



***WESTERN MICHIGAN UNIVERSITY***

College of Health and  
Human Services

# State of the College

December 1, 2023

# Outline

- State of People
- State of Enrollment
- State of Finances
- State of Planning, INTENT
- State of Diversity, Equity and Inclusion
- State of Research and Scholarship
- State of Clinical Practice
- State of WMU Empowering Futures
- Silent Auction and Holiday Snack Bags





***WESTERN MICHIGAN UNIVERSITY***

College of Health  
and Human Services

# State of our People

# New Staff and Faculty (2023 YTD)

Blindness and Low Vision Studies

Kelcie Douglas

Bronson School of Nursing

Katharine Gross  
Natalie Kuhn  
Elizabeth Phillips  
Aimee Meints

Social Work

Shane R Brady  
Elizabeth Grace Cozat

School of Interdisciplinary  
Health Programs

Benjamin R Brady

Occupational Therapy

Tricia Finger  
Azalia Gonzalez  
Kimberly Ganzevoort  
Alissa Baker

Center for Disability Services

Jillian Frazee  
Brianna Hill  
Kassidy Geiger  
Sandra Wagner

CHHS Central Office

Trevor Block  
Elizabeth Kowalski



# Retirements



**Kelly Ackerson - BSON**  
Retired August 2023



**Carla Chase - CHHS**  
Retired February 2023



# Service Anniversaries

(Years of Service in 2023)

Don Cooney - 46  
C Dennis Simpson - 45  
Linda Reeser - 42

Robert Bensley - 30  
Daren Webb - 30

Sally Vliem - 25  
Heidi Douglas-Vogley - 25  
Martha Haug - 25  
Wendy Kershner - 20  
Jill Hamilton - 20

Dae Shik Kim - 15  
Kelly Ackerson - 15  
Ann Chapleau - 15  
Tracy Corstange - 15  
David Areaux - 15  
Mariann Vorva - 15

Sara Clark - 10  
Elissa Allen - 5  
Rob Lyerla - 5



# Staff and Faculty Awards

## Faculty Awards

- CHHS Emerging Scholar Award
- CHHS Distinguished Faculty Scholar Award

## Part-Time Instructor Award

- CHHS Distinguished Teaching Award

## Staff Award

- CHHS Distinguished Service Award

## Faculty, Instructor, Staff, Unit or Project Award

- CHHS DEI Distinction Award

## Student Awards

- CHHS Graduate Assistant of the Year
- CHHS Student Employee of the Year



# Staff and Faculty Awards

- CHHS award nominations due February 1.
- Decisions made (in relevant committees) by March 1.
- Encouraged to nominate for University awards concurrently.
- College recipients will receive letter of support for University awards. **Note:** Most University award deadlines are after March 1.
- Information and nomination form is at [wmich.edu/hhs/about/spring-awards](http://wmich.edu/hhs/about/spring-awards)





# Two Associate Dean Roles

## **Associate Dean for Research and Graduate Programs**

### **Dr. Alessandro Danna Dos Santos**

- Provides leadership, support and administrative oversight for all the college's external funding, research and sponsored program activities.
- Supervises and provides guidance to select college staff including research office staff and center directors. Works with externally funded groups including Unified Clinics, Center for Disability Services and the Resiliency Center for Families and Children.
- Pursues collaborations across WMU colleges as well as with external partners and stakeholders such as WMed and major community partners in local and regional area.
- Promotes University goals and policies and advocates for WMU and its students, faculty and staff by adhering to all University policies and practices, ensuring compliance with all state and federal regulations and laws as related to the college.

## **Interim Associate Dean for Academic Affairs**

### **Dr. Ann Chapleau**

- Facilitates CHHS strategic plan implementation and assessment. Committed to supporting strategic development and alignment of programs and services in emphasis areas of:
  1. Community and Population Health Sciences
  2. Healthcare Services and Sciences
  3. Therapeutic and Rehabilitation Sciences
- Provides leadership, support and administrative oversight for all the college's academic affairs, including college curriculum committee, articulation agreements, as well as shared student tuition revenue and resource management across the University.
- Pursues collaborations with external partners and stakeholders in academic affairs across the colleges and across institutions.
- Facilitates University, college and departmental academic program review and accreditation review and assessment with particular emphasis on undergraduate programs.

# Existing and pending searches

## Staff positions

- Manager of Recruitment and Outreach – School of Social Work
- Administrative Assistant II – Department of Blindness and Low Vision Studies

## Faculty positions

- Term Faculty Specialist – Fiscal Year – Department of Speech, Language and Hearing Sciences
- Term Faculty Specialist – Fiscal Year – Department of Physical Therapy
- Term Faculty Specialist – Fiscal Year – Department of Physician Assistant

## Administrative positions

- Director – School of Social Work
- Chair/Program Director – Department of Physician Assistant
- Dean – College of Health and Human Services
- Approved this week for one of three WMU-wide post-doctoral appointments





***WESTERN MICHIGAN UNIVERSITY***

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# State of our Enrollment

## Fall 2024 – at census (09/08/2023)

Health & Human Services	Blindness & Low Vision Studies	Masters	OMCM	Orient/Mobility for Children	All Students	5	6	
			OMOM	Orientation & Mobility	All Students	10	12	
			TVHM	Tchg Chlrm w/Visual Impairmt	All Students	2	4	
			TVOM	TchChildVisImp/Orient&Mobility	All Students	1	2	
			VRTM	Vision Rehabilitation Therapy	All Students	13	21	
			VRTQ	Vision Rehab Therapy (Acc)	All Students		1	
			Total Masters				31	46
		Certificate	ATBC	Ast Tech Indv Blindness/VisImp	All Students	5	5	
			Total Certificate				5	5
		Total Blindness & Low Vision Studies				36	51	
		Interdisciplinary-HHS	Undergraduate	HIHJ	HEALTH INFORMATICS & INFO MGMT	All Students		1
				PRHI	PRE-HLTH INFORMATICS&INFO MGM	All Students	1	
	Total Undergraduate				1	1		
	Doctoral		IEVD	Evaluation	All Students	2		
			ISCD	Interdisc Health Sciences	All Students	35	31	
	Total Doctoral				37	31		
	Total Interdisciplinary-HHS				38	32		
	Intrdis Health Prog, School of	Undergraduate	HADJ	Health Administration	All Students	1	12	
			HBLJ	HSS:Blindnss&Low Vis Stds Prep	All Students	2	3	
			HCPJ	HSS: Clinical Practice in Hlth	All Students	2	5	
			HOTJ	HSS:Occupational Therapy Prep	All Students	76	36	
			HPAJ	HSS:Physician Assistant Prep	All Students	88	91	
			HSSJ	Healthcare Services & Sciences	All Students	103	92	
			HSVJ	INTERDISCIP HEALTH SERVICES	All Students	11	3	
			PBHJ	Public Health	All Students	16	14	
			PBHP	Pre-Public Health	All Students	10	12	
			Total Undergraduate				309	268
		Masters	MPHM	Public Health	All Students	24	21	
			Total Masters				24	21
		Certificate	AADC	ALCOHOL & DRUG ABUSE	All Students	8	2	
			ADSC	Addiction Specialization	All Students	1	1	
			AGSC	Aging Studies	All Students	1		
			CADC	Clinical Addiction	All Students	1	4	
			HWCC	Health&Wellness Coaching Skill	All Students		1	
			IHWC	INTEGRATIVE HOL HLTH&WELLNESS	All Students	1	2	
			Total Certificate				12	10
		Total Intrdis Health Prog, School of				345	299	
		Nursing, Bronson School of	Undergraduate	NURJ	Nursing	All Students	254	237
				PRNG	Pre-Nursing	All Students	238	230
				PRNP	Pre-Nursing:RN Progression Trk	All Students	1	
				RNNJ	Nursing:RN Progression Track	All Students	26	29
				Total Undergraduate				519
			Masters	NURM	Nursing	All Students	13	14
	Total Masters				13	14		
	Total Nursing, Bronson School of				532	510		



## Fall 2024 – at census (09/08/2023)

Occupational Therapy	Undergraduate	OCPJ	OCCUPATIONAL THERAPY	All Students	6	15
		OCPJ	PRE-OCCUPATIONAL THERAPY	All Students	39	23
		OTAJ	Occupational Therapy Assistant	All Students		5
		OTAP	Pre-Occupational Therapy Asst	All Students		22
		Total Undergraduate			45	65
	Masters	OCTM	Occupational Therapy	All Students	24	
		Total Masters			24	
	Doctoral	OCTD	Occupational Therapy	All Students	141	141
		Total Doctoral			141	141
	Total Occupational Therapy				210	206
Physical Therapy	Doctoral	PTHD	Physical Therapy	All Students	88	85
		Total Doctoral			88	85
	Total Physical Therapy			88	85	
Physician Assistant	Masters	PASM	Physician Assistant	All Students	79	80
		Total Masters			79	80
	Total Physician Assistant			79	80	
Social Work, School of	Undergraduate	PRSW	Pre-Social Work	All Students	125	137
		Sw/KJ	Social Work	All Students	120	131
		Total Undergraduate			245	268
	Masters	Sw/CM	Social Work: Clinical Sw/RK	All Students	101	52
		Sw/KM	Social Work	All Students	149	157
		Sw/KQ	Social Work (Accelerated)	All Students	2	
		Sw/PM	Sw/RK:Policy/Planning & Admin	All Students	12	9
		Total Masters			264	218
	Total Social Work, School of				509	486
Speech, Language & Hearing Sci	Undergraduate	SLHF	Speech, Lang & Hearing Science	All Students	3	3
		SLHJ	Speech, Lang & Hearing Science	All Students	32	63
		SLHP	Pre-Speech, Lang & Hearing Sci	All Students	46	36
		SPNJ	SPEECH PATHOLOGY & AUDIOLOGY	All Students	40	2
		Total Undergraduate			121	104
	Masters	SLPM	Speech-Language Pathology	All Students	53	57
		Total Masters			53	57
	Doctoral	AUDD	Audiology	All Students	10	6
		AUDZ	Audiology (Accelerated)	All Students	1	1
		Total Doctoral			11	7
Total Speech, Language & Hearing Sci				185	168	
College Total				2,022	1,917	



## Spring 2024 – 5 year view (as of 11/22/2023)

					1q 2019	1q 2020	1q 2021	1q 2022	1q 2023	1q 2024	Difference	
					Jov-2018	Jov-2019	Jov-2020	Jov-2021	Jov-2022	Jov-2023	2023 to 2024	
Blindness & Low Vi	Masters	OMC Orient/Mobility for Child	All Stud		6	10	7	4	3	2	-1	
		OMC Orientation & Mobility	All Stud		11	10	14	7	8	2	-6	
		OMC Orient & Mobility(Accel)	All Stud		1						0	
		SEDI SPEC ED & ORIENTA	All Stud		5	1					0	
		TVHI Tchq Chlrm w/Visual Imp	All Students			6	5		1	1	0	
		TVOI TchChildVisImp/Orient	All Students			1	1	1		2	2	
		VRTI Vision Rehabilitation Tr	All Stud		16	16	15	12	12	11	-1	
		VRTI Vision Rehab Therapy (	All Students							1	1	
	Total Masters				39	44	42	24	24	19	-5	
	Certificate	ATB Ast Tech Indv Blindnes	All Students			2	4			2	2	
		OMC Orientation & Mobility	All Students							1	1	
	Total Certificate					2	4			3	3	
	Total Blindness & Low Vision Studies				39	46	46	24	24	22	-2	
Interdisciplinary-HH	Undergra	HIHJ HEALTH INFORMATIO	All Stud		5	5	4	1	1	1	0	
		PRH PRE-HLTH INFORMATI	All Stud		6	6	4	1			0	
		Total Undergraduate				11	11	8	2	1	1	0
	Doctoral	ISCD Interdisc Health Science	All Stud		24	4	34	27	24	13	-11	
		Total Doctoral				24	4	34	27	24	13	-11
Total Interdisciplinary-HHS				35	15	42	29	25	14	-11		
Intrdis Health Prog.	Undergra	HAD Health Administration	All Students						2	14	12	
		HAU HSS:Audiology Prep	All Students			3	3				0	
		HBL HSS:Blindness&Low Vis	All Students			1	2	1	2	5	3	
		HCP HSS: Clinical Practice in	All Students				1	1	3		-3	
		HOT HSS:Occupational Ther	All Students			85	101	100	63	24	-39	
		HPA HSS:Physician Assistat	All Students			23	54	64	76	75	-1	
		HSA INTERDISC HLTH SEP	All Stud		3	2	1				0	
		HSO INTERDISCIP HLTH SE	All Stud		88	89	49				0	
		HSS: Healthcare Services & S	All Students			64	89	86	70	64	-6	
		HSV: INTERDISCIP HEALTH	All Stud		238	212	119	29	6		-6	
		PBH Public Health	All Stud		25	33	28	20	15	17	2	
		PBH Pre-Public Health	All Stud		2	7	9	11	10	6	-4	
		PRIH PRE-INTERDISC HEAL	All Stud		151	57	2				0	
		PRO PRE-OCCUPATIONAL	All Stud		124	9					0	
	Total Undergraduate				631	585	458	312	247	205	-42	
	Masters	MPH Public Health	All Stud		38	33	8	13	10	14	4	
		Total Masters				38	33	8	13	10	14	4
	Certificate	AAD ALCOHOL & DRUG AB	All Stud		34	22	11	7	5	2	-3	
		ADS Addiction Specialization	All Students						1	1	0	
		AGS Aging Studies	All Students					1			0	
		CAD Clinical Addiction	All Students						1	2	1	
		GETI GERONTOLOGY	All Stud		2						0	
		HCH Holism & Contemplativ	All Students							2	2	
		HwC Health&Wellness Coach	All Students							2	2	
		IHEC HOL APPROACHES/E	All Students		3						0	
		IHHC HOL APPR/SPIRITUAL	All Students			2	1	1			0	
		IHMC HOL APPROACHES T	All Students				1				0	
		IHWI INTEGRATIVE HOL HL	All Stud		3	4	2		1	1	0	
		Total Certificate				39	31	15	9	8	10	2
		Total Intrdis Health Prog. School of				708	649	481	334	265	229	-36



## Spring 2024 – 5 year view (as of 11/22/2023)

Total Nursing, Bronson School of											100	649	701	537	209	229
Nursing, Bronson S	Undergra	NUR Nursing	All Stud	234	225	232	217	208	193	-15						
		PRN Pre-Nursing	All Stud	416	336	209	162	191	174	-17						
		PRN Pre-Nursing:RN Progre	All Stud	3	1			1		-1						
		RNN Nursing:RN Progressio	All Stud	48	37	19	24	16	19	3						
		Total Undergraduate		701	599	460	403	416	386	-30						
	Masters	NUR Nursing	All Stud	19	13	8	9	4	5	1						
		Total Masters		19	13	8	9	4	5	1						
	Total Nursing, Bronson School of				720	612	468	412	420	391	-29					
Occupational Ther	Undergra	OCP OCCUPATIONAL THE	All Students					17	6	-11						
		OCP PRE-OCCUPATIONAL	All Students				2	26	7	-19						
		OTA Occupational Therapy &	All Students						27	27						
		OTA Pre-Occupational Ther	All Students						20	20						
		Total Undergraduate					2	43	60	17						
	Masters	OCT Occupational Therapy	All Stud	142	118	72	43			0						
		Total Masters		142	118	72	43			0						
	Doctoral	OCT Occupational Therapy	All Students			48	94	119	102	-17						
		Total Doctoral				48	94	119	102	-17						
	Certificat	LVR( LOW VISION REHAB F	All Stud	1						0						
Total Certificate				1					0							
Total Occupational Therapy				143	118	120	139	162	162	0						
Physical Therapy	Doctoral	PTH Physical Therapy	All Students		30	55	57	43	48	5						
		Total Doctoral			30	55	57	43	48	5						
	Total Physical Therapy					30	55	57	43	48	5					
Physician Assistan	Masters	PAS Physician Assistant	All Stud	76	78	76	78	78	80	2						
		Total Masters		76	78	76	78	78	80	2						
	Total Physician Assistant				76	78	76	78	78	80	2					
Social Work, Schoo	Undergra	PRS Pre-Social Work	All Stud	149	136	72	78	87	100	13						
		SWK Social Work	All Stud	97	99	113	131	121	114	-7						
		Total Undergraduate		246	235	185	209	208	214	6						
	Masters	SWC Social Work: Clinical Sv	All Students			96	141	99	95	-4						
		SWIN SWRK:INTERPERSON	All Stud	189	126	23	6			0						
		SWK Social Work	All Stud	138	156	166	91	122	90	-32						
		SWK Social Work (Accelerat	All Students				3	2		-2						
		SWP SWRK:Policy/Planning	All Stud	19	14	11	16	11	10	-1						
		Total Masters		346	296	296	257	234	195	-39						
	Total Social Work, School of				592	531	481	466	442	409	-33					
Speech, Language &	Undergra	PRS PRE-SPEECH PATH//	All Stud	59	61	30	5			0						
		SLHF Speech, Lang & Hearing	All Students						2	2						
		SLH Speech, Lang & Hearing	All Students				4	37	62	25						
		SLHF Pre-Speech, Lang & He	All Students			27	37	44	36	-8						
		SPN SPEECH PATHOLOG	All Stud	61	66	65	64	32	1	-31						
		Total Undergraduate		120	127	122	110	113	101	-12						
	Masters	SLPf Speech-Language Path	All Students			28	52	37	54	17						
		SPH SPEECH PATHOLOG	All Stud	45	47	20				0						
		Total Masters		45	47	48	52	37	54	17						
	Doctoral	AUD Audiology	All Stud	21	22	16	5	9	4	-5						
		AUD Audiology (Accelerated	All Stud	3	3	1	1	1	1	0						
Total Doctoral			24	25	17	6	10	5	-5							
Total Speech, Language & Hearing Sci				189	199	187	168	160	160	0						
College Total				2,502	2,278	1,956	1,707	1,619	1,515	-104						



