

B2. Evaluation and Quality Improvement

The school defines and consistently implements an evaluation plan that fulfills the following functions:

- **includes all measures listed in Appendix 1 in these Accreditation Criteria**
 - **provides information that allows the school to determine its effectiveness in advancing its mission and goals (as defined in Criterion B1)**
 - **Measures must capture all aspects of the unit's mission and goals. In most cases, this will require supplementing the measures captured in Appendix 1 with additional measures that address the unit's unique context.**
 - **defines a process to engage in regular, substantive review of evaluation findings, as well as strategic discussions about their implications**
 - **allows the school to make data-driven quality improvements e.g., in curriculum, student services, advising, faculty functions, research and extramural service and operations, as appropriate**
- 1) *Present an evaluation plan in the format of Template B2-1 that lists the following for each required element in Appendix 1:*
- a. *the specific data source(s) for each listed element (e.g., alum survey, student database)*
 - b. *a brief summary of the method of compiling or extracting information from the data source*
 - c. *the entity or entities (generally a committee or group) responsible for reviewing and discussing each element and recommending needed improvements, when applicable*
 - d. *the timeline for review (e.g., monthly, at each semester's end, annually in September)*

Template B2-1

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Student enrollment	<i>Intro-2</i>	Admissions data from SOPHAS, 2U and the Common Application are compiled by the various admissions departments. Program directors review the data prior to each matriculation term. Program directors meet with department chairs annually to review enrollment. Enrollment numbers are also discussed in the MPH Advisory Committee. Departments also discuss enrollment numbers during the APR process, every seven years.	GWSPH Admissions Committee Departmental admissions committees Executive Committee	X		
Unit-Defined Measure: <i>Innovative educational offerings that address population health, well-being and social justice</i>	<i>B2-1</i>	Curriculum committees at varying levels review syllabi for innovative educational offerings. Meetings are held monthly at both the department and school levels. Departments may discuss their innovative educational offerings every seven years during the APR process.	GWSPH Curriculum Committee Departmental curriculum committees	X		

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Unit-Defined Measure: <i>Alumni perceptions of their readiness to advance population health, well-being and social justice</i>	B2-1	Recent alums (≤ 3 years post-graduation) are surveyed and interviewed regarding their perceptions of their readiness to advance population health, well-being and social justice. The Director of Academic Planning and Accreditation summarizes the results, which are shared with the GWSPH Curriculum Committee every three years.	GWSPH Curriculum Committee Office of Academic Affairs	X		
Unit-Defined Measure: <i>Required courses that address social justice</i>	B2-1	Scan of course syllabi by the departmental content experts. Data are reviewed by the Office of Academic Affairs for potential gaps or duplication of content. Schoolwide review occurs every five years.	GWSPH Curriculum Committee Departmental curriculum committee MPH Advisory Committee	X		
Unit-Defined Measure: <i>Pilot funding support</i>	B2-1	The research budget is compiled and reviewed by the Office of Research Excellence under the guidance of Senior Associate Dean for Research and Innovation annually. Funding decisions are made by the GWSPH Research Committee. The budget is further reviewed by the Dean during the annual budget process.	Office of Research Excellence GWSPH Research Committee Departmental research committees		X	

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
<p>Unit-Defined Measure: Faculty who act as Primary Investigators (PIs)</p>	<p>B2-1</p>	<p>The Office of Research Excellence and GW POD 2 compiles a list of faculty who serve as PIs on IRB submissions annually. These data are also reviewed during the annual performance review process.</p>	<p>Office of Academic Affairs Office of Research Excellence GWSPH Research Committee Departmental research committees GWSPH APT Committee Departmental APT committees</p>		<p>X</p>	
<p>Unit-Defined Measure: Faculty and students presenting at national and international conferences</p>	<p>B2-1</p>	<p>Faculty presentations (students listed) are available on faculty CVs. Data are reviewed annually by the Office of Academic Affairs/Office of Research Excellence/Dean and by departments during the annual performance review.</p>	<p>Office of Academic Affairs Office of Research Excellence GWSPH Research Committee Departmental research committees</p>		<p>X</p>	

