

STRATEGIC PLAN PILLARS 2023-2028

- Pillar 1: Achieve national recognition for advancing public health research.
- Pillar 2: Lead public health education and workforce development in Oklahoma.
- Pillar 3: Lead public health efforts to improve health outcomes and reduce health disparities in Oklahoma.
- Pillar 4: Foster an inclusive environment for all.
- Pillar 5: Develop and grow partnerships to enhance the impact of our education, research and service.

Strategies, Tactics, Key Performance Indicators

This section outlines specific objectives and actions to accomplish each of the Strategic Priorities. Each specific objective is written using the "SMART" format: Specific, Measurable, Attainable, Results-oriented, and with a Time-frame for completion.

Leadership responsibility is borne by all HCOPH faculty and staff. It is understood that everyone in the College plays a very important role in accomplishing these goals.

The policies outlined in this Bulletin are based on conditions at the time of publication and are subject to change. The University of Oklahoma Health Sciences Center Hudson College of Public Health reserves the right to modify any provision, without prior notice, to conform with current prevailing laws, rules, regulations, and policies, as approved by the appropriate University officers and governing officials.

It is the responsibility of each student of the University of Oklahoma Health Sciences Center to know the rules, regulations, requirements, and academic policies of his/her respective College/Department. Should questions arise in regard to those policies, it is the responsibility of the student to consult with his/her Academic Advisor, Department Chair, Associate Dean for Academic Affairs, or the Dean.

Any student, in accepting admission, indicates his/her willingness to subscribe to and be governed by these rules and regulations and acknowledges the right of the University to take such disciplinary action, including suspension and/or expulsion, as may be deemed appropriate.

It is the priority of the Hudson College of Public Health to assist students having difficulty maintaining standards required in their program of study. Every effort will be made to help students achieve their program of study. Students having such difficulties are urged to seek help by contacting their Advisors as soon as they are aware of the problem.

This Bulletin will answer many of your questions. Students enrolled in the Ph.D. and M.S. degree programs should also consult the **Graduate College Bulletin** at: <https://graduatecollegebulletin.ouhsc.edu/>.

Non-Discrimination Policy

Diversity is one of the strengths of our society as well as one of the hallmarks of a great university. The University supports diversity and is committed to maintaining employment and educational settings that

are multicultural, multiracial, multiethnic, and all-inclusive. Respecting differences is one of the University's missions.

The University does not discriminate or permit discrimination by any member of its community against any individual based on race, color, religion, political beliefs, national origin, age (40 or older), sex (see Sexual Misconduct, Discrimination and Harassment Policy), sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status in matters of admissions, employment, financial aid, housing, or services in educational programs or activities the University operates.

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under this policy or other applicable federal, state or local laws. This policy also prohibits retaliation against any person who assists someone with a complaint of discrimination or harassment or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

The complete Non-Discrimination Policy and compliant procedure is found on the Institutional Equity Office website.

Reasonable Accommodation Policy

The University of Oklahoma is committed to the goal of achieving equal educational opportunity and full participation for students with disabilities. Consistent with the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990, as amended. The University of Oklahoma ensures that no "qualified individual with a disability" will be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination solely on the basis of disability under any program or activity offered by The University of Oklahoma.

Accommodations on the basis of disability are available by contacting the Accessibility Disability Resource Center (ADRC) by email, adrc@ou.edu, or by calling (405) 325-3852 Voice or (405) 325-4173 TDD. Students requesting disability-related services or accommodations are required to submit appropriate documentation to substantiate the disability. ADRC staff will review the documentation and send an e-mail to the student's university e-mail account that explains the eligibility determination. Students can expect to receive an initial response within fifteen (15) University business days of the Center's receipt of the documentation. Students with disabilities will then schedule an appointment for an initial intake procedure with the Accessibility Disability Resource Center staff. During this appointment, ADRC staff and the student will engage in an interactive process and discuss any history of accommodation, strengths and limitations, and review policies/procedures.

Information on policies and registration with Accessibility Disability Resource Center may be found on the ADRC website.

Equal Opportunity Statement

The University of Oklahoma, in compliance with all applicable federal and state laws and regulations does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes, but is not limited to: admissions, employment,

financial aid, and educational services. Full policy is available at <https://studenthandbook.ouhsc.edu/hbSections.aspx?ID=430>.

The Hudson College of Public Health follows all policies of the University of Oklahoma Health Sciences Center set forth in the OUHSC Faculty Handbook <https://www.ouhsc.edu/provost/documents/FacultyHandbookOUHSC.pdf> and the OUHSC Student Handbook <https://studenthandbook.ouhsc.edu/default.aspx>.

Navigation to policies concerning the Code of Ethics, including the Academic Appeals Board, Academic Misconduct, Ethics in Research, Student Professional Behavior in an Academic Program and Sexual Assault, Discrimination and Harassment can be found in the Appendix of this Bulletin. These policies can also be found in the OUHSC Student Handbook.

Recruitment Policy

The University of Oklahoma and the Hudson College of Public Health are committed to a policy of equal opportunity and affirmative action and non-discrimination in the recruitment, admission, and education of students.