# **In fall 2023, CHHS had 1917 students**

- **1202 Undergraduate students (-3.1% from fall 2022)**
  - **782 Graduate students (-8.6% from fall 2022)**
- **Total CHHS enrollment is 5.2% lower than fall 2022**



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# Programs where we can maintain our enrollment

- Pre-Licensure BSN – BSN (90 admitted/year)
- Doctorate of Physical Therapy - DPT (40 admitted/year)
- Occupational Therapy Doctorate - OTD (48 admitted/year)
  - Master of Medical Science – PA (40 admitted/year)



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# Programs where we can grow our enrollment with strategic resources

- RN to BSN completion
  - Bachelor and Master of Social Work – BSW and MSW
    - Occupational Therapy Assistant – BSOTA
- Healthcare Services and Sciences (preparation and clinical practice) – BSHSS
  - Healthcare Administration (BSHA)
  - Bachelor and Master of Public Health (BSPH, MPH)
- Bachelor and Master of Speech, Language and Hearing Sciences – BSHS and MASLP
  - Master of Blindness and Low Vision Studies – MAOM, MATVI, MAVRT



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# **Minors, certificates, and courses where we can grow our enrollment with strategic resources**

- **American Sign Language minor**
- **Holistic Health minor and certificate**
- **Addiction studies minor and certificate**
- **Western Essential Studies courses**



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# **New programs being considered**

- **BSHSS – PT preparation as PTA completion**
- **BSHSS – OT preparation as OTA completion**
- **Doctorate of Nurse Practitioner – Nurse Anesthetist**
- **Dual degree BSW and MSW with international partners**



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# Key Affiliation Agreements with community colleges

[wmich.edu/admissions/transfer-articulation](https://wmich.edu/admissions/transfer-articulation) for full list

- Kalamazoo Valley Community College – BSOTA, BSPH, HSS, BSW, BSN
  - Kellogg Community College – BSN, BSW, BSPH, HSS, BSOTA
    - Alpena Community College - BSW
- Grand Rapids Community College – BSPH (BSW, HSS, BSOTA)
  - Lansing Community College – BSPH
  - Oakland Community College – BSPH
  - Jackson Community College – BSPH
- St. Clair Shores Community College – BSPH (BSW)
  - Southwest Michigan College – BSPH, BSN



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# Applications and Immersion Days



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						Fall 2023						Fall 2024												
						27-Nov-2022						27-Nov-2023												
						Admitted	Canceled	Denied	Pending	Withdrawn	Total	Admitted	Canceled	Denied	Pending	Unknown	Withdrawn	Total						
Health & Human Services	Intrdis Health Prog, School of	UG	Health Administration	HADJ	Degree-Seeking Beginners	19			2	10		31	11			2	5					18		1
			Healthcare Services & Sciences	HSSJ	Degree-Seeking Beginners	136	1		11	63	1	212	173	1	18	35				1		228		
			HSS: Clinical Practice in Hlth	HCPJ	Degree-Seeking Beginners	38			4	18		60	56			5	12	1				74		
			HSS:Audiology Prep	HAUJ	Degree-Seeking Beginners	1						1												
			HSS:Blindnss&Low Vis Stds Prep	HBLJ	Degree-Seeking Beginners	2				1		3	1					1						
			HSS:Occupational Therapy Prep	HOTJ	Degree-Seeking Beginners	35			1	20		56	78			3	6					87		
			HSS:Physician Assistant Prep	HPAJ	Degree-Seeking Beginners	105			1	21	1	128	96	2	1	14						113		
			Pre-Public Health	PBHP	Degree-Seeking Beginners	19			2	6		27	34				7			1		42		
			UG Total				355		1	21	139	2	518	449		3	29	80		1	2	564		
			Intrdis Health Prog, School of Total					355		1	21	139	2	518	449		3	29	80		1	2	564	
	Nursing, Bronson School of	UG	Pre-Nursing	PRNG	Degree-Seeking Beginners	178	1		20	610	1	810	374			42	512			4		932		
			UG Total				178		1	20	610	1	810	374			42	512			4		932	
			Nursing, Bronson School of Total					178		1	20	610	1	810	374			42	512			4		932
	Occupational Therapy	UG	PRE-OCCUPATIONAL THERAPY	OCPJ	Degree-Seeking Beginners	77			2	26		105					2	6					62	
			Pre-Occupational Therapy Asst	OTAP	Degree-Seeking Beginners								54										54	
			UG Total				77			2	26		105	54			2	6					62	
			Occupational Therapy Total					77			2	26		105	54			2	6					62
	Social Work, School of	UG	Pre-Social Work	PRSW	Degree-Seeking Beginners	116			12	44		172	113	1		10	25					149		
			UG Total				116			12	44		172	113	1		10	25					149	
			Social Work, School of Total					116			12	44		172	113	1		10	25					149
	Speech, Language & Hearing Sci	UG	Pre-Speech, Lang & Hearing Sci	SLHP	Degree-Seeking Beginners	71				16		87	87				5					92		
			UG Total				71				16		87	87				5					92	
			Speech, Language & Hearing Sci Total					71				16		87	87				5					92
	Health & Human Services Total						797	2	55	835	3	1692	1077	4	83	628		1	6	1799				
Total						797	2	55	835	3	1692	1077	4	83	628		1	6	1799					

40 OF 20 Daily Applications by Program

**IMMERSION DAYS THUS FAR FALL 2023 (VAN BUREN, OTTAWA, CALHOUN AND ST. JOSEPH ISDs) =230 students and 15 chaperones**

**ANTICIPATED SPRING GUEST COUNT THUS FAR = 600 students and 23 chaperones**



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# State of our Finances

# Overall SRM throughout WMU



## FY24 SRM College RU Strategic Allocation - 80%/20% - 25%/45%/30% Model (FY24 Percentages)

	CAS	COA	CEHD	CEAS	CFA	CHHS	HCOB	Total
1 FY24 net surplus/(deficit)	(\$5,880,346)	(\$1,647,260)	\$4,176,338	(\$2,887,792)	(\$5,042,828)	\$3,642,286	\$7,639,602	\$0
Less: Space Cost Subvention								
2 Space Cost Allocation	\$8,841,567	\$1,759,863	\$2,489,147	\$3,938,546	\$4,730,464	\$2,536,758	\$2,301,368	\$26,597,713
3 Space Cost - 20 year amortization	\$442,078	\$87,993	\$124,457	\$196,927	\$236,523	\$126,838	\$115,068	\$1,329,886
4 Total Space allocation subvention	\$8,399,489	\$1,671,870	\$2,364,690	\$3,741,619	\$4,493,941	\$2,409,920	\$2,186,300	\$25,267,827
5 FY24 net surplus/(deficit) excluding space cost	\$2,961,221	\$112,603	\$6,665,485	\$1,050,754	(\$312,364)	\$6,179,044	\$9,940,970	\$26,597,713
6 Subvention Pool (positive balances)	\$2,961,221	\$112,603	\$6,665,485	\$1,050,754		\$6,179,044	\$9,940,970	\$26,910,077
7 Less: Space cost subvention								(\$25,267,827)
8 Subvention Pool after space cost subvention								\$1,642,250
9 80% to negative colleges					(\$249,891)			(\$249,891)
10 Remaining pool								\$1,392,358
Adjustment for each college:								
11 Space cost (amortize debt over 20 years)	(\$442,078)	(\$87,993)	(\$124,457)	(\$196,927)	(\$236,523)	(\$126,838)	(\$115,068)	(\$1,329,886)
12 Adjustment for negative colleges (20%)					(\$62,473)			(\$62,473)
13 Return based on quality indicators (25%)	\$46,383	\$87,993	\$51,856	\$45,338	\$28,499	\$40,874	\$47,147	\$348,090
14 Return based on incremental adjustment (45%)				\$182,539	\$320,466	\$1,293	\$122,264	\$626,561
15 Return to positive colleges (30%)			\$112,852			\$98,421	\$206,435	\$417,708
16 Net Impact to colleges	(\$395,695)	(\$0)	\$40,250	\$30,950	\$49,969	\$13,749	\$260,777	(\$0)





<b>Total Quality Indicator Pool:</b>	<b>\$348,090</b>
<b>Student Success Pool (50%):</b>	<b>\$174,045</b>
Overall UG Retention and Persistence Rate Pool (20%):	\$69,618
Blended URM, Pell, First Generation FTIAC Retention Rate (20%):	\$69,618
Graduate Student Completion Rates (5%):	\$17,405
Graduate Degrees conferred to URM students (5%):	\$17,405
<b>Academic Excellence / Faculty Success (30%):</b>	<b>\$104,427</b>
Instructional and programmatic excellence/quality/innovation (10%):	\$34,809
Scholarly works per traditional faculty (10%):	\$34,809
National Rankings (10%):	\$34,809
<b>Provost Discretion (20%):</b>	<b>\$69,618</b>

# How are the Quality Indicators calculated?

## Quality Indicators - Student Success

Student Success Underlying Data	CAS	COA	CEHD	CEAS	CFA	CHHS	HCOB	UNIV
Overall UG Retention and Persistence Rate (Fall 2021 Cohort):	79.2%	83.6%	79.5%	81.8%	89.0%	83.9%	83.0%	82.2%
Overall UG Retention and Persistence Rate (Fall 2022 Cohort):	80.6%	87.9%	85.1%	82.7%	88.0%	85.0%	85.7%	84.3%
Blended URM, Pell, First Gen FTIAC Retention Rate (Fall 2021 Cohort):	68.8%	76.0%	70.6%	66.3%	82.8%	73.4%	70.2%	70.8%
Blended URM, Pell, First Gen FTIAC Retention Rate (Fall 2022 Cohort):	72.4%	85.4%	81.6%	77.5%	82.1%	77.6%	80.1%	76.4%
GRAD Student Completion Rates - Master's 4-Year (Fall 2017 Cohort):	81.7%	NA	63.9%	88.8%	93.5%	86.4%	80.6%	79.3%
GRAD Student Completion Rates - Master's 4-Year (Fall 2018 Cohort):	73.1%	NA	68.7%	83.3%	76.7%	91.6%	78.9%	80.0%
GRAD Student Completion Rates - Doctoral 7-Year (Fall 2014 Cohort):	61.8%	NA	43.5%	62.1%	NA	75.0%	NA	60.8%
GRAD Student Completion Rates - Doctoral 7-Year (Fall 2015 Cohort):	63.2%	NA	54.8%	83.3%	NA	100.0%	NA	65.5%
Graduate Degrees conferred to URM students (2021-22):	11.8%	NA	19.5%	3.2%	10.0%	14.8%	6.3%	13.6%
Graduate Degrees conferred to URM students (2022-23):	7.3%	NA	22.8%	5.4%	11.8%	13.7%	8.1%	13.4%

Student Success Funds Determination	CAS	COA	CEHD	CEAS	CFA	CHHS	HCOB	Total
Overall UG Retention and Persistence Rate (20%) Points:	1	3	3	1	1	2	3	14
Overall UG Retention and Persistence Rate (20%) Funds:	\$4,973	\$14,918	\$14,918	\$4,973	\$4,973	\$9,945	\$14,918	\$69,618
Blended URM, Pell, First Generation FTIAC Retention Rate (20%) Points:	1	3	3	3	1	2	3	16
Blended URM, Pell, First Generation FTIAC Retention Rate (20%) Funds:	\$4,351	\$13,053	\$13,053	\$13,053	\$4,351	\$8,702	\$13,053	\$69,618
Graduate Student Completion Rates (5%) Points:	1	0	4	4	0	5	0	14
Graduate Student Completion Rates (5%) Funds:	\$1,243	\$0	\$4,973	\$4,973	\$0	\$6,216	\$0	\$17,405
Graduate Degrees conferred to URM students (5%) Points:	0	0	2	1	1	1	1	6
Graduate Degrees conferred to URM students (5%) Funds:	\$0	\$0	\$5,802	\$2,901	\$2,901	\$2,901	\$2,901	\$17,405
<b>Student Success Total Funds Earned:</b>	<b>\$10,567</b>	<b>\$27,972</b>	<b>\$38,746</b>	<b>\$25,900</b>	<b>\$12,225</b>	<b>\$27,764</b>	<b>\$30,872</b>	<b>\$174,045</b>

# How are the Quality Indicators calculated?

## Quality Indicators - Academic Excellence / Faculty Success

Academic Excellence/Faculty Success Underlying Data	CAS	COA	CEHD	CEAS	CFA	CHHS	HCOB	Total
Scholarly works per traditional faculty (2020-21):	2.7	3.3	3.0	3.0	6.3	2.7	1.7	3.0
Scholarly works per traditional faculty (2021-22):	2.5	1.3	2.5	3.6	4.1	2.3	2.1	2.7

Academic Excellence/Faculty Success Funds Determination	CAS	COA	CEHD	CEAS	CFA	CHHS	HCOB	Total
Instructional and programmatic exc/quality/innov (10%) Points:	1	1	1	1	1	1	1	7
Instructional and programmatic exc/quality/innov (10%) Funds:	\$4,973	\$4,973	\$4,973	\$4,973	\$4,973	\$4,973	\$4,973	\$34,809
Scholarly works per traditional faculty (10%) Points:	1	1	1	3	2	1	2	11
Scholarly works per traditional faculty (10%) Funds:	\$3,164	\$3,164	\$3,164	\$9,493	\$6,329	\$3,164	\$6,329	\$34,809
National Rankings (10%) Points:	1	1	1	1	1	1	1	7
National Rankings (10%) Funds:	\$4,973	\$4,973	\$4,973	\$4,973	\$4,973	\$4,973	\$4,973	\$34,809
Academic Excellence/Faculty Success Total Funds Earned:	\$13,110	\$13,110	\$13,110	\$19,439	\$16,274	\$13,110	\$16,274	\$104,427

Scholarly Works/Traditional Faculty Scoring (Points are additive):	
Below the University mean (2.7)	1 point
Above the university mean (2.7)	2 points
Improvement from 2021-22 to 2022-23	1 point

## Quality Indicators - Provost Discretion

	CAS	COA	CEHD	CEAS	CFA	CHHS	HCOB	Total
Provost Discretion Funds Earned:	\$22,706	\$46,912						\$69,618
Provost Discretion Total Funds Earned:	\$22,706	\$46,912	\$0	\$0	\$0	\$0	\$0	\$69,618

## Quality Indicators - Total Funds Earned

	CAS	COA	CEHD	CEAS	CFA	CHHS	HCOB	Total
Total Quality Indicator Funds Earned:	\$46,383	\$87,993	\$51,856	\$45,338	\$28,499	\$40,874	\$47,147	\$348,090



# Overall SRM throughout WMU



FY24 SRM College RU Strategic Allocation - 80%/20% - 25%/45%/30% Model (FY24 Percentages)

