College of Health and Human Services
Strategic Plan Implementation Progress Report
October 23, 2014

The College of Health and Human Services (CHHS) is in the second year of its three-year strategic plan. The CHHS strategic plan focuses on creating transformative experiences across education, research, practice and service.

The dean of the college and the college council guide the implementation of this strategic plan. This is a living document, reviewed on a regular basis, and modified as necessary to help the college achieve its goals.

This progress report highlights activities undertaken in the first year of the CHHS strategic plan, as organized under the five main goals. Items highlighted in green are completed tasks, those highlighted in yellow are in process, and items highlighted in pink are judged as not do-able.

GOAL 1: Provide transformative learning experiences in interprofessional roles and collaboration through coursework, service learning, clinical and fieldwork experiences, research and scholarship, and global engagement.

1.1. Increase interprofessional learning experiences and engagement across the college.

- Developed dynamic activity/event calendar, which is on college website.
- Revised Professional Activity Report to capture interprofessional experiences/engagement.
- Reviewing use of card reader system to track undergraduate student participation in interprofessional learning activities.

1.2. Ensure engagement in service learning experiences for all undergraduate students.

- Course descriptions have added attributes to indicate they include service learning.
- Changed name of workgroup from Portfolio to Development to allow broader approach to capturing these activities.
- In process of developing menu of service learning options for undergraduate students.
- In process of identifying partnerships through the Office of Service Learning.
- Reviewing whether to require portfolios that document service-learning experiences.

1.3. Increase student participation in research and discovery learning at all levels.

- Ongoing discussion of interprofessional research courses at both undergraduate and graduate levels. Key to discussion is academic home of such courses.
- In process of developing methods to assess, track and report student research participation activities. PAR will be used for faculty. Investigating other model to track students.

1.4. Ensure that students at all levels engage in experiences that help them connect learning of their professions to broader understanding of the world.
Developed study abroad courses in Guatemala and Jamaica.
Participated in a university workshop on globalization.
Videos related to diversity and inclusion were put onto CDs and housed in the college’s Learning Resource Center.
Developing toolkit related to diversity and inclusion.

Goal 2: Invigorate curricula, teaching, and advising methods to promote innovative, discovery-driven educational experiences, and consider new and expanded programs consistent with the mission of the college and societal needs.

2.1. Review and assess curricular activities in CHHS to enhance discovery and creativity.

On-going survey of innovative teaching and learning by programs.

2.2. Increase opportunities for simulation and problem-based learning, innovation in teaching and curriculum development, and the use of E-Learning and other emerging technologies that promote advanced teaching and learning.

On-going survey of faculty about what they need to support advancements in teaching and learning.

2.3. Provide innovative student advising and other supports to be responsive to the academic and career goals of students.

Collected a list of innovative methods being used to socialize students to the professions.
Developing implementation plan to get those methods out to all members of the college.
Developing process to monitor student satisfaction with orientation to their programs.
In process of determining baseline data on student retention and placement.
In process of identifying all scholarships that have been developed but not reached funding level.
In process of developing fundraising strategies to strengthen the scholarship funds.

2.4. Consider strategic addition of programs and expansion of programs—on main campus, at regional locations, and at the Unified Clinics—that address critical and emerging HHS issues.

Ongoing discussion of expanding one program to a new location and developing two new graduate programs.
In process of reporting on Unified Clinics expansion.
Ongoing discussion on assessing community needs vs. faculty interests for new programs.

Goal 3: Advance the knowledge base in health and human services and build on scholarly traditions within the college.

3.1. Invest in and commit to enhancing research and scholarship.
Developing process for hiring new faculty who have existing external funding.
Developing process to assess how much time currently assigned for unfunded research activities in CHHS.
Developing process to assess productivity related to unfunded research.
Surveying chairs on how to best match junior faculty with mentors.
Scheduling CHHS tenure and promotion workshop for spring 2015.
Surveying chairs on mentors or orientation for part-time instructors.
Departments developing formal policies that address accountability for research and scholarly activity assigned time.
Updating guidelines, establishing criteria and publicizing college’s Research and Education Development fund.
Developing college-wide research recognition day for spring 2015.

3.2. Support collaboration among college faculty and colleagues from the medical school, other units across WMU, the community, and other institutions.

Added four new centers. This tactic (3.2.2) is considered completed.
In process of assessing productivity of centers based on their annual reports.

3.3. Increase proportion of students engaged in research with mentoring.

Revised questions in Professional Activities Report will provide information on this.
What is gleaned from PARs will be assessed to see if it meets this goal.

3.4. Create new interprofessional research courses at the undergraduate and graduate levels.

Discussion of where to house such courses is ongoing.

Goal 4: Enhance diversity, promote a climate of inclusion, and strengthen collaborative partnerships to fulfill the vision of healthy community and transformative education, practice, and research.

4.1. Foster diversity and inclusion among students, staff, and faculty.

Collected diversity and inclusion plans from 6 of 12 college units.
Collecting the rest of the diversity and inclusion plans across the college.

4.2. Promote a climate of inclusion and collaboration within the CHHS.

Conducted focus group with students regarding barriers to diverse students being included in the college.
Conducted a faculty forum on ways that diverse faculty are included/excluded in the college.
In process of developing summarized findings of both events and identifying action items based on those findings.
4.3. Recognize and enhance partnerships and collaborative relationships in global and local communities.

| International research collaboration is being conducted with colleagues in Ireland and the Netherlands. |
| Area Health Education Center actively engaged with college. |
| Continuing development of relationships with international partners. |
| Continuing development of partnerships with local public health department. |

4.4. Increase engagement of alumni in CHHS activities.

| Ongoing discussion among college leadership in collaboration with the Office of Development and Alumni Relations. |

4.5. Increase connections with friends of the CHHS.

| Website revised to include alumni and donor-focused pages. |
| In process of developing annual report to highlight projects supported by donor contributions. |

Goal 5: Maximize the use of resources to enhance social, economic, and environmental sustainability with the college and community.

5.1. Improve social sustainability and wellness as supported by the CHHS environment.

| Take A Break – Yoga offered weekly, on a drop-in basis, with 10-20 participants. |
| Additional art added to the CHHS permanent art collection. |
| The Gallery, once again, had 6 exhibitions over 12 months. |
| Developing access to Desk Top Spa, an on-line tool, which reinforces healthy ergonomic practices. |
| Ongoing discussion with Office of Development on support for the Serenity Park. |

5.2. Improve economic sustainability by streamlining administrative functions, forms and processes.

| Online application system for undergraduate students went live September 2014. |
| Online application system for graduate students is in progress. |

5.3. Improve environmental sustainability.

| Ongoing monitoring of building status. |
| Learned CHHS cannot choose its own environmentally friendly cleaning products, as WMU buys in bulk. |