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Unit-Defined Measure: Student and faculty involvement in service projects	B2-1	The Office of Research Excellence compiles a list of faculty and students who are involved in research projects. The Office of Applied Public Health tracks faculty and student involvement in the Urban Health Project and other service projects. Data are reviewed annually by the Office of Academics Affairs/Office of Research Excellence/Dean and by departments during the annual performance review. The Office of Applied Public Health produces an annual report highlighting projects. Results are also reported to the Dean as progress toward strategic plan. Departments may highlight full-time faculty service projects in their APR.	Office of Academic Affairs Office of Research Excellence GWSPH Research Committee Departmental research committees GWSPH Practice Committee			X
At least three specific examples of improvements undertaken in the last three years based on the evaluation plan. At least one of the changes must relate to an area other than the curriculum.	B2-2					

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Graduation rates	B3-1	DegreeMAP is used to confirm readiness for graduation. The GWSPH Office of Student Records compiles these data for the school, which are processed by the University Registrar and reviewed by program directors and department chairs three times per year (in accordance with graduation dates). The Office of Academic Affairs reviews all graduation rates prior to submission to CEPH. Rates are discussed and reviewed at Executive Committee once per year and at the MPH Advisory Committee, as appropriate.	Office of Academic Affairs Executive Committee GWSPH Admissions Committee Departmental admissions committees MPH Advisory Committee	X		
Doctoral student progression (e.g., number newly admitted, number completed coursework)	B3-2	Admissions data from SOPHAS and 2U are compiled by the various admissions departments and reviewed by program directors and the Offices of Applied Public Health (DrPH) and PhD/MS Programs before the start of each term. Student coursework is monitored in DegreeMAP by academic advisors and the GWSPH Office of Student Records. Data are reviewed by program directors.	GWSPH Practice Committee PhD Committee DrPH Committee GWSPH Admissions Committee Departmental admissions committees	X		

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Post-graduation outcomes (e.g., employment, enrollment in further education)	B4-1	Students/alums supply post-graduate outcomes via the Graduation and Alum Surveys and informal conversations with faculty/staff. Informal conversations with employers may also supply some additional information. Data are reviewed by the GWSPH Office of Career Services, program directors and department chairs once per year before CEPH and ASPPH submissions.	GWSPH Office of Career Services GW Career Services Council PhD Committee DrPH Committee Office of Academic Affairs	X		
Actionable data (quantitative and/or qualitative) from recent alumni on their self-assessed preparation for post-graduation destinations	B5	Recent alums supply self-assessed preparation via the Graduation and Alum Surveys and informal conversations with faculty/staff. Additional qualitative data are gathered via interviews with alums. Data are reviewed by program directors and department chairs every 1-3 years depending on source.	Program directors Department chairs GWSPH Curriculum Committee PhD Committee DrPH Committee Office of Academic Affairs Executive Committee	X		
Budget table	C1-1					

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Student perceptions of faculty availability	C2	Students and alum supply perceptions on faculty availability via the Graduation and Alum Surveys and informal conversations with faculty/staff. Data are reviewed by program directors and department chairs annually.	Program directors Course leads MPH Advisory Committee Community of Online Course Directors PhD Committee DrPH Committee Office of Academic Affairs	X		
Student perceptions of class size and relationship to learning	C2	Students and alum supply perceptions of class size and relationship to learning via course evaluations and informal conversations with faculty/staff. Data are reviewed by program directors and department chairs following every term.	Program directors Course leads MPH Advisory Committee Community of Online Course Directors PhD Committee DrPH Committee Office of Academic Affairs	X		

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
List of all faculty, which concentrations they support and their FTE allocation to the unit as a whole	C2-1, E1-1, E1-2					
Ratios for student academic advising (all degree levels)	C-2	Advising records (ratios) are reviewed biannually within programs and departments by directors and chairs, respectively. Undergraduate and online graduate ratios are further reviewed by their respective deans and program directors at least once per year. Any issues that arise between reviews are handled accordingly. Faculty advising loads are assessed annually during the annual performance review.	Program directors Department chairs GWSPH Curriculum Committee Departmental curriculum committees MPH Advisory Committee PhD Committee DrPH Committee Office of Academic Affairs	X		
Ratios for supervision of MPH ILE	C2-2	Records (ratios) are reviewed biannually within programs and departments by directors and chairs, respectively. Data are further reviewed by the Associate Dean for MPH programs during monthly meetings with vice chairs.	Program directors Department chairs MPH Advisory Committee	X		