	CAS	COA	CEHD	CEAS	CFA	CHHS	HCOB	Total
1 FY24 net surplus/(deficit)	(\$5,880,346)	(\$1,647,260)	\$4,176,338	(\$2,887,792)	(\$5,042,828)	\$3,642,286	\$7,639,602	\$0
Less: Space Cost Subvention								
2 Space Cost Allocation	\$8,841,567	\$1,759,863	\$2,489,147	\$3,938,546	\$4,730,464	\$2,536,758	\$2,301,368	\$26,597,713
3 Space Cost - 20 year amortization	\$442,078	\$87,993	\$124,457	\$196,927	\$236,523	\$126,838	\$115,068	\$1,329,886
4 Total Space allocation subvention	\$8,399,489	\$1,671,870	\$2,364,690	\$3,741,619	\$4,493,941	\$2,409,920	\$2,186,300	\$25,267,827
5 FY24 net surplus/(deficit) excluding space cost	\$2,961,221	\$112,603	\$6,665,485	\$1,050,754	(\$312,364)	\$6,179,044	\$9,940,970	\$26,597,713
6 Subvention Pool (positive balances)	\$2,961,221	\$112,603	\$6,665,485	\$1,050,754		\$6,179,044	\$9,940,970	\$26,910,077
7 Less: Space cost subvention								(\$25,267,827)
8 Subvention Pool after space cost subvention								\$1,642,250
9 80% to negative colleges					(\$249,891)			(\$249,891)
10 Remaining pool								\$1,392,358
Adjustment for each college:								
11 Space cost (amortize debt over 20 years)	(\$442,078)	(\$87,993)	(\$124,457)	(\$196,927)	(\$236,523)	(\$126,838)	(\$115,068)	(\$1,329,886)
12 Adjustment for negative colleges (20%)					(\$62,473)			(\$62,473)
13 Return based on quality indicators (25%)	\$46,383	\$87,993	\$51,856	\$45,338	\$28,499	\$40,874	\$47,147	\$348,090
14 Return based on incremental adjustment (45%)				\$182,539	\$320,466	\$1,293	\$122,264	\$626,561
15 Return to positive colleges (30%)			\$112,852			\$98,421	\$206,435	\$417,708
16 Net Impact to colleges	(\$395,695)	(\$0)	\$40,250	\$30,950	\$49,969	\$13,749	\$260,777	(\$0)



# **Where did we spend the \$300,000 (actually \$280,540) in permanent funding to CHHS this year?**

Making terminal staff positions continuing: **\$70,000**

Administrators returning to faculty roles: **\$170,000**

Faculty merit and equity increases: **\$10,000**

Staff grade changes and increases for seniority: **\$10,000**

IT upgrades and replacements (computers, laptops, etc.): **\$25,000**

**= \$285,000 (more than the \$280,540 in increased permanent funding)**



**WESTERN MICHIGAN UNIVERSITY**

College of Health and  
Human Services

# Now let's look at within CHHS funding – REVENUE and UPA

Notes: Initial projections  
Revenue based on 11.72% undergrad  
SCH reduction from FY22  
FTE based on Cognos SRM dashboard  
data  
Course fee revenue and expense  
budget; actual booked FY23; course fee  
figures vary significantly from FY22  
actual

	BLS-Initial	BLS-Actual	Interdisc PhD-Initial	Interdisc PhD-Actual	SIHP-Initial	SIHP-Actual	BSON-Initial	BSON-Actual	OT-Initial	OT-Actual	PA-Initial	PA-Actual	PT-Initial	PT-Actual	SLHS-Initial	SLHS-Actual	SWRK-Initial	SWRK-Actual	TOTAL-Initial	Total-Actual
Undergraduate credit hours — FY22	348		0		19240	0	6765		299		398		0		3318		4662		35,030	
Undergraduate credit hours est. FY23	307	408	0	0	16985	17134	5972	6166	264	540	351	359	0	0	2929	3435	4116	4250	30,924	32,292
Total UG credit hours=39264 (based on 2020-21 actual total)																				
Percentage of undergraduate SCH	1.0%		0.0%		54.9%		19.3%		0.9%		1.1%		0.0%		9.5%		13.3%		100.00%	
	1.0%	1.3%	0.0%	0.0%	54.9%	53.06%	19.3%	19.1%	0.9%	1.7%	1.1%	1.1%	0.0%	0.0%	9.5%	10.6%	13.3%	13.2%	100.00%	100.00%
Total CHHS UG net tuition: 16710887 initial; actual: \$15,896,497	167,109	158,965	0	0	9,174,277	8,727,177	3,225,201	3,068,024	150,398	143,068	183,820	174,861	0	0	1,587,534	1,510,167	2,222,548	2,114,234	16,710,887	15,896,497
Graduate FTE	20.67	20.67	22.17	22.17	31.39	31.39	10.50	10.50	117.17	117.17	79.00	79.00	88.00	88.00	62.67	62.67	246.83	246.83	1356.80	
Percentage of Graduate FTE*	3.0%		3.3%		4.6%		1.5%		17.3%		11.6%		13.0%		9.2%		36.4%		100.00%	
Total CHHS Grad FTE tuition: 13,174,817 initial; actual: \$13,393,700	401,420	408,089	430,551	437,704	609,607	619,735	203,914	207,302	2,275,491	2,313,296	1,534,214	1,559,703	1,708,997	1,737,390	1,217,078	1,237,298	4,793,544	4,873,182	13,174,817	13,393,700
Undergraduate FTE	0.00	0.00	1.00	0.00	278.17	278.17	461.67	461.67	41.67		0.00	0.00	0.00	0.00	109.17	109.17	210.17	210.17	2161.03	
Percentage of FTE UG*	0.0%		0.1%		25.2%		41.9%		3.8%		0.0%		0.0%		9.9%		19.1%		100.00%	
Total FTE	20.67	20.67	23.17	22.17	309.56		472.17	472.17	158.84		79.00		88.00		171.84		457.00		2295.26	
Percentage of total FTE*	1.2%		1.3%		17.4%		26.5%		8.9%		4.4%		4.9%		9.7%		25.7%		100.0%	
Total State Approp FTE tuition: 17,058,296 initial; actual: 17,058,296	198,059	198,059	222,014	222,014	2,966,194	2,966,194	4,524,317	4,524,317	1,522,000	1,522,000	756,975	756,975	843,213	843,213	1,646,565	1,646,565	4,378,959	4,378,959	17,058,296	17,058,296
Other funds revenue																				
Course fees - Fund 11	8,500		0		600		0		15,545		23,023		42,000		10,100		65,293		165,061	0
Fund 11 Enrollment Fees	0		0		0		324,000		0		0		0		0		0		324,000	0
F&A (20%)	40,905	20,584	0	555	64,754	33,832	856	53	2,165	163	0	0	2,873	1,502	205	846	16,873	4,084	190,250	61,619
<b>Total Revenue</b>	<b>815,993</b>	<b>785,698</b>	<b>652,565</b>	<b>660,273</b>	<b>12,815,432</b>	<b>12,346,937</b>	<b>8,278,289</b>	<b>7,799,696</b>	<b>3,965,598</b>	<b>3,978,527</b>	<b>2,498,032</b>	<b>2,491,540</b>	<b>2,597,084</b>	<b>2,582,105</b>	<b>4,461,482</b>	<b>4,394,877</b>	<b>11,477,216</b>	<b>11,370,459</b>	<b>47,561,692</b>	<b>46,410,112</b>
<b>Unit Revenue Percentage</b>	<b>1.72%</b>	<b>1.69%</b>	<b>1.37%</b>	<b>1.42%</b>	<b>26.94%</b>	<b>26.60%</b>	<b>17.41%</b>	<b>16.81%</b>	<b>8.34%</b>	<b>8.57%</b>	<b>5.25%</b>	<b>5.37%</b>	<b>5.46%</b>	<b>5.56%</b>	<b>9.38%</b>	<b>9.47%</b>	<b>24.13%</b>	<b>24.50%</b>	<b>100.00%</b>	<b>100.00%</b>
UPA Actuals 43.15% reconciliation with GLOW pending as of 7/25/2022	354,223		283,278		5,563,179		3,593,605		1,721,466		1,084,396		1,127,394		1,936,730		4,982,260		20,646,530.54	
<b>Net revenue (less UPA)</b>	<b>461,770</b>		<b>369,287</b>		<b>7,252,253</b>		<b>4,684,684</b>		<b>2,244,132</b>		<b>1,413,636</b>		<b>1,469,690</b>		<b>2,524,753</b>		<b>6,494,957</b>		<b>26,915,162</b>	





# CHHS funding – more Revenue, Expenses and CHHS subvention

Notes: Initial projections Revenue based on 11.72% undergrad SCH reduction from FY22 FTE based on Cognos SRM dashboard data Course fee revenue and expense budget; actual booked FY23; course fee figures vary significantly from FY22 actual		BLS-Initial	BLS-Actual	Interdisc PhD-Initial	Interdisc PhD-Actual	SIHP-Initial	SIHP-Actual	BSON-Initial	BSON-Actual	OT-Initial	OT-Actual	PA-Initial	PA-Actual	PT-Initial	PT-Actual	SLHS-Initial	SLHS-Actual	SWRK-Initial	SWRK-Actual	TOTAL-Initial	Total-Actual
Other funds revenue																					
Space cost (revenue percent distribution \$2,42,14		41,624		33,288		653,720		422,279		202,287		127,426		132,478		227,582		585,457		2,426,141	
Available net revenue		420,146		335,999		6,598,533		4,262,405		2,041,845		1,286,211		1,337,211		2,297,171		5,909,499		24,489,021	
10% CPA (see available of report)		42,015		33,600		659,853		426,240		204,185		128,621		133,721		229,717		590,950		2,448,902	
Fund 24 – operations endowments		0		0		40,641		170,226		0		0		0		0		0		210,867	
GA Allocation		35,220	35,220	64,059	64,059	95,277	95,277	14,115	14,115	28,230	28,230	31,091	31,091	31,759	31,759	88,151	88,151	35,220	35,220	846,244	
Grant Reimbursement Buyouts		88,813	87,011	0	0	73,175	32,164	11,064	0	33,637	39,158	0	0	17,146	0	13,544	38,797	117,632	71,870	624,011	
Misc- Non Taxable												1,000			1,000						
Department Revenue		502,165		366,458		6,147,772		4,031,569		1,899,527		1,189,681		1,252,395		2,169,149		5,471,401		23,030,118	
Expenses:																					
Fund 11 allocated budget - Personnel		627,974		543,949		2,059,230		2,562,311		1,651,412		800,008		1,560,017		1,444,505		2,694,818		13,944,224	0
Fund 11 allocated budget - Travel		3,000	1,872	2,500	1,279	3,513	5,011	2,000	5,356	2,354	20,520	9,000	12,281	0	35,838	700	10,124	13,449	21,205	36,516	113,486
Fund 11 allocated budget - Other Supplies/Service		4,553		5,500		21,991		34,383		17,632		25,235		308,188		15,566		31,966		465,014	0
Part-Time/Overload Expense		199,505	176,964	113,071	108,416	817,246	682,225	499,098	465,774	344,026	331,756	86,891	85,292	0	169,512	299,588	341,364	651,111	744,699	3,010,536	3,106,002
Term Appointments		0	0	0	0	166,286	204,179	217,630	97,260	150,195	225,966	251,785	253,921	0	0	99,603	100,448	0	0	885,500	881,774
Graduate assistantships		37,389	28,666	90,284	74,132	147,802	107,093	49,433	11,318	26,191	30,311	34,322	30,311	33,310	32,600	84,377	88,151	48,746	32,599	551,853	435,181
Course fees expense		8,500		0	0	600		324,000		15,545		23,023	23,023	42,000	42,000	10,100	10,100	69,173	69,173	492,941	144,296
F&A Expense		720	10,939	2,700	250	17,578	33,000	4,590	7,392	194	562	0	0	0	0	61,934	1,561	12,010	27,827	99,726	81,531
Grant reimbursement expenditures																				0	0
Faculty Start-up		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3,716	0	0	0	3,716
New faculty moving expense		0	0	0	0	0	0	5000	5000	0	0	0	0	0	0	0	0	12000	12000	17,000	17,000
Miscellaneous		0	0	0	0	0	0	0	3500	0	0	14451	10,956	4145	35000	0		0		18,596	49,456
Total expense		881,641		758,005		3,234,247		3,698,445		2,207,548		1,244,715		1,947,659		2,016,373		3,533,272		19,521,905	4,832,442
Net balance		(379,476)		(391,547)		2,913,526		333,124		(308,021)		(55,034)		(695,264)		152,776		1,938,129		3,508,214	0
AA Strategic Investment Assigned Commitment- Done																				3,839,327	
																				-331,113	
*FTE is calculated on fall census; plugged numbers for Cognos																					

\* FTE is calculated on fall census; plugged numbers for Cognos



# **What does this tell us about our budgeting needs structurally?**

- **Pathways to revenue = enrollment, external funding, endowments**
- **Units with robust undergraduate SCH, and above 50% of PTI do better**
- **Units with ONLY an enrollment capped graduate program, with high # of credits, and low PTI engagement do worse – differential tuition option**
- **Changing personnel costs means strategic investments when we can, which is not often**
- **Travel, Supplies and Services, and GA allocations in Fund 11 need to be reviewed for equity**



**WESTERN MICHIGAN UNIVERSITY**  
College of Health and  
Human Services



***WESTERN MICHIGAN UNIVERSITY***

College of Health  
and Human Services

# State of Strategic Planning, INTENT Co-curricular Framework

Dr. Ann Chapleau



# WMU Updates – Strategic plan

## Vision

WMU empowers every person to grow, thrive, and belong. We contribute to making the world a better place through creativity, research, innovation, and compassion.

## Mission

We are an access-oriented institution that provides an impactful and inclusive education that integrates discovery and fosters holistic growth and wellbeing so that all may learn.

## Values

- **Learner-Focused**
- **Equity-Centered**
- **Community-Engaged**
- **Discovery-Driven**
- **Sustainability-Guided**



# 2022-23 Steering Committee Members:

- Carla Chase – Interim Associate Dean
- Rodney Weir – Physical Therapy
- Marian Triplett – Social Work
- Betty Dennis – DEI/SIHP
- Joshua Enos – CHHS IT
- Kelley Pattison – Nursing
- Elissa Allen – Nursing
- Andrea Perez – CDS/Unified Clinics
- Chris Smith – Social Work
- Joel Krauss – CHHS Marketing
- Susan Pendelton – Outreach/Recruitment
- Maria Roche-Dean – Nursing
- Mandy Cox – Advising

Admin Support – Jasmine Mead



# CHHS Strategic Plan – goals and objectives ([wmich.edu/hhs/about](http://wmich.edu/hhs/about))

## Strategic Plan

In creating the most recent version of the strategic plan for the College of Health and Human Services, we have developed goals and objectives based on pillars identified in the University's strategic plan.

- Academic excellence
- Community building
- Diversity, equity and inclusion
- Internationalization
- Research and creative scholarship
- Sustainability
- Well-being



### Strategic Plan: Goals and Objectives

Academic excellence	+
Community building	+
Diversity, equity and inclusion	+
Internationalization	+
Research and creative scholarship	+
Sustainability	+
Well-being	+



# CHHS Strategic Plan – Academic Excellence and Diversity, Equity, and Inclusion

## Academic excellence –

**Goal:** We empower one another to develop the skills and knowledge needed to succeed in life and make a positive difference in the world by leveraging our college's academic strengths.

**Objective 1:** Provide a high-quality education consistent with best practices in the scholarship of teaching and learning.

**Objective 2:** Prioritize student success initiatives for successful enrollment and improved retention and persistence from academic programs of choice.

**Objective 3:** Offer curricular and co-curricular opportunities that are experiential, inclusive, and interprofessional, resulting in an immersive education for our students.

**Objective 4:** Focus our academic programs and align our college along the Career Pathways Model.

## Diversity, equity and inclusion –

**Goal:** We actively create and continuously invest in building an inclusive and equitable environment where every member of our community feels like they belong and has access to the resources they need to thrive.

**Objective 1:** Recruit, retain and graduate a diverse student body while steadily eliminating disparities in graduation rates.

**Objective 2:** Hire and retain faculty, staff, and administrators that better reflect and support the changing identities of the student population in the US.

**Objective 3:** Provide widespread and accessible diversity curriculum and co-curricular touchpoints for all students throughout their years in CHHS.

