

CEHHS Strategic Plan for 2015 - 2020

CEHHS Strategic Plan for 2015 - 2020					
Strategic Goals		Measureable Outcome Plan			
		2015	Progress in 14/15	2016	
1	Secure resources to support capacity building, hiring, and accreditation. Steward the budget and lead through shared governance in alignment with faculty programming.	1. By 2015, the Dean's Office will analyze CSU student-faculty ratios and majors-to-faculty ratios for each discipline in the college. 2. By 2015, add at least one assessment specialist 3. By 2016, each unit develops guidelines for balancing the students-majors/faculty 4. By 2017, the College increases tenure-track faculty by at least 15% 5. By 2017, the College increases tenure-track faculty by at least 15% 6. By 2020, each unit achieves an appropriate students-majors/faculty ratio 7. Each accredited program establishes baseline costs for undergoing accreditation within sixth months after conclusion of each accreditation process 8. By 2020, each discipline in CEHHS that is below CSU ratios will be closer to state averages	1. The Dean's Office will analyze CSU student-faculty ratios and majors-to-faculty ratios for each discipline in the college 2. Add at least one assessment specialist	1. Completed 2. Completed Kyle Landin & Matt Euler hired	3. Each unit develops guidelines for balancing the students-majors/faculty ratio

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2	Ensure student success by providing, maintaining, and expanding infrastructure, resources, and support for conducting research, developing and delivering innovative curriculum, and advising students. Promote and celebrate student achievement	1. By 2015, identify a faculty liaison in each unit to lead student success assessment activities along with the CEHHS Student Services 2. By 2016, develop a College Task Force to define student success college-wide in alignment with the College vision, university standards, and accreditation requirements 3. By 2017, the College Task Force on Student Success develops a plan for assessing student success throughout the College 4. Review the Task Force Plan annually with research on student success and feedback from accrediting bodies 5. Improve student success and graduation rates annually by instituting practices resulting from the annual review	1. Identify point person faculty liaison in each department to lead student success assessment activities along with the College Student Services Division	<p><u>EDUCATION</u> Anne Rene Elsbree Ana Hernandez Jennifer Jeffries (Spring) Patricia Prado-Olmos (Fall) Julie Rich Laurie Stowell Jacqueline Thousand Gilbert Valadez Carol Van Vooren</p> <p><u>HUMAN DEVELOPMENT</u> Alice Quiocho</p> <p><u>KINESIOLOGY</u> Hyun Gu Kang</p> <p><u>NURSING</u> Pamela Kohlbray</p> <p><u>SOCIAL WORK</u> Madeline Lee</p> <p><u>SPEECH-LANGUAGE</u> <u>PATHOLOGY</u> Suzanne Moineau</p>	2. Develop a College Task Force to define student success college-wide in alignment with the College vision, university standards, and accreditation requirements

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3	Institutionalize strategic approaches for development of and engagement with community partnerships. Endorse and advocate for these collaborations.	<p>1. In 2015, develop college-wide policies and guidelines for establishing and stewarding collaborative community partnerships. Develop the role of the Dean, the roles of the Department Chair, Director or Program Coordinator, the roles of the involved faculty in establishing and sustaining the community partnerships</p> <p>2. By 2016, form advisory committees in each School/Division to assist in providing oversight and advocacy for community partnerships</p> <p>3. Beginning in 2017, host an annual college-wide community partnership symposium showcasing interdisciplinary collaborative projects</p>	1. Develop college-wide policies and guidelines for establishing and stewarding collaborative community partnerships. Develop the role of the Dean, the roles of the Dept. Chair, Director or Program Coordinator, the roles of the involved faculty in establishing and sustain the community partnerships	1. Completed- Interdisciplinary Grants & community Engagement	2. Form advisory committees in each School/Division to assist in providing oversight and advocacy for community partnerships