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Ratios for supervision of bachelor's cumulative/experiential activity	C2-2	Records (ratios) are reviewed biannually within programs and departments by directors and chairs, respectively. Data are further reviewed by the Assistant Dean of Undergraduate Education during monthly meetings with program directors.	Program directors Department chairs Undergraduate Curriculum Committee	X		
Ratios for DrPH ILE advising	C2-2	Records (ratios) are reviewed biannually by the program director.	Program directors DrPH Committee	X		
Ratios for PhD dissertation advising	C2-2	Records (ratios) are reviewed biannually within programs and departments by directors and chairs, respectively. Data are further reviewed by the Associate Dean for PhD and MS Programs with program directors on an as needed basis.	Program directors Department chairs PhD Committee	X		
Ratios for MS final project advising	C2-2	Records (ratios) are reviewed biannually within programs and departments by directors and chairs, respectively. Data are further reviewed by the Associate Dean for PhD and MS Programs during monthly meetings with program directors.	Program directors Department chairs MS Committee	X		
Count, FTE (if applicable), and type/categories of staff resources	C3-1					

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Faculty participation in activities/resources designed to improve instructional effectiveness (maintain ongoing list of exemplars)	E3	Faculty participation is catalogued and reviewed during the annual performance review process each spring. Faculty are reviewed by department chairs, Senior Associate Dean for Research and Innovation, Senior Associate Dean for Academic, Student and Faculty Affairs and the Dean. Departments may review instructional effectiveness during the APR process.	Office of Academic Affairs Office of Research Excellence Master Teacher Academy All Faculty Assembly All Staff Assembly GWSPH Practice Committee	X		
<i>Peer/internal review of syllabi/curricula for currency of readings, topics, methods, etc.</i>	E3	Depending on the course, the internal review of syllabi occurs either at the departmental curriculum committee meeting or the GWSPH Curriculum Committee. The review is documented in the minutes. The MPH Advisory, PhD, DrPH and MS Committees also discuss updates to their respective syllabi/courses.	GWSPH Curriculum Committee Departmental curriculum committees MPH Advisory Committee PhD Committee DrPH Committee MS Committee	X		

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
<i>Student satisfaction with instructional quality</i>	E3	Course/instructor-specific data are collected at the end of each term in the course evaluations. Data on overall instructional quality are collected in the Graduation and Alum surveys. Program directors review course evaluations each term and specific findings with department chairs, as needed. Trends in student satisfaction are discussed at Executive Committee and All Faculty and Staff Assemblies annually.	Program directors Department chairs GWSPH Curriculum Committee Departmental curriculum committees DrPH Committee PhD Committee MS Committee	X		
<i>Teaching assistants trained in pedagogical techniques</i>	E3	Completion of UNIV 0250 and completion of GTAP is confirmed in DegreeMAP by the GWSPH Office of Student Records and academic advisors. Program directors and the Office of Academic Affairs ensure these trainings have been completed prior to assignment as a GA.	GWSPH Curriculum Committee Departmental curriculum committees PhD Committee Office of Academic Affairs	X		

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Faculty research/scholarly activities with connections to instruction (maintain ongoing list of exemplars)	E4	Faculty research/scholarly activities are catalogued and reviewed during the annual performance review process each spring. Faculty are reviewed by department chairs, Senior Associate Dean for Research and Innovation, Senior Associate Dean for Academic, Student and Faculty Affairs and the Dean. Departments may also highlight specific full-time faculty's research/scholarly activities in their APR.	Office of Academic Affairs Office of Research Excellence GWSPH Curriculum Committee Departmental curriculum committees Master Teacher Academy GWSPH Research Committee		X	
<i>Number of faculty-initiated IRB applications</i>	E4-1	The Office of Research Excellence maintains records of IRB applications submitted and these data are reviewed annually by the Dean as part of the budget development. The Senior Associate Dean for Research and Innovation also reports these data at Executive Committee and All Faculty and Staff Assemblies at least once per year.	GWSPH Research Committee Office of Research Excellence GWSPH Practice Committee MPH Advisory Committee		X	

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
<i>Total Research Funding</i>	E4-1	The Senior Associate Dean for Research and Innovation and the Office of Research Excellence monitors all research funding. Proposed budgets are developed during the annual school budgeting process. Funding expectations and realities are reported out by the Senior Associate Dean for Research and Innovation at Executive Council and All Faculty and Staff Assemblies. Departments also review researching funding every seven years during the APR process.	GWSPH Research Committee Office of Research Excellence		X	
<i>Number of grant submissions</i>	E4-1	The Office of Research Excellence maintains records of grant submissions and these data are reviewed annually by the Dean as part of the budget development. The Senior Associate Dean for Research and Innovation also reports these data at Executive Committee and All Faculty and Staff Assemblies at least once per year.	GWSPH Research Committee Office of Research Excellence		X	