**Objective 4:** Support innovative programs for students from underserved and underrepresented populations.

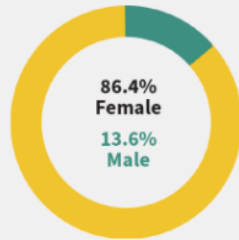


# Strategic Planning Dashboards

## CHHS STUDENTS

**2022**

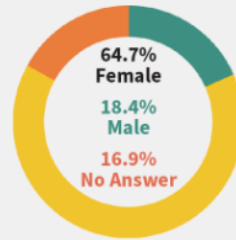
Total CHHS students



## CHHS EMPLOYEES

**320**

Total CHHS employees

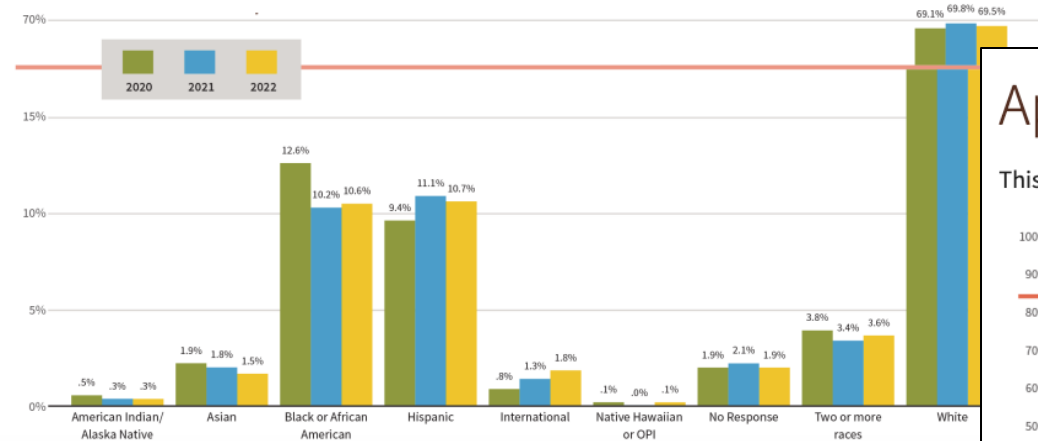


**For example:**

2022 demographic data  
from the CHHS Office of  
Diversity, Equity and  
Inclusion

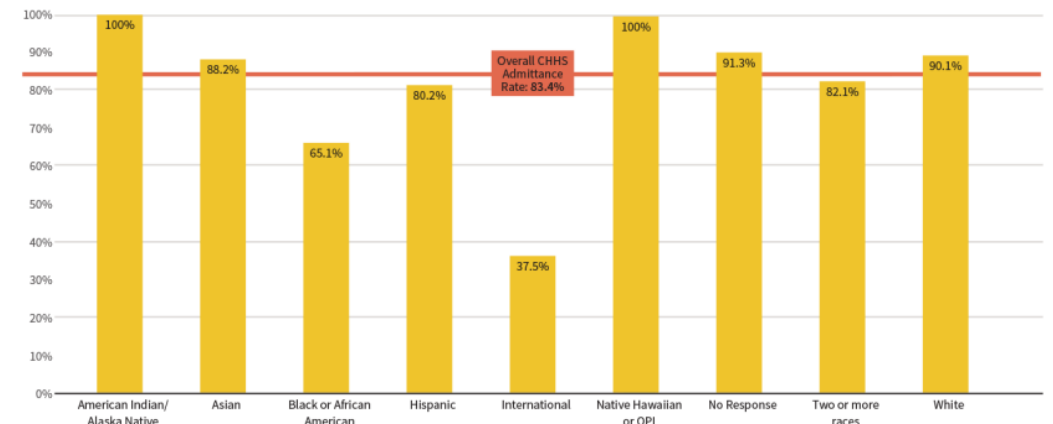
[wmich.edu/hhs/dei-data](http://wmich.edu/hhs/dei-data)

## Student Race/Ethnicity



## Applications and admissions

This is 2022 data for CHHS alone - undergraduate, new students.

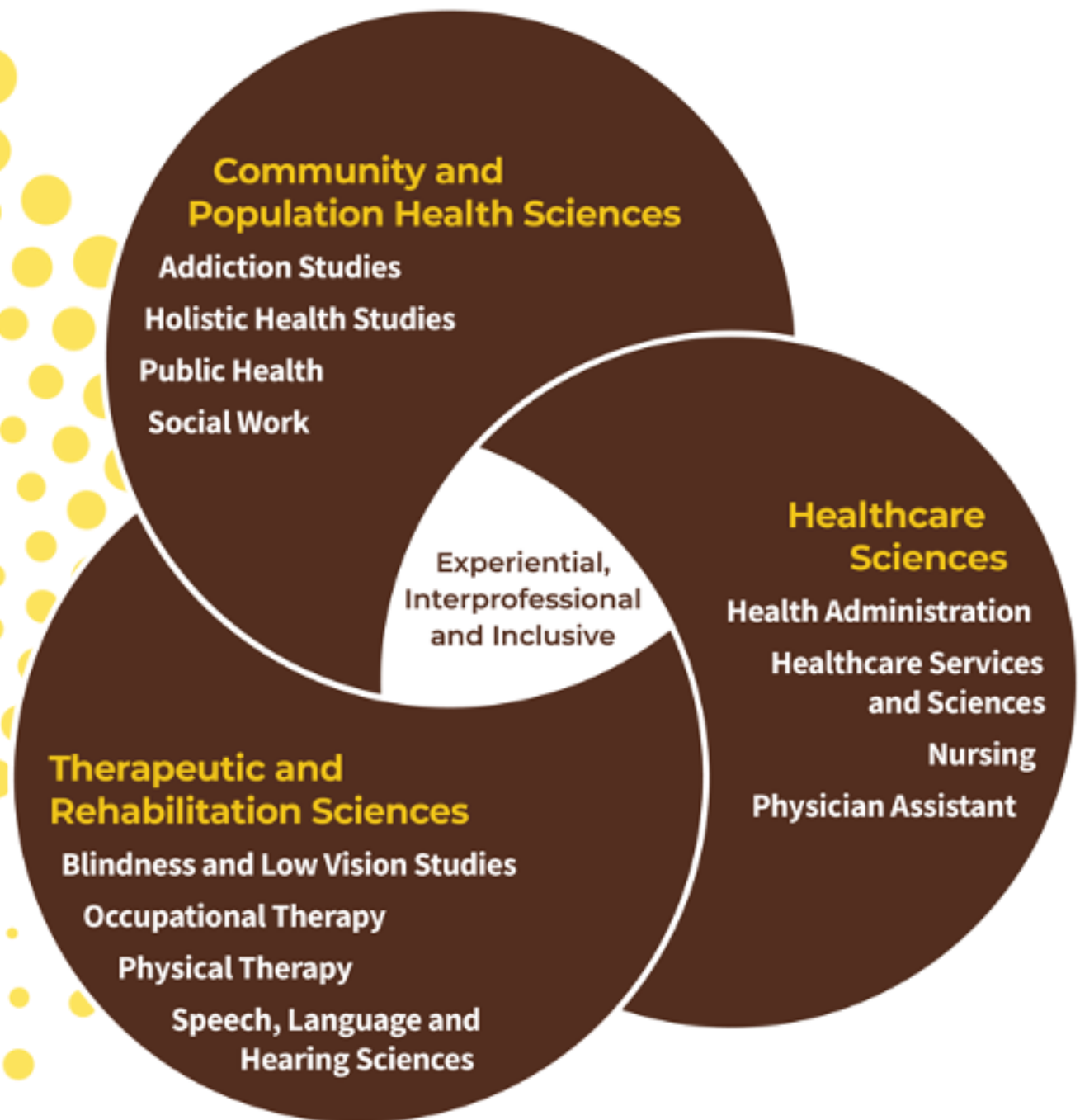


Pathways to a career that is  
high in **demand**,  
high in **purpose**,  
high in **satisfaction** and  
unsurpassed in **impact**.



**WESTERN MICHIGAN UNIVERSITY**  
College of Health  
and Human Services

[wmich.edu/hhs/academics](http://wmich.edu/hhs/academics)



# INTENT Co-Curricular Program (**IN**clusive, in**TEr**professional, and experie**NT**ial)

- Self-Management (active learning and learning strategies, resilience, stress tolerance, flexibility)
- Technology Use (responsible use, including emerging AI technologies)
- Problem-Solving (analytic thinking, innovation)
- Working with People (leadership, advocacy to support vulnerable and diverse groups and individuals)

*We teach and learn with INTENT*







# CHHS Curricular, Co-Curricular, Continuing Education Framework

## Curricular

### Primary audience: WMU students

- Available to students in select courses
- May meet program needs or qualify for WES, Global Bronco or W Signature programs
- May involve activities or assignments in the physical or virtual classroom, or in the community
- Any cost to students included in required course materials and costs (sensitive to fact that students already pay tuition for courses)
- Ex: service learning, internships, required lectures or activities

## Co-Curricular

### Primary audience: all stakeholders in community

- Available to students, staff, faculty, alumni and community
- May be extra credit in courses, or to meet co-curricular (W Signature, Global Broncos) program steps
- Often interprofessional and focused on sharing research and DEI expertise with the community
- Usually free of charge with a focus on inviting stakeholders to learn with us
- Ex: DEI Lunch and Learn, IPE poster days, Grand Rounds, speakers on topics of community interest

## Continuing Education

### Primary audience: health and human service professionals

- Targeted to community professionals with discount codes for students, staff, faculty and field instructors/preceptors
- Provided for a fee, provides additional compensation to instructor
- May be available in-person, remote synchronous or on-demand
- Provided in partnership with WMUx to maximize interprofessional offerings and revenue potential
- Ex: Child Welfare, Trauma and Resiliency, and Ethics CE courses





***WESTERN MICHIGAN UNIVERSITY***

College of Health  
and Human Services

# State of Diversity, Equity, and Inclusion

Dr. Betty Dennis

# CHHS Office of Diversity, Equity, and Inclusion

- December 4-6 – Take A Study Break activities in Benton Harbor, Grand Rapids, and Kalamazoo
- DEI Lunch and Learns – 11 a.m. to noon in Student Engagement Center
  - January 17 - Xenophobia - with BSON faculty Dr. Pamela Wadsworth
  - February 24 - Trauma and its impact on health - with CHHS alum Morgan Scafe
  - April 17 - Health Literacy - with SIHP emeriti Dr. Doris Ravotas
- Burian Lecture and DEI Conference
  - March 21, 6 to 8 p.m. & March 22, 9 a.m. to 1 p.m.
  - Long COVID Recovery with Vanderbilt faculty Dr. Jim Jackson
- Student climate survey coming spring 2024
- DEI Community Spotlights in your unit and with partners
  - Submit at [wmich.edu/hhs/contact-cdi](https://wmich.edu/hhs/contact-cdi)
- Take A Study Break - spring - April 15-17





***WESTERN MICHIGAN UNIVERSITY***

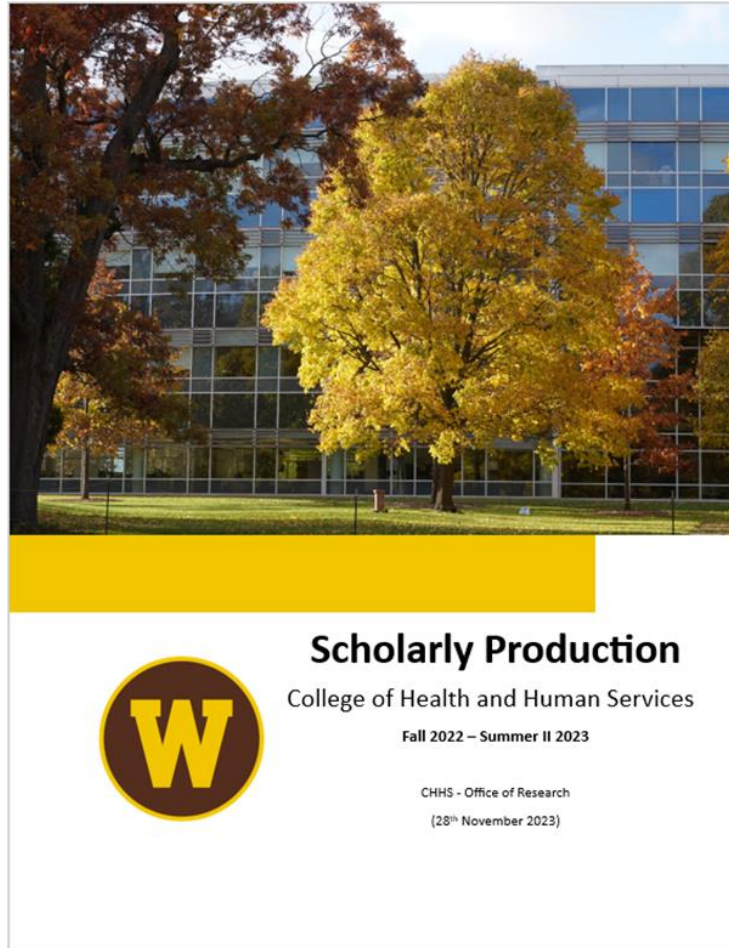
College of Health  
and Human Services

# State of Research and Scholarship

Dr. Alex Santos

# Scholarly Production

## Fall 2022 – Summer II 2023



**Scholarly Products: 128**

**Books Published (1)**

**Publications - Professional Editor (1)**

**Monographies and White Papers (1)**

**Peer-reviewed articles (58)**

**Conference Proceedings and Poster Presentations (29)**

**Presentations – Workshops (20)**

**Presentations – Panels (3)**

**Presentations – Other (15)**

Source: Western Michigan University Faculty Activity Reporting System -FARS –  
Data recording ended on November 17<sup>th</sup> 2023 - Response rate: ~75% of CHHS faculty



# Scholarly Production - Report



## Scholarly Production

College of Health and Human Services

Fall 2022 – Summer II 2023

CHHS - Office of Research  
(28<sup>th</sup> November 2023)



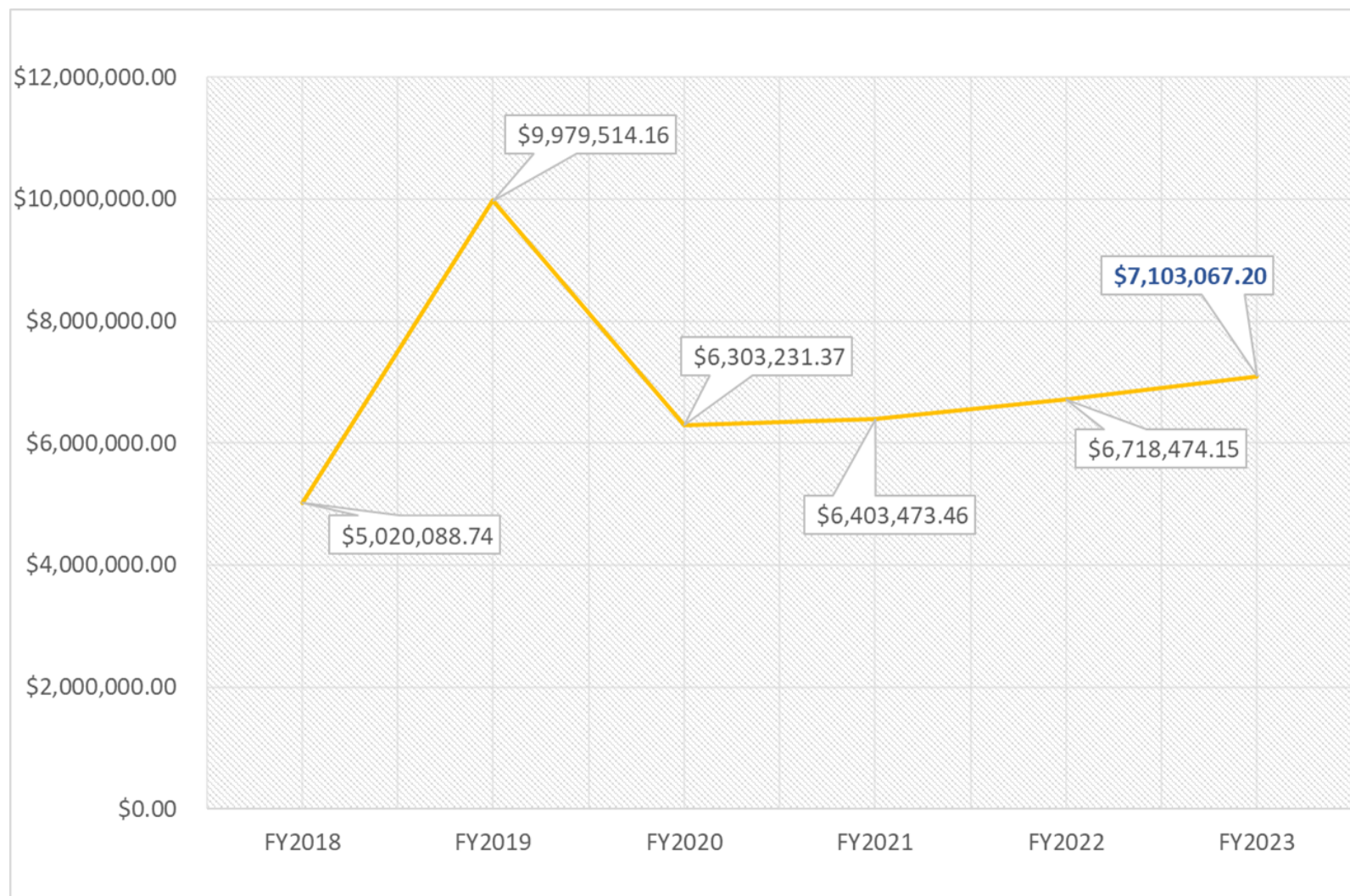
**WESTERN MICHIGAN UNIVERSITY**  
College of Health and  
Human Services

