, faculty, and staff devoted to social justice and antiracism
- Advance holistic and equity-based recruitment practices.
- Ensure that hiring practices include a focus on social justice, equity, and antiracism.
- Develop mentorship opportunities and advancement programs for faculty and staff
- Build capacity within the SPH to center antiracism and social justice
- Improve salary structure and labor equity to promote faculty and staff retention and thriving.

2. Prioritize equity when developing effective administrative processes.

- Review existing policies and revise or create new policies that center equity and antiracism
- Develop mechanisms that recognize faculty and staff contributions to social justice and anti-oppression
- Revise governance documents to best support the goals of the School.

3. Create an organizational culture and environment that promotes health and wellness.

- Create and foster environments that support physical and psychological wellbeing
- Create space for healing praxis for member of the SPH community from currently and historically oppressed and marginalized groups.
- Improve channels and processes for timely communication to internal and external stakeholders.

4. Grow and maintain the financial health of the School to advance its priorities, direction and long- term sustainability.

- Establish an engaged and productive Philanthropic Advisory Board that supports scholarships, priorities, and strategic initiatives.
- Continue to develop strong internal financial and management systems to utilize resources effectively and efficiently.
- Grow and diversify our financial sources.





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