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Faculty extramural service activities with connections to instruction (maintain ongoing list of exemplars)	E5	Faculty extramural service activities are catalogued and reviewed during the annual performance review process each spring. Faculty are reviewed by department chairs, Senior Associate Dean for Research and Innovation, Senior Associate Dean for Academic, Student and Faculty Affairs and the Dean. They are also reviewed by the appropriate APT committee(s) when a faculty member is up for promotion or tenure.	GWSPH Research Committee Office of Academic Affairs Office of Research Excellence GWSPH APT Committee GWSPH Practice Committee Departmental APT committees	X		X

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
<p><i>Percent of faculty (specify primary instructional or total faculty) participating in extramural service activities</i></p>	<p>E5</p>	<p>Faculty extramural service activities are catalogued and reviewed during the annual performance review process each spring. Faculty are reviewed by department chairs, Senior Associate Dean for Research and Innovation, Senior Associate Dean for Academic, Student and Faculty Affairs and the Dean. They are also reviewed by the appropriate APT committee(s) when a faculty member is up for promotion or tenure. Faculty CVs (updated as part of the annual performance review) are compiled by the Accreditation team and reviewed by the Senior Associate Dean for Academic, Student and Faculty Affairs. The goal is to be more intentional in promoting and assessing extramural service.</p>	<p>Office of Academic Affairs Office of Research Excellence GWSPH Research Committee GWSPH APT Committee GWSPH Practice Committee Departmental APT committees</p>	<p>X</p>		<p>X</p>

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
<i>Public/private or cross-sector partnerships for engagement and service</i>	E5	Data on partnerships are compiled by the Offices of Applied Public Health and Research Excellence and reviewed quarterly. The Senior Associate Dean for Research and Innovation also reports these data at Executive Committee and All Faculty and Staff Assemblies. The goal is to be more intentional in promoting and assessing extramural service.	GWSPH Research Committee Office of Research Excellence GWSPH Practice Committee Executive Committee All Faculty Assembly All Staff Assembly	X	X	X
<i>Number of community-based service projects</i>	E5	Data on partnerships are compiled by the Offices of Applied Public Health and Research Excellence and reviewed quarterly. The Senior Associate Dean for Research and Innovation also reports these data at Executive Committee and All Faculty and Staff Assemblies. The goal is to be more intentional in promoting and assessing extramural service.	GWSPH Practice Committee GWSPH Research Committee Office of Research Excellence Executive Committee All Faculty Assembly All Staff Assembly	X	X	X

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Actionable data (quantitative and/or qualitative) from employers on graduates' preparation for post-graduation destinations	F1	The majority of data are collected during the Employer and Practicum Preceptor Survey. Informal data are collected from employers and preceptors through networking. Additional data are collected during Dean's Council meetings. Data are reviewed by the GWSPH Office of Career Services and brought to program directors and department chairs, as needed.	GWSPH Office of Career Services GW Career Services Council Department chairs Program directors	X	X	
Feedback from external stakeholders on changing practice and research needs that might impact unit priorities and/or curricula	F1	The majority of data are collected during the Dean's Council. Informal feedback is gathered from employers, practicum preceptors and alumni groups. Data are reviewed during GWSPH Curriculum Committee and by program directors and department chairs, as needed.	Department chairs Program directors Dean's Council GWSPH Curriculum Committee Departmental curriculum committees Executive Committee	X	X	
Feedback from stakeholders on guiding statements and ongoing self-evaluation data	F1	Stakeholder feedback is obtained during Dean's Council meetings. Data are reviewed by the Accreditation team.	Dean's Council Office of Academic Affairs	X	X	X