CHHS Scholarly Productivity 2022-2023 – Page 3

- Baker, A. R., & Ginn, C. C. (2023). Concept Mapping as an Instructional Method to Support Critical Thinking in Occupational Therapy Students: A Pilot Study. *Journal of Occupational Therapy Education*, 7 (3). <https://doi.org/10.26681/jote.2023.070307>
- Baker, A., Tomchek, S. D., Little, L. M., Wallisch, A., & Dean, E. (2023). Interventions to Support Participation in Basic and Instrumental Activities of Daily Living for Autistic Children and Adolescents (2013-2021). *The American journal of occupational therapy*: official publication of the American Occupational Therapy Association, 77(Suppl 1), 7710393140. <https://doi.org/10.5014/ajot.2023.77S10014>
- Baker, A., Tomchek, S. D., Little, L. M., Wallisch, A., & Dean, E. (2023). Interventions to Support Participation in Basic and Instrumental Activities of Daily Living for Autistic Children and Adolescents (2013-2021). *The American journal of occupational therapy*: official publication of the American Occupational Therapy Association, 77(Suppl 1), 7710393140. <https://doi.org/10.5014/ajot.2023.77S10014>
- Brusk JJ, Bensley RJ. COVID-19 Response Resource Engagement and User Characteristics of the *WichHealth* Web-Based Nutrition Education System: Comparative Cross-sectional Study. *JMIR Form Res*. 2023 Mar 2;7:e38667. doi: 10.2196/38667. PMID: 36787232; PMCID: PMC10020899. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10020899/>
- Cataldo, J. (2022). Drugs or despair? Unraveling the rise in deaths of despair in Illinois. *Journal of Public Mental Health*, 21, 226–238. <https://doi.org/10.1108/JPMH-01-2022-0004>
- Cataldo, J., Collins, S., Walker, J., & Shaw, T. (2023). Use of virtual reality for MRI preparation and technologist education: A scoping review. *Journal of medical imaging and radiation sciences*, 54(1), 195–205. <https://doi.org/10.1016/j.jmir.2022.11.011>
- Chapleau, A., Harrison, J., Love, S., & Sherman, D. (2023). Mental health outcomes before psychotropic medications: a retrospective case series of one state hospital records from 1945 to 1954. *BMC health services research*, 23(1), 257. <https://doi.org/10.1186/s12913-023-09235-8>
- Connors, E. M., Abbott, P., Norris, D., Ottowitz, J., & Morren, B. (2023). Perspectives on the State of the Profession: A Time for Action? *Journal of Visual Impairment and Blindness*, 117. <http://DOI:10.1177/0145482X231194634>
- Danna-Dos-Santos, A., Driusso, P., & Degani, A. M. (2022). Long-term effects of *OTIS* includes a higher dependency on visual inputs to control vertical posture. *Brain injury*, 1–10. Advance online publication. <https://doi.org/10.1080/02699052.2022.2158223>
- Debra Lindstrom., et al. "Impact of Online Instructions about Home for Life Design on Occupational Therapy Students: Suggesting a Standardized Home Assessment Tool". *EC Nursing and Healthcare*. 5,6 (2023): 38-47. <https://ecronicon.net/assets/ecnh/pdf/ECNH-05-00404.pdf>
- DeThorne, L. S., & Gerlach-Houck, H. (2023). Response to Lipari's Letter to the Editor Regarding Gerlach-Houck & DeThorne's (2023) Forum: Resisting Ableism in School-Based Speech-Language Services. *Language, speech, and hearing services in schools*, 54(4), 1379–1381. [https://doi.org/10.1044/2023\\_LSHSS-23-00072](https://doi.org/10.1044/2023_LSHSS-23-00072)
- Dinan, N. E., Hagele, A. M., Jagan, A. R., Miller, M. G., & Kerkisick, C. M. (2022). Effects of creatine monohydrate timing on resistance training adaptations and body composition after 8 weeks in male and female collegiate athletes. *Frontiers in sports and active living*, 4, 1033842. <https://doi.org/10.3389/fspor.2022.1033842>



# External Funding Production FY - 2023



Source: Western Michigan University Office of Research Data Base. Retrieved: 11/29.2023 at 10.12am



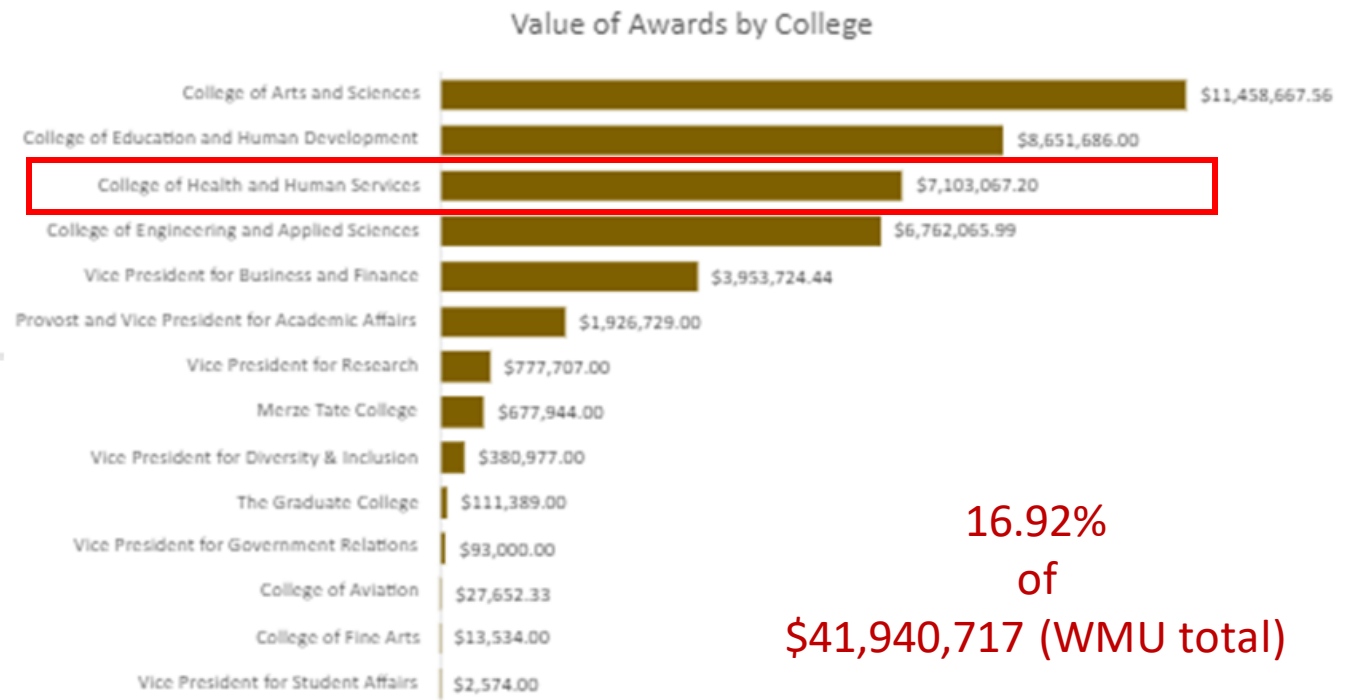
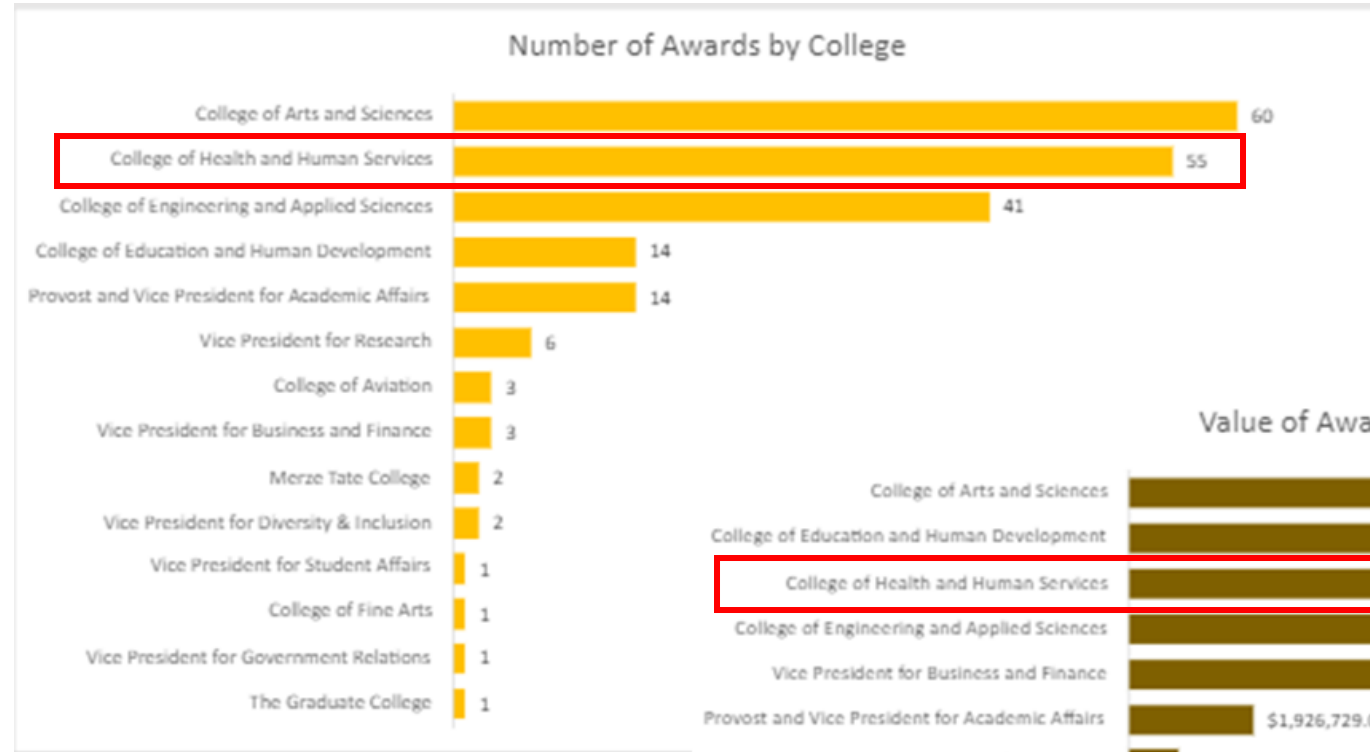
# External Funding Production

## Fall 2022 – Summer II 2023

	Submissions		Awards	
	# proposals submitted	\$	# proposals awarded	\$ awarded
FY2018	71	\$ 12,197,320.00	39	\$5,020,088.74
FY2019	47	\$ 21,690,084.00	59	\$9,979,514.16
FY2020	61	\$ 15,284,306.00	44	\$6,303,231.37
FY2021	50	\$ 13,400,945.00	50	\$6,403,473.46
FY2022	73	\$ 10,301,215.00	58	\$6,718,474.15
FY2023	42	\$ 10,012,245.00	55	\$7,103,067.20



# External Funding Production FY - 2023



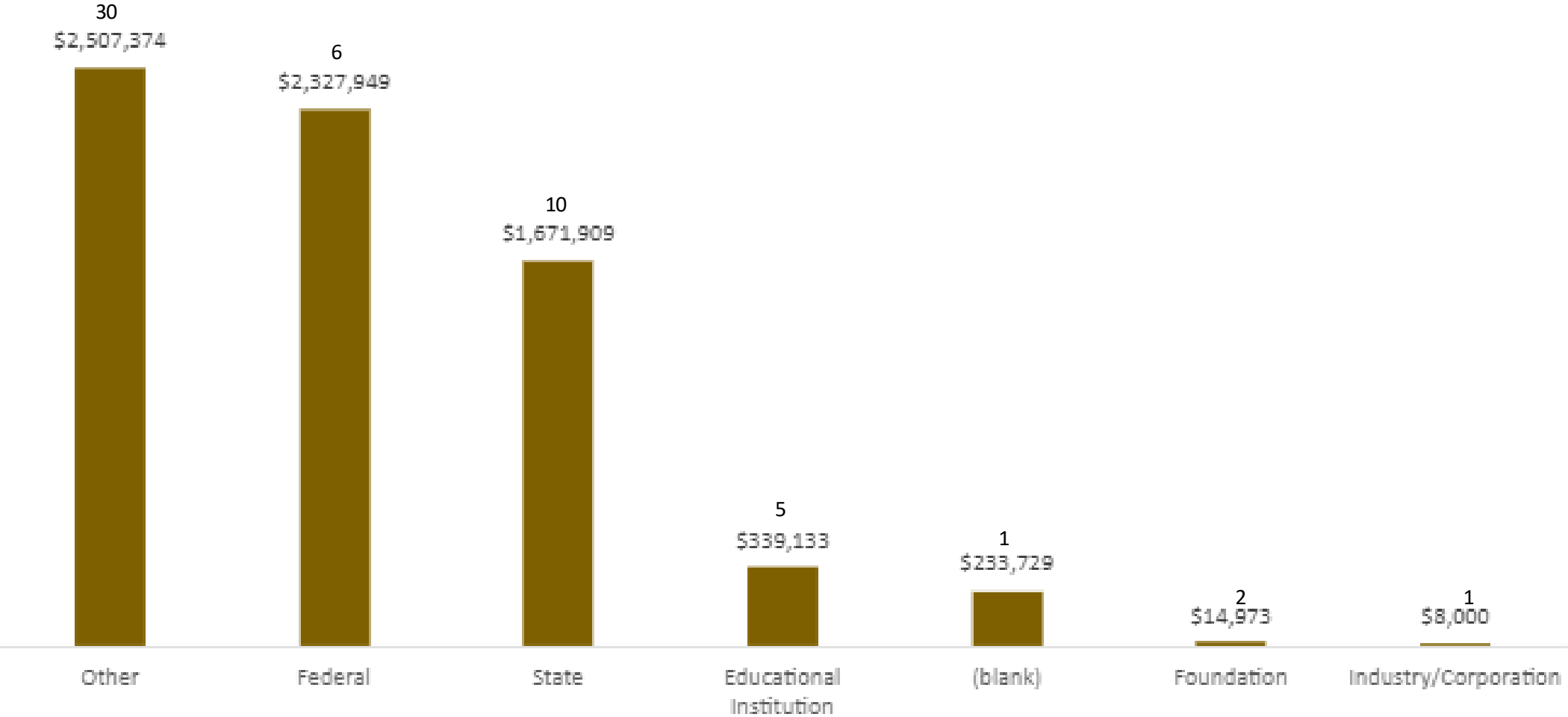
16.92%  
of  
\$41,940,717 (WMU total)





