

## School of Public Health

Action Item	Implementation Plan	Timeline	Measurable Outcomes	University Plan Alignment
The School of Public Health is committed to providing a network of resources and support to promote junior faculty success.	SPH will review current strategies around faculty mentorship within other colleges and schools at Georgia State to identify best practices ahead of developing a formal faculty mentorship program within SPH, consistent with upcoming university-wide mentorship initiatives.	8-12 months	Mentorship plan in place for all early and mid-career SPH faculty. Early and mid-career faculty satisfaction with school mentorship program and resources.	Mentoring
The School of Public Health will work to significantly improve and expand support and resources available to faculty for managing and obtaining sponsored funding.	SPH has already begun to restructure our grants office by hiring a new Director of Research and Sponsored Projects and two new staff members. Our new grants office will develop policies and standardized procedures for pre- and post-award management and provide information sessions on new policies and procedures for all SPH faculty.	3-8 months	Improved staff to faculty ratio for both pre-award and post-award grants management support. Faculty satisfaction with school resources and support for both pre-award and post-award grants management.	Support for research/creative work
The School of Public Health will improve clarity and consistency of all processes relating to tenure track and non-tenure track promotion and tenure, including pre- and post-tenure review and 3rd and 5th year structured review.	SPH has established TT and NTT committees to review and restructure P&T manuals. The School of Public Health will also comprehensively assess current SPH criteria for TT & NTT Promotion & Tenure. SPH Executive Leadership will begin initial review of current P&T criteria as first steps to consider potential criteria revisions through a process that will engage faculty input throughout.	8-12 months	Completed revision of the School of Public Health tenure track and non-tenure track criteria through a faculty engaged process. Faculty satisfaction with school support for navigating and understanding promotion and tenure process.	Promotion & Tenure (Faculty Retention)

The COACHE Survey results indicate that the School of Public Health (SPH) faculty report relatively low satisfaction with current resources and support for faculty mentorship, for maintaining grants (post-award) and obtaining grants (pre-award), and for clarity in understanding the promotion and tenure process and criteria.