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Professional AND community service activities that students participate in (maintain ongoing list of exemplars)	F2	The student associations maintain records of activities offered to students. These data are reviewed during the annual budget process. Additional records are collected by other organizations such as the Office of Applied Public Health (UHP) and the Nashman Center for Civic Engagement and Public Service. These data are reviewed by their departments annually during the annual report stage.	GWSPH Practice Committee Nashman Center for Civic Engagement and Public Service Public Health Student Association MHA Student Association TEAM Milken Undergraduate Curriculum Committee			X
Current educational and professional development needs of self-defined communities of public health workers (individuals not currently enrolled in unit's degree programs)	F3	The Fitzhugh Mullan Institute for Health Workforce Equity collects these data through a combination of feedback from participants and experts. Data are reviewed annually during the annual report stage. Additional stakeholder feedback is obtained during Dean's Council meetings. Data are forwarded as needed to Fitzhugh Mullan Institute.	Fitzhugh Mullan Institute for Health Workforce Equity			X

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Continuing education events presented for the external community, with number of nonstudent, nonfaculty attendees per event (maintain ongoing list)	F3-1	The Fitzhugh Mullan Institute for Health Workforce Equity maintains records of their events and updates their website periodically. This information is reviewed annually during the annual report stage. Likewise, the Office of Research Excellence maintains a record of research webinars hosted since 2020, including attendee numbers. This information is reviewed annually during the budget approval process and reported out at Executive Council and at All Faculty and Staff Assemblies.	Fitzhugh Mullan Institute for Health Workforce Equity GWSPH Research Committee Office of Research Excellence Executive Committee All Faculty Assembly All Staff Assembly			X

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
<p>Quantitative and qualitative information that demonstrates unit's ongoing efforts to increase representation and support success of self-defined priority underserved populations—among students AND faculty (and staff if applicable)</p>	<p>G1</p>	<p>STUDENT: Admissions data are compiled from SOPHAS, 2U and Common Application. Data are reviewed by the respective admissions offices, program directors and department chairs. The university collects data on students' perceptions of representation. Data are reviewed by the Office of Inclusive Excellence, Diversity and Justice (OIE) The OIE also collects informal data via conversations with students. FACULTY: Faculty search committees document methods for recruiting URM faculty. The university collects data on faculty perceptions of representation. Data are reviewed by the OIE, which also collects informal data via conversations with faculty.</p>	<p>GWPH Admissions Committee Departmental admissions committees GW Office of Undergraduate Admissions GWSPH Office of Inclusive Excellence, Diversity and Justice DEI Committee MPH Advisory Committee Faculty search committees</p>	<p>X</p>	<p>X</p>	

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Student AND faculty (staff, if applicable) perceptions of unit's climate regarding diversity and cultural competence	G1	The university conducts a DEI survey every 3-4 years. Data are shared with the university and school DEI offices. The OIE also collects data via informal conversations with faculty and students.	GW Office of Diversity, Equity and Community Engagement GWSPH Office of Inclusive Excellence, Diversity and Justice DEI Committee Executive Committee	X	X	X
Student satisfaction with academic advising	H1	Data are collected via the Graduation and Alum Surveys and reviewed by program directors and department chairs. Undergraduate students are also surveyed following each academic advising meeting. These data are reviewed annually by the Assistant Dean for Undergraduate Education.	Program directors Department chairs Undergraduate advisors meeting Office of Academic Affairs MPH Advisory Committee	X		

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Student satisfaction with career advising	H2	Data are collected via the Graduation and Alum Surveys. Additional data are collected in Handshake following events and one-on-one meetings. The GWSPH Office of Career Services reviews data biannually to meet student needs. Undergraduate career advising data are collected and assessed by the university.	GWSPH Office of Career Services GW Center for Career Services GW Career Services Council PhD Committee MS Committee DrPH Committee	X		
Events or services provided to assist with career readiness, job search, enrollment in additional education, etc. for students and alumni (maintain ongoing list of exemplars)	H2	The GWSPH Office of Career Services maintains records of events. Handshake records event registration. These are reviewed by the GWSPH Office of Career Services biannually. The GW Center for Career Services maintains and evaluates their own records of events open to undergraduate students. The Office of PhD/MS Programs also hosts career webinars and "meet and greets" with senior faculty and role models for PhD and MS students. Maintained records are assessed annually.	GWSPH Office of Career Services GW Center for Career Services GW Career Services Council PhD Committee MS Committee DrPH Committee	X		