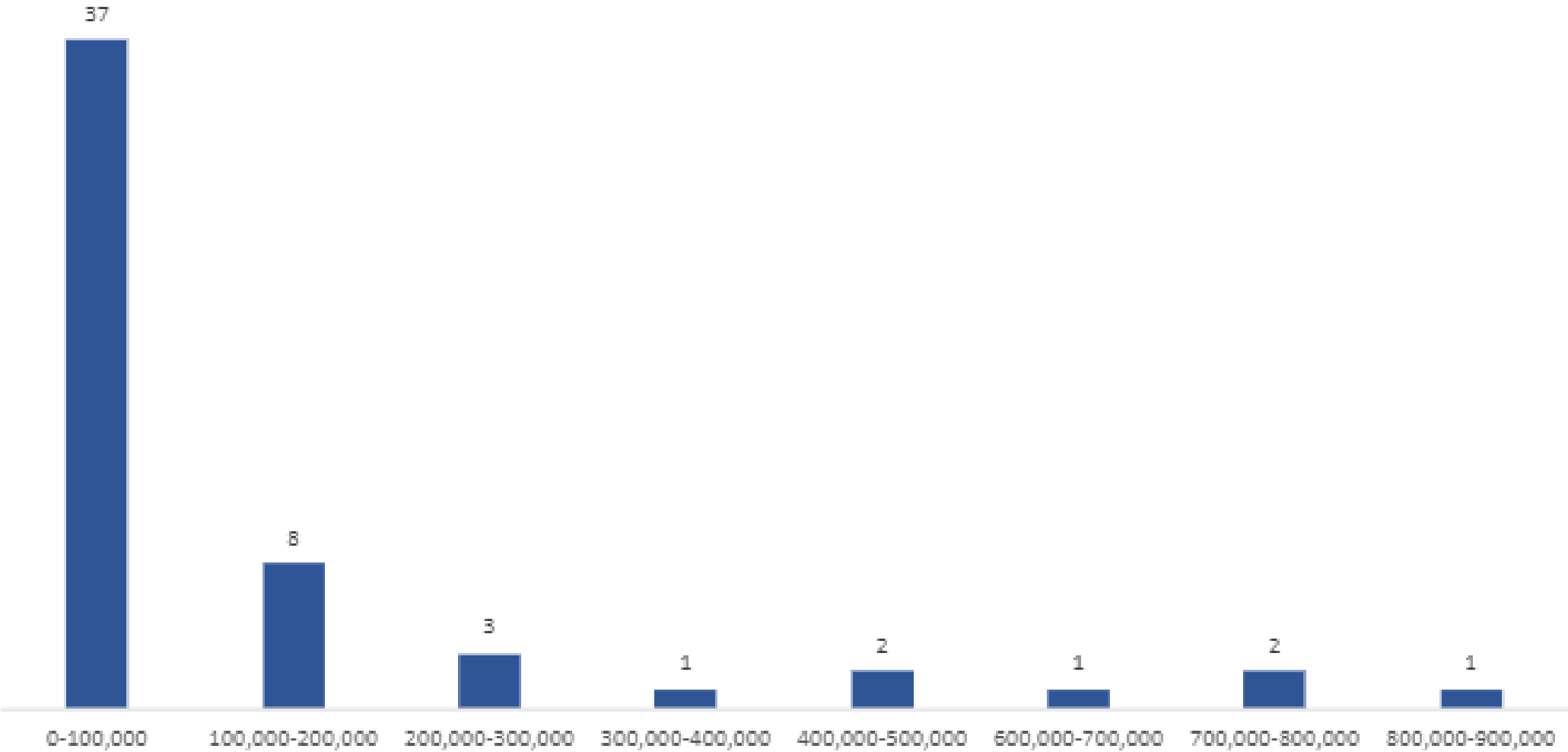
FY - 2023

Value of Awards by Sponsor Type



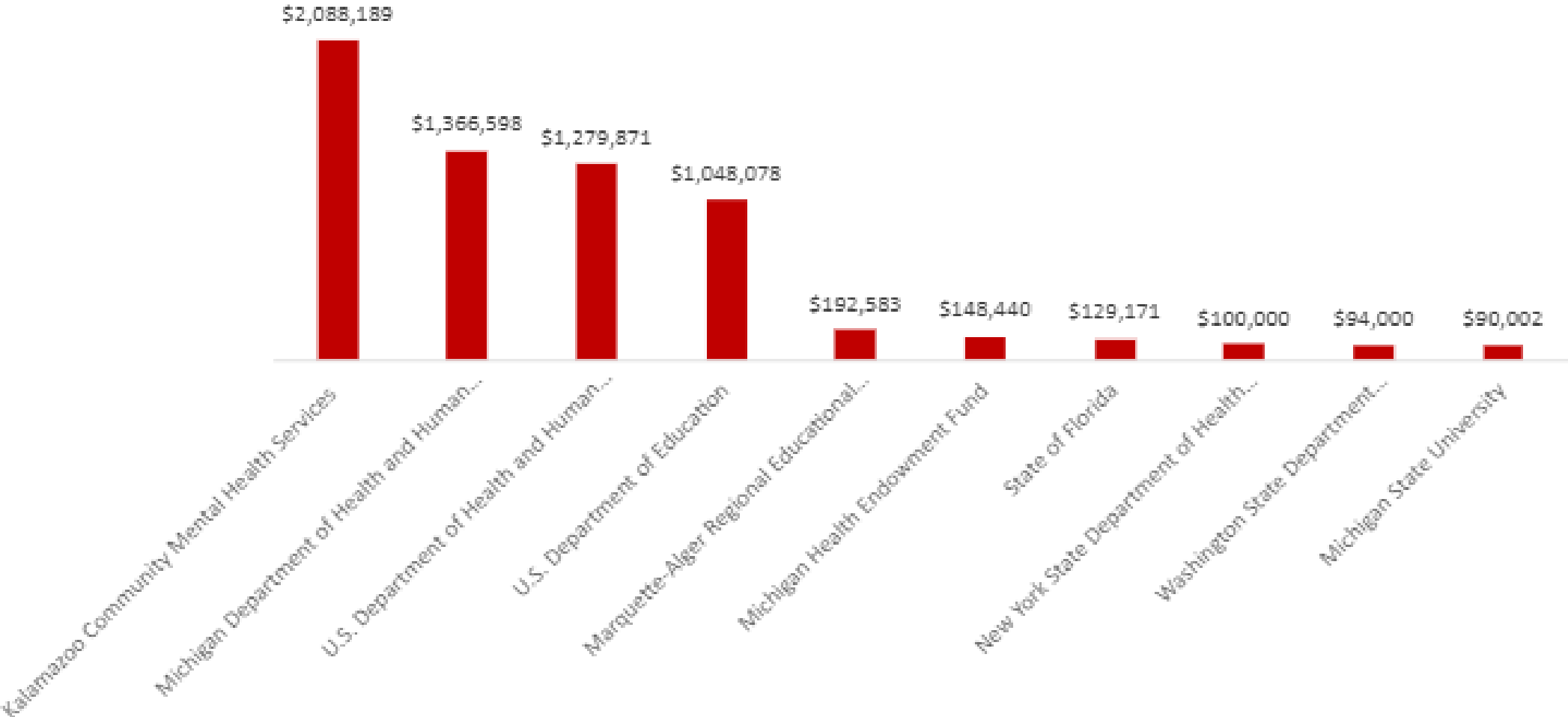
FY - 2023

Number of Awards by Value Range



FY - 2023

Top 10 Sponsor Names

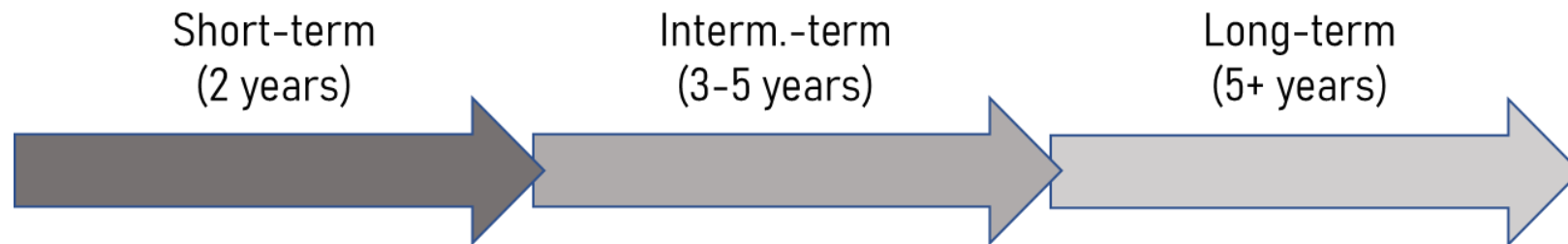
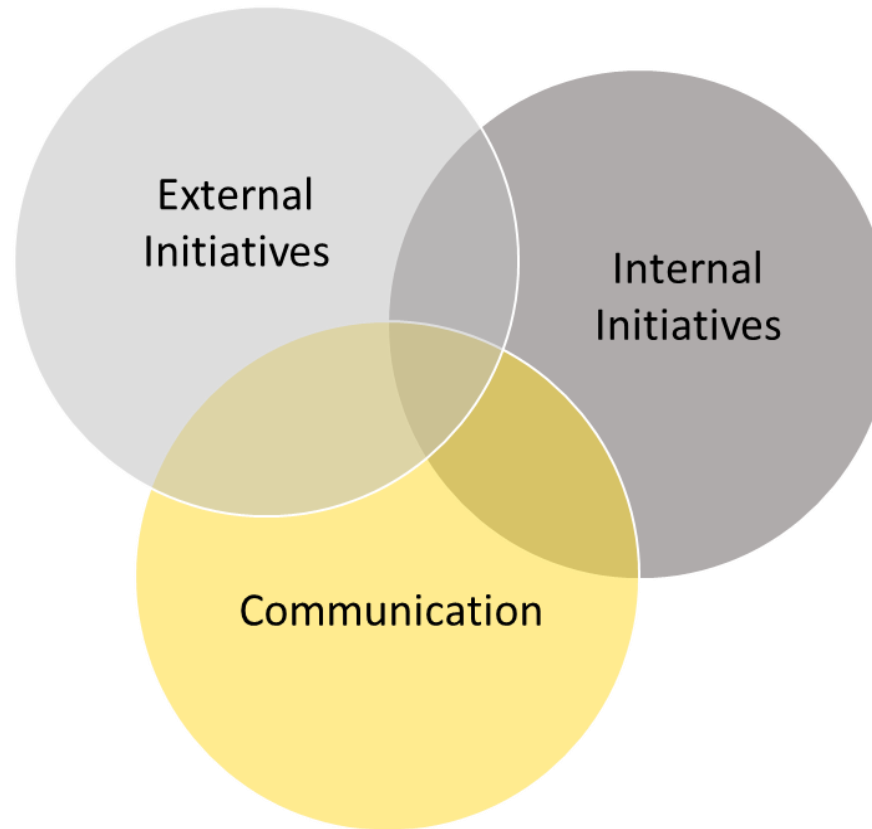


FY - 2023

Since July 2023:

- Creation of a dedicated office for research – CHHS Office of Research.
- Development basic logistics and infra-structure for research initiatives:
  - Establishment of guidelines for pre- and post- award management.
  - Implementation of consultation and technical services on pre- and post-award needs.
  - Creation of dedicated local database for awarded projects.
  - Creation of a common dedicated space for research.
  - Creation of a steering committee for research.
  - Development of dedicated portfolio for CHHS research (in development).







**WESTERN MICHIGAN UNIVERSITY**

College of Health  
and Human Services

# State of Clinical Practice: Unified Clinics and Center for Disability Services

Dr. Andrea Perez

# Center for Disability Services

## Programs and Services

- Skill Building "Community Connections" (EWB)
- Case Management
- Community Living Services
- Supported Living
- Senior in-home supports
- Adult Wellness Programs "Senior day" (110 W Cork St)

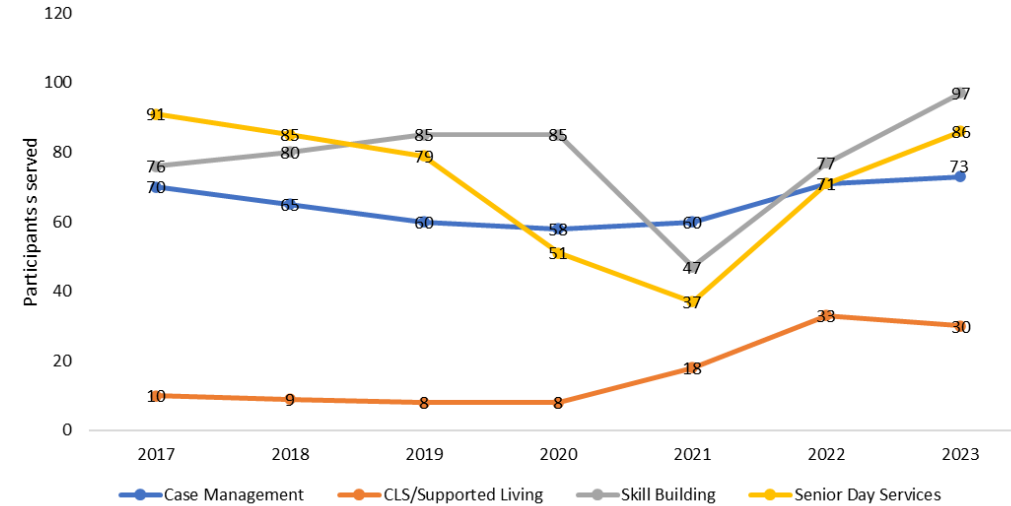
**\$710,398.79**

amount paid in student wages  
FY 22-23

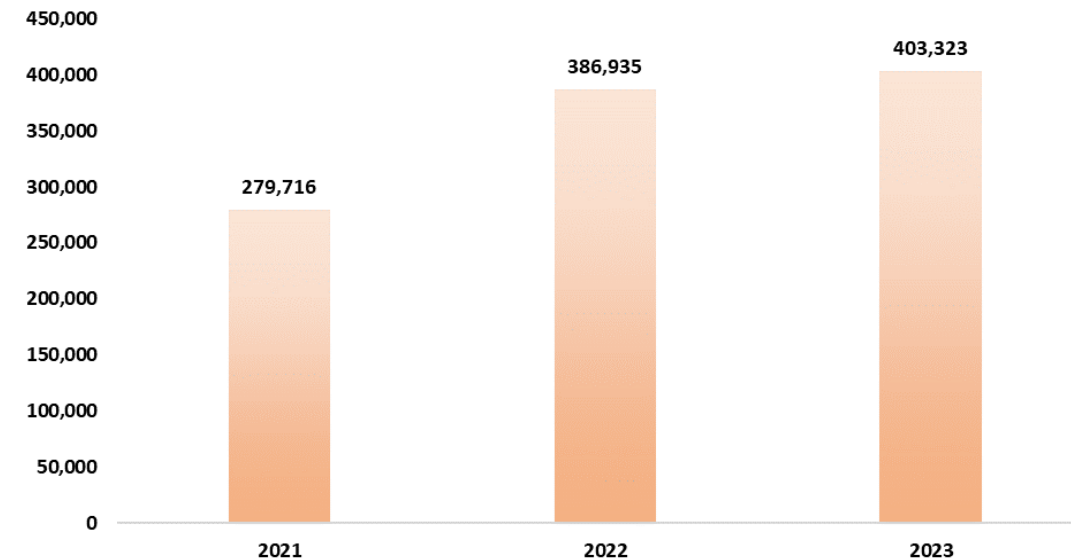


**WESTERN MICHIGAN UNIVERSITY**  
College of Health and  
Human Services

Census by Service



Total Units of Direct Service - All Programs



## Highlights

## Student engagement

- Occupational Therapy
- Speech, Language and Hearing Sciences
- Nursing
- Engineering
- Psychology
- Music Therapy
- Physical Therapy
- Nutrition

## Physical Therapy Partnership in grant

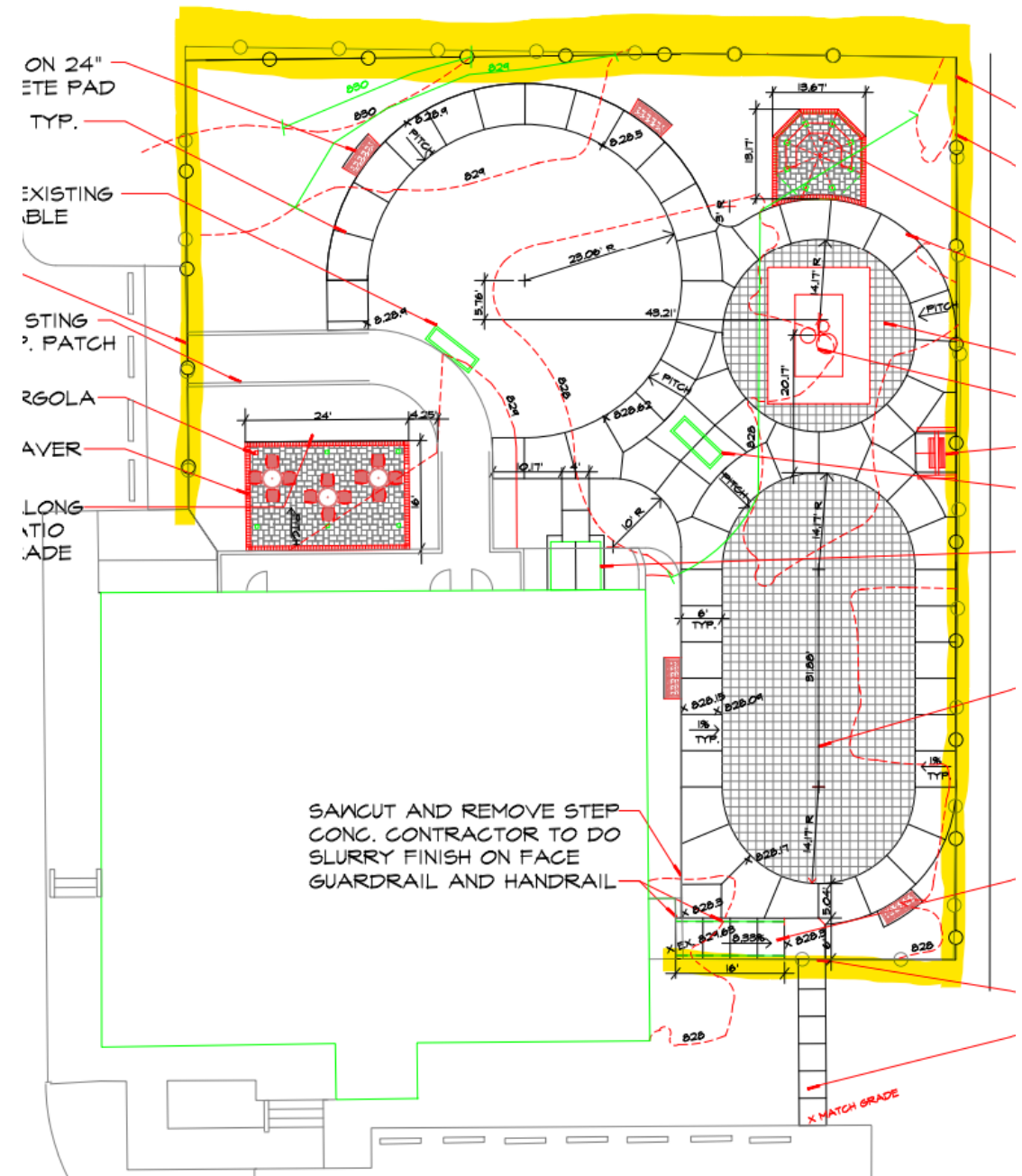
- \$10,000 for new adaptive equipment

### Commission on Accreditation of Rehabilitation Facilities (CARF)

## Kalamazoo County awards for AWC

- \$341,000 for service support
- \$100,000 for yard expansion- pending additional funds to support full expansion project

## Volunteer/community experiences continue to expand





*Before*



*Ongoing Project*



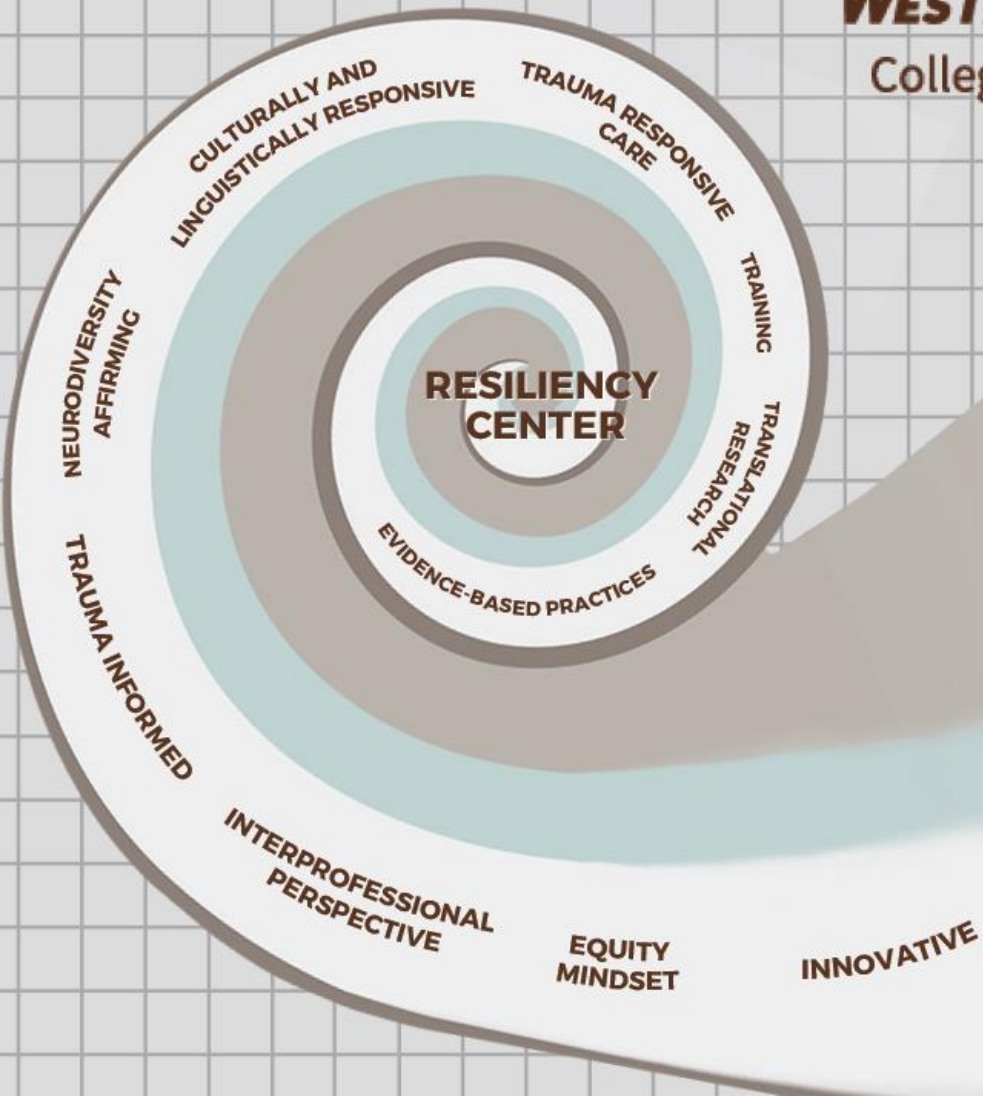




# WESTERN MICHIGAN UNIVERSITY

College of Health and Human Services

## Unified Clinics



### HEALTHCARE SERVICES

- Audiology
- Optometry
- Occupational Therapy
- Psychology
- Vision Rehabilitation and Low Vision
- Women's Health
- Social Work
  - Behavioral Health, Substance Use Disorder
  - Youth and Family

### ENRICHMENT SERVICES

- Marion R. Spear Occupational Therapy group treatment
- Charles Van Riper Speech-Language Services
- Music Therapy

### Areas of Excellence

- Youth and Family Trauma Assessment and Treatment
  - Resiliency Center for Assessment and Treatment
    - \*Social Work
    - \*Occupational therapy
- Low Vision
  - Occupational therapy
  - Vision specialists
- Pediatric Aural Rehabilitation
  - Audiology
  - Speech and Language Pathology
- Therapy Dog Clinic

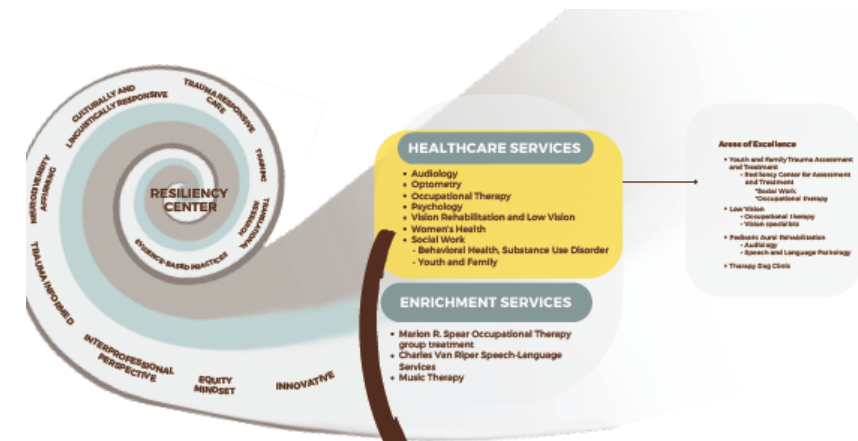


**WESTERN MICHIGAN UNIVERSITY**  
College of Health and Human Services  
Unified Clinics



## HEALTHCARE SERVICES

- Audiology
  - Pediatric and adult diagnostic hearing evaluations and treatment
  - Hearing aid/cochlear implant mapping
- Behavior Health Services (BHS) - social work
  - Individual, group and family substance use intervention and outpatient services
  - Driver's license restoration evaluation
- Psychology
  - Individual, couple and family counseling
- Occupational Therapy
- Vision
  - Optometry
  - Low Vision Rehabilitation
- Youth and family social work
  - Counseling
  - ADOS Diagnosis
- Women's Health
  - Gynecological care
  - Menopause, infertility, sexual dysfunction and incontinence treatment
  - Minimally invasive surgery (IUD)



**WESTERN MICHIGAN UNIVERSITY**  
College of Health and Human Services  
Unified Clinics

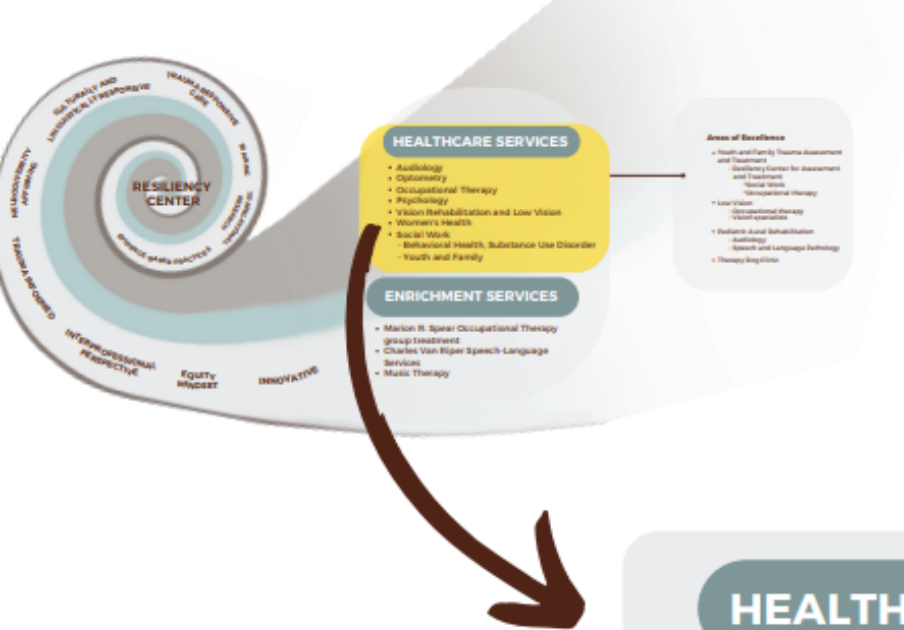
**HEALTHCARE SERVICES**

- Audiology
  - Pediatric and adult diagnostic hearing evaluations and treatment
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- Behavior Health Services (BHS) - social work
  - Individual, group and family substance use intervention and outpatient services
  - Driver's license restoration evaluation
- Psychology
  - Individual, couple and family counseling
- **Occupational Therapy**
- Vision
  - Optometry
  - Low Vision Rehabilitation
- Youth and family social work
  - Counseling
  - ADOS Diagnosis
- Women's Health
  - Gynecological care
  - Menopause, infertility, sexual dysfunction and incontinence treatment
  - Minimally invasive surgery (IUD)

**Occupational Therapy**

Services for

- Self-regulation skills
- Food selectivity
- Sensory processing disorder
- Behavior issues
- Caregiver coaching
- Parent-child relationship
- Building social skills
- Attachment disorder



**WESTERN MICHIGAN UNIVERSITY**  
College of Health and Human Services  
Unified Clinics

**HEALTHCARE SERVICES**

- Audiology
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- Women's Health
  - Gynecological care
  - Menopause, infertility, sexual dysfunction and incontinence treatment
  - Minimally invasive surgery (IUD)

**Youth and Family Social Work**

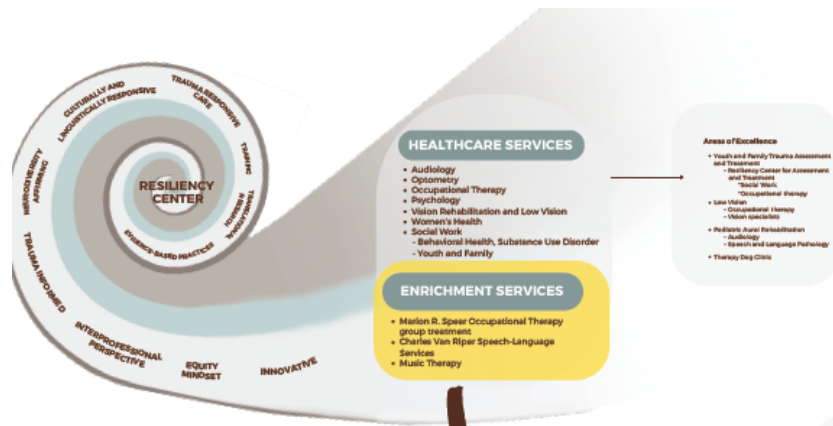
**Services**

- Out-patient therapy services for children, youth, and families.
- ADOS evaluations for Autism diagnosis.
- Trauma assessments through the Resiliency Center

**Conditions Treated**

- Complex PTSD
- Depression
- Anxiety
- Developmental Trauma Disorder
- Grief and loss
- Adjustment Disorder
- Oppositional Defiant Disorder
- Conduct Disorder



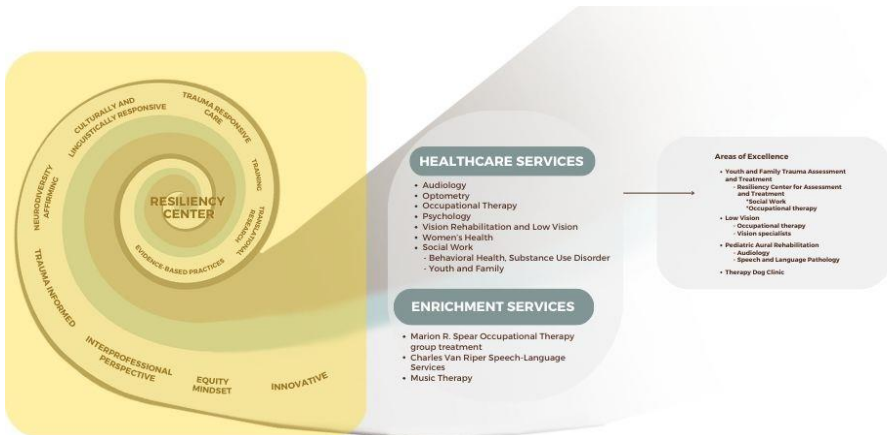


**WESTERN MICHIGAN UNIVERSITY**  
College of Health and Human Services  
Unified Clinics

## ENRICHMENT SERVICES

- Marion R. Spear Occupational Therapy group treatment
  - Adult and pediatric individual and group
  - Pediatric feeding disorders
  - Skills for living
  - Pre-vocational services
  - Low vision services
- Charles Van Riper Speech-Language Services
  - Aphasia, voice and stuttering assessment and therapy
  - Adult and pediatric speech, language and swallowing assessment and therapy
  - Augmentative and Alternative Communication (AAC) assessment and therapy
  - Parent/care partner coaching for communication development and success
  - Aural rehabilitation
- Music Therapy