Measures	Criteria or Template	Data source and method of analysis	Who has review and decision-making responsibility?	Does it measure Goal 1?	Does it measure Goal 2?	Does it measure Goal 3?
Number of student complaints filed (and info on disposition or progress)	H3	The Provost maintains a record of all student complaints. If there is a complaint, it is relayed to the Dean, who directs it to the appropriate dean (usually the Senior Associate Dean for Academic, Student and Faculty Affairs or the Senior Associate Dean for Research and Innovation).	Office of the Provost Dean Executive Committee Office of Academic Affairs	X		
<i>Percentage of URM applicants accepting admissions</i>	H4	Admissions data from SOPHAS, 2U and the Common Application are compiled and reviewed by the various admissions committees. Program directors review the data prior to each matriculation term. Program directors meet with department chairs annually to review enrollment.	Program directors Department chairs GWSPH Admissions Committee Departmental admissions committees	X		

- 2) *Provide evidence of implementation of the plan described in Template B2-1. Evidence may include reports or data summaries prepared for review, notes from meetings at which results were discussed, etc.*

Sample reports, agendas, minutes, etc., are located in folders organized by Template B2 measures. Additional meeting agendas and notes are organized by committee type.

See ERF > Criterion B > Criterion B2 > B2.2: Eval plan_implement.

- 3) *Provide at least three specific examples of improvements undertaken in the last three years based on the evaluation plan. At least one of the changes must relate to an area other than the curriculum. See Template B2-2.*

Template B2-2

	Measure that informed the change	Data that indicated improvement was needed	Improvement undertaken
Example 1	Student, faculty and staff perceptions of the school's climate regarding diversity and cultural competence	Feedback from the GWSPH Diversity and Inclusion Action Committee, Executive Committee, Public Health Student Association and Graduation Survey reinforced the need to address the school's climate regarding diversity, equity and inclusion. Faculty Affairs and Human Resources provided demographics on our professional workforce. The Office of Admissions and Recruitment provided enrollment demographics that showcased the changing dynamics of the student population and the need to build a culturally competent workforce.	A GWSPH Diversity and Inclusion Action Committee was adopted as a formal committee under the school rules and officially formed on April 7, 2021, with faculty, staff and student representation. A new Senior Associate Dean for Diversity, Equity and Inclusion was appointed in 2022.
Example 2	Innovative educational offerings that address population health, well-being and social justice	Employers (Employer Survey, Dean's Council) and students (Graduation Survey) recommended that additional innovative programs and concentrations be added to the GWSPH portfolio. Industry trends and departmental APRs supported this recommendation.	Innovative doctoral program offerings were expanded. A generalist residential DrPH was launched in fall 2021 and the online DrPH (DrPH@GW) was launched in fall 2023. Five new PhDs (Health Policy, Global Public Health Sciences, Environmental Health, Exercise Physiology and Applied Nutrition and Health Data Sciences) were launched between 2018-2022.
Example 3	Alums' perceptions of their readiness to advance population health, well-being and social justice	Alums' feedback via the Graduation Survey, informal conversations and formal interviews with graduates prompted GWSPH to explore creating concentrations in the MPH@GW program. Concentration creation was further supported by feedback from faculty, the Dean's Council and employers.	Concentrations in the MPH@GW program (Global Health, Health Informatics and Analytics, Climate and Health and Women, Youth and Child Health) were created, the last of which launched in spring 2023.

- 4) *If applicable, assess strengths and weaknesses related to this criterion and plans for improvement in this area.*

Strengths

- Course and program evaluation data, alums and employer feedback and other informally gathered feedback are regularly reviewed by GWSPH administration and committees. These reviews provide the basis for innovations to programs and infrastructure.
- In 2022, the Office of PhD and MS Programs implemented an annual PhD Student Survey with the goal of collecting information on students' perceptions and satisfaction with the PhD and MS programs, specifically.
- Our departmental and schoolwide committee structure allows us to review material in real time and address concerns and opportunities for improvement based on our assessment of the information.
- Part-time and full-time faculty participate in school and university-led teaching and learning workshops and seminars to improve instructional effectiveness.
- Quarterly staff check-ins and annual faculty performance reviews allow GWSPH members to self-evaluate and identify opportunities for improvement in processes, procedures and performance.

Challenges

- During the COVID-19 pandemic, it was more challenging to obtain formal and informal feedback through in-person mechanisms such as employer and alum events as well as surveys with sufficient response rates.

Future Plans

- As a function of one of our facilitating goals to develop and strengthen alum relationships, GWSPH is increasing and strengthening employer and alum engagement and channels for formal and informal feedback as well as post-graduation information and feedback. Some programs and courses will also have interim surveys to inform courses in progress, particularly for new courses.