**FY 2022/23**  
**3,361 visits**



**WESTERN MICHIGAN UNIVERSITY**  
College of Health and Human Services  
Unified Clinics

**RESILIENCY CENTER**

**TRAINING**

- Y-Mind
- Student Training
- Professional Development
- CEUs

**RESEARCH**

- Qualitative and quantitative studies
- Health service research

**SERVICE**

**RESILIENCY CENTER FOR  
ASSESSMENT AND TREATMENT**



***WESTERN MICHIGAN UNIVERSITY***

College of Health  
and Human Services

# State of WMU Empowering Futures

Mr. Tony Proudfoot



# Mission

**Expand educational access** for all and foster a **holistic educational experience** that is **diverse, equitable and inclusive** by **creating pipelines for success and pathways to graduation** that **increase student success and improve student resilience.**

# Initiatives

Navigator  
Network

Student  
Success Hub

Health and  
Well-being

Housing  
Scholarship

Bronco Connect  
Living Learning  
Community

Bronco  
Promise

Tenacity  
Scholarship

Broncos Lead  
Paid Internships

# Navigator Network

## Merze Tate College

- Student Success Navigators (4)

## Navigation Specialists

- Financial Aid (1)
- Multicultural Affairs (3)
- Student Affairs (3)

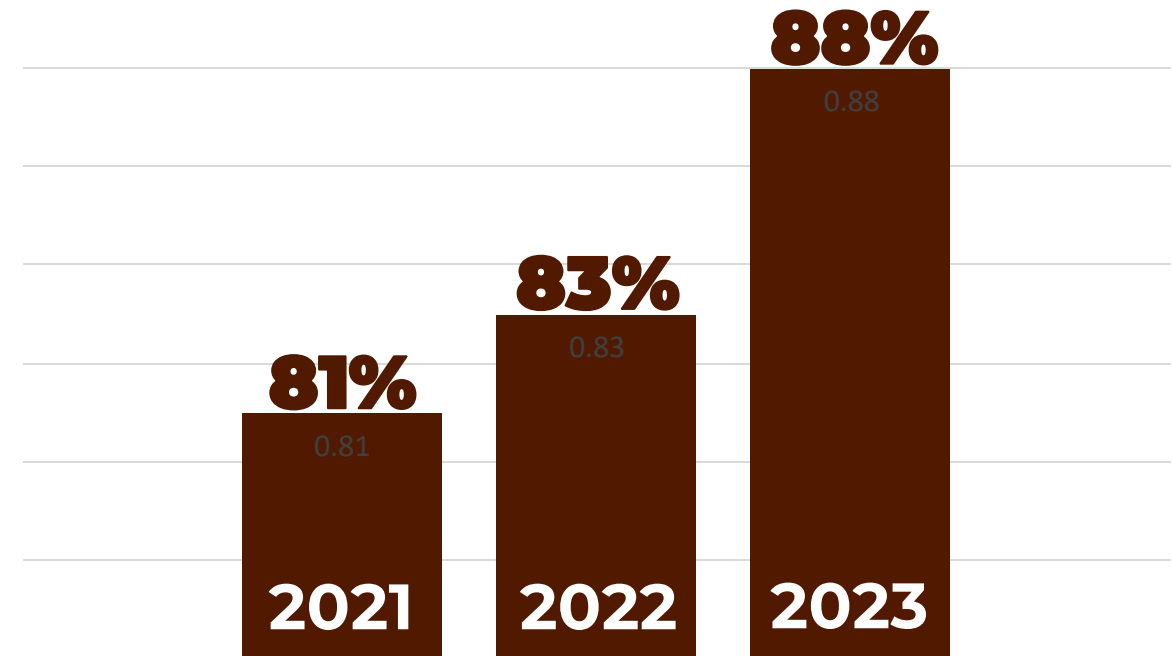
**22,000 Student  
Alerts Managed  
March – April '23**

# Student Success Hub

## 360° View of Students

- Academic Advising
- Navigators
- Special Programs

## Returning Students Registered by July



# **Bronco Connect Scholarship Living Learning Community**

## **2022 Cohort**

**93.2% retention rate**

**6.2% above all FTICAs**

## **Historically Underrepresented students exceeded their peers by**

**7.7% Black or African American**

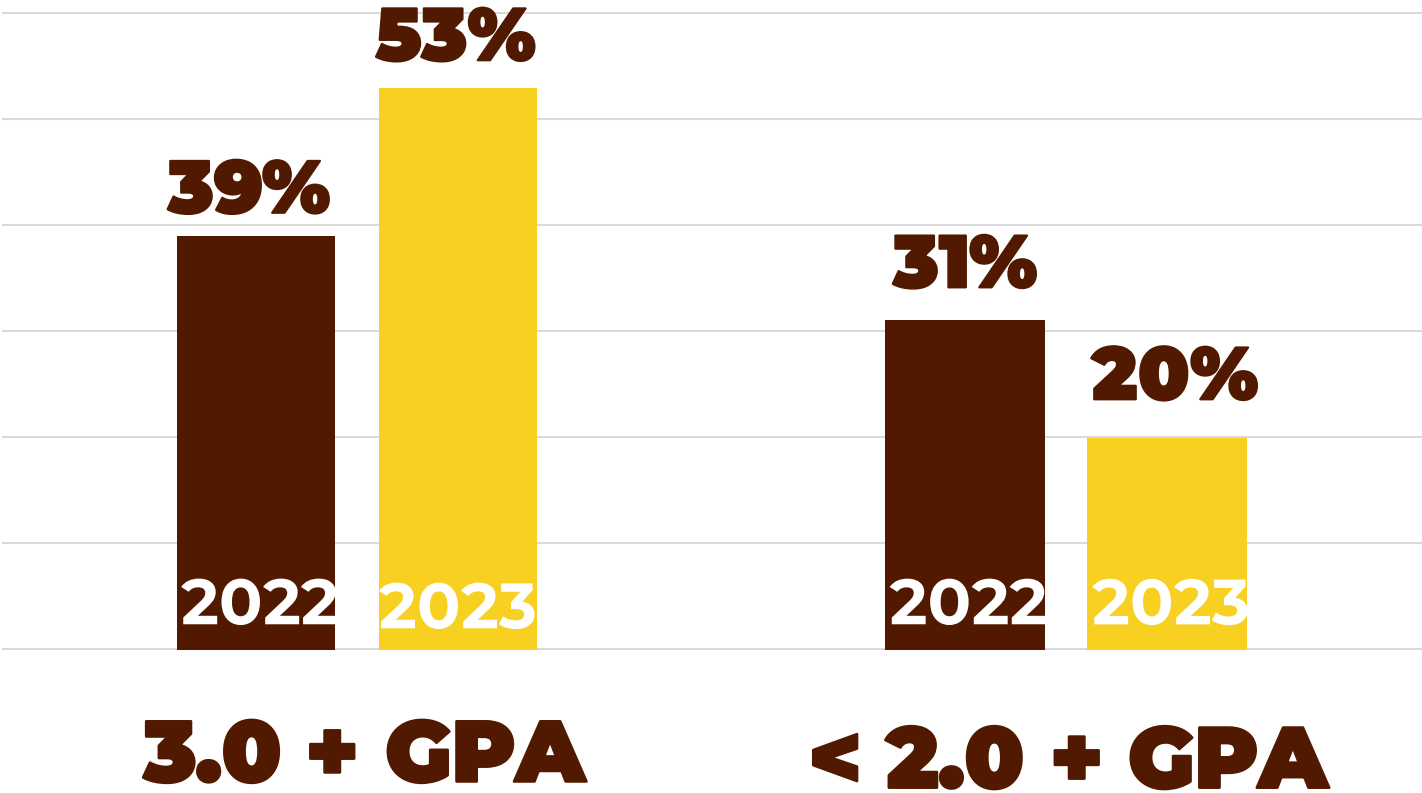
**7.7% Hispanic**

**7.3% First Generation**

# Bronco Promise Scholarships

Fall 2022  
406 Students

Fall 2023  
~25% Yield  
353 Students



# Tenacity Scholarships

For upper-level undergraduate students, need-based award up to \$1,000.

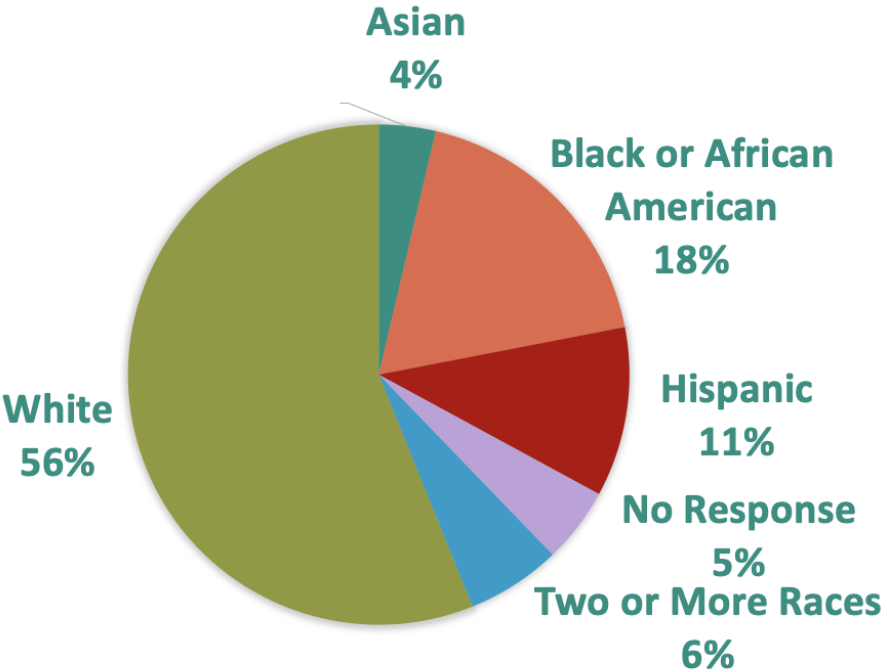
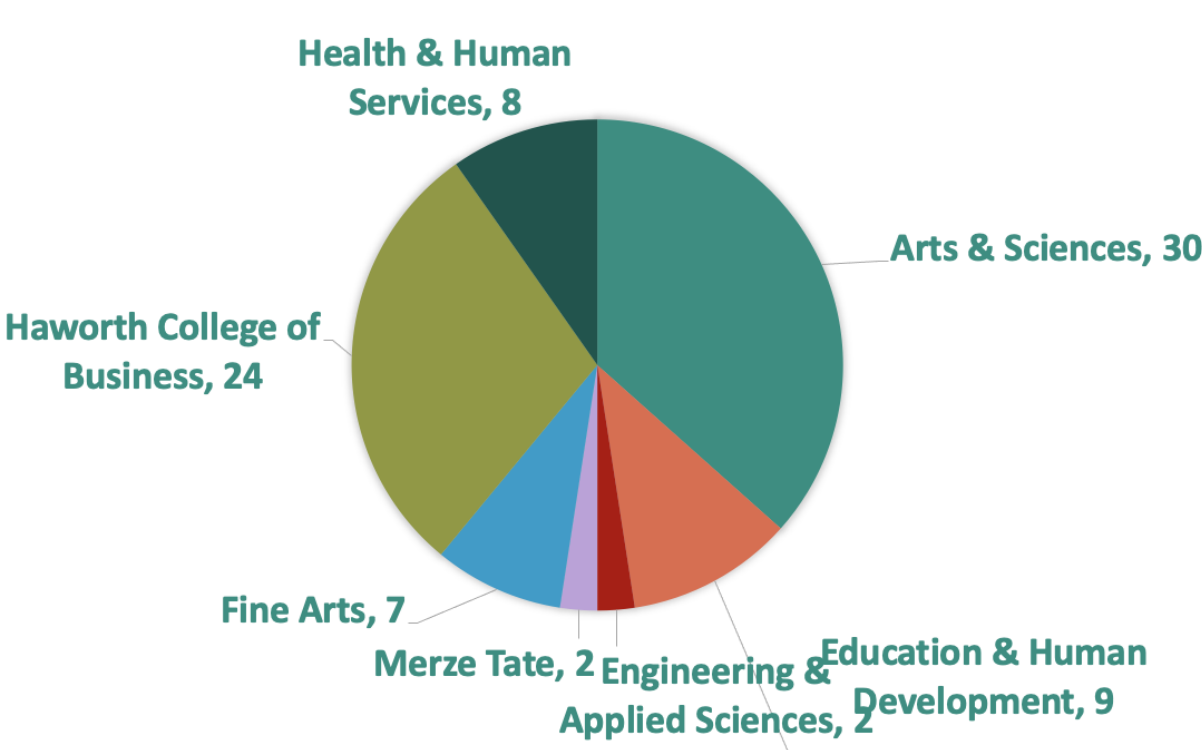
**2022-23**

Awarded **\$706,045 to 719** upper-level undergraduate students.

**Average award \$982.**

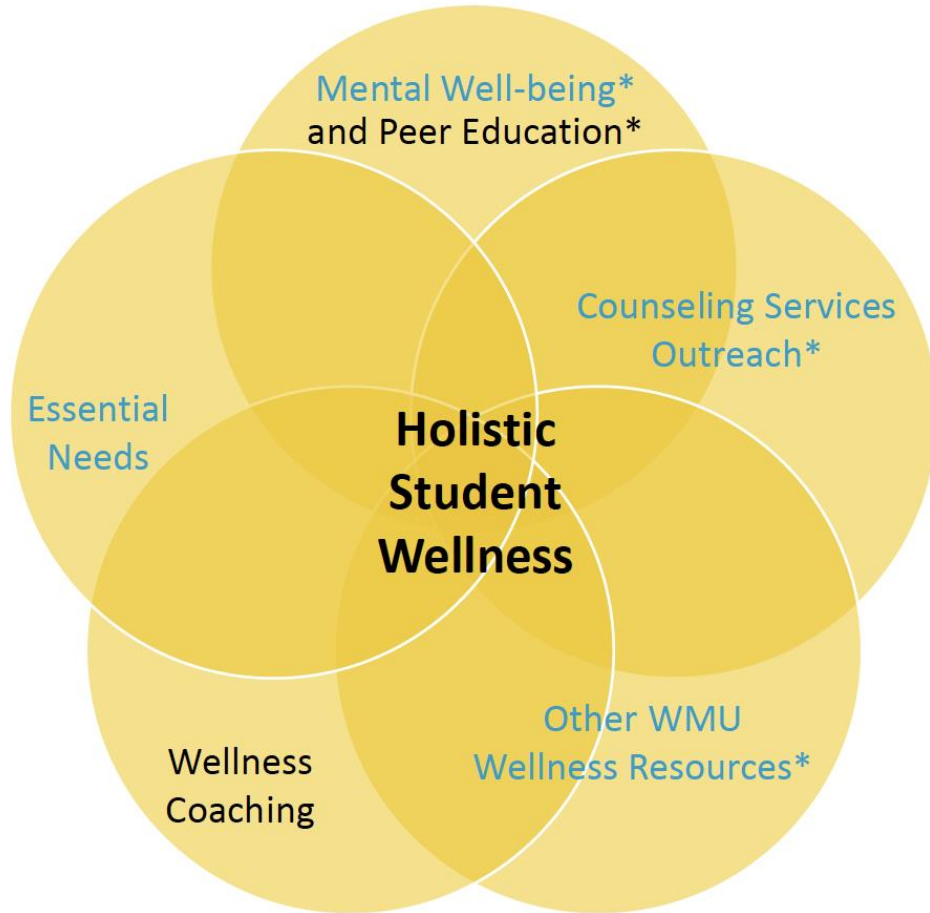
# Broncos Lead Paid Internships

Year 1: 83 Students, 40 Employers





# Well-being



**6,889**  
**student**  
**visits/**  
**connections**  
**109**  
**student**  
**events/**  
**trainings**

**Essential Needs**  
**~60% Increase**

- 1,279 served
- 5,221 unique visits

# Year 1 Reflections and Takeaways

- Activating and iterating has created momentum and energy
  - The teams want to do more and are looking forward
  - Stimulating ideas and prototypes for point of distinction
- Growing comfort with a focus on ROI and data informed decisions
- A powerful model and for collaboration is emerging across campus
- EFG is creating an ecosystem of solutions that vary along a continuum of highly structured to informal

# Questions - Comments - Discussion



## **Next steps:**

- **Bid on the silent auction to benefit Essential Needs**
- **Fill a snack bag to get you through the next few weeks**
- **Have a great end of fall semester and break**