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4	Develop and sustain long-term positive working relationships within the college, across the university, and among other academic institutions	<p>1. College will continue to encourage, support, and maintain relationships through regular communication and forums such as emails about opportunities and accomplishments, cookies with the Dean, brown bags or “Did you know?” speakers and other means including social media</p> <p>2. By 2015, Student Services Division will develop survey on user satisfaction and will publish results through feedback forums..</p> <p>3. By 2016 Student Services Division will begin to make improvements based on the satisfaction survey</p> <p>4. By 2020, College will develop and maintain technology and data systems that are easy to access and share as measured by surveys of end users</p>	2. Student Services Division will develop survey on user satisfaction and will publish results through feedback forums	2. Although the departure of our Assessment Specialist in February slowed the development of a student satisfaction survey, Student Services has hired a new Assessment Specialist, Kyle Landin, and a Data Analyst, Matt Euler. They are helping us get back on track with the develop a satisfaction survey for students in our programs. We have been investigating various existing student surveys and how we might use the data already collected to complement our efforts. For example, one of our current efforts in support of student satisfaction is the evaluation surveys we collect from undergraduate students regarding the advising	2. Student Services Division will begin to make improvements based on the satisfaction survey 1. Dean FB, Twitter, Blog
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5	Cultivate and support diversity of students, faculty, and staff. Ensure equality on behalf of all college personnel and foster strong morale among all colleagues. Promote leadership that reflects our diverse communities.	1. By 2016, develop a policy that strategically seeks to increase the number of underrepresented students and personnel in leadership positions 2. In 2017, activate the strategies developed by the above policy 3. By 2017, develop a mentorship program that ensures support and sustainability for people of underrepresented minorities hired into/promoted into leadership positions 4. Assess annually, the diversity of hires (faculty and staff) in the College 5. Advocate for equitable pay and equitable working situations for all members of the College 6. Maintain and increase activities such as "lunch with the dean", "cookies with the dean",			1. Develop a policy that strategically seeks to increase the number of underrepresented groups in leadership positions/roles
		5			

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6	Encourage, create, and maintain innovative and high quality programs that respond to community needs and situate the college as a leader in research, teaching, and learning. Review and assess curriculum viability; make decisions strategically. Hire faculty and staff in accordance with curricular needs.	1. By 2015, establish a speaker series to highlight signature programs and invite at least an expert every year for the next 5 years 2. By 2015, the College secures resources of at least \$20,000 for funding interdisciplinary program/course proposals 3. By 2016, develop a fund that supports purchase and ongoing replacement of lab equipment and materials 4. By 2018, the College increases student enrollment (including online programs/courses) by 2-3% 5. By 2020, the College secures resources of at least \$50,000 for programs to adhere to accreditation standards to ensure program quality 6. By 2020, the College increases student enrollment (including online programs/courses) by 5-10%	1. Establish a speaker series to highlight signature programs and invite at least an expert every year for the next 5 years 2. The College secures resources of at least \$20,000 for funding interdisciplinary program/course proposals	Need action plan for inviting experts. College funded two interdisciplinary proposals this semester: one between Kinesiology and SON; and other between all units of the College	3. Develop a fund that supports purchase and ongoing replacement of lab equipment and materials

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7	Enhance support that increases research and creative activities capacity for faculty. Increase opportunities for students and faculty to engage in research and creative activities.	<p>1. In 2015, establish a community of scholars that hold periodic meetings at which 2-3 faculty discuss their research</p> <p>2. In 2015, develop an Ad Hoc Committee charged with establishing a record of all research/creative activity being accomplished in the College</p> <p>3. By 2016, Ad Hoc Committee on Research and Creative Activity reports on all research being conducted in the College</p> <p>4. By 2017, expand research facilities by at least 2000 ft. Consider off campus as well as on-campus facilities</p> <p>5. By 2017, increase professional development funds for tenure-track faculty and Distinguished Teachers in Residence from \$1000.00 to \$1500.00</p> <p>6. By 2017, develop a funding policy/mechanism/resource base for adjunct faculty to travel to conferences to present research</p> <p>7. By 2017, develop a funding policy/mechanism/resource base for students</p>	<p>1. Establish a community of scholars that hold periodic meetings at which 2-3 faculty discuss their research</p> <p>Develop an Ad Hoc Committee charged with establishing a record of all research/creative activity being accomplished in the College</p>	<p>1. Complete- Lunch with Dean</p> <p>FDAPC has held brown bags for faculty to share expertise. Dean's lunches have also allowed for highlighting work.</p>	<p>2. develop an Ad Hoc Committee charged with establishing a record of all research/creative activity being accomplished in the College</p>

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1				Need an action plan.	

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Measureable Objectives Yearly Progress

Progress 15/16	2017	Progress 16/17	2018	Progress 17/18
<p>3. Almost Complete: KINE In process, Nursing done. Departments with poor ratios are working on it. SW & SLP are defined by accreditation.</p>				

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Progress 15/16	2017	Progress 16/17	2018	Progress 17/18
<p>1. Incomplete- TBD Shannon, Kyle & Matt 2. Incomplete --Shannon</p>				

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Progress 15/16	2017	Progress 16/17	2018	Progress 17/18
<p>2. Incomplete- Move to FALL 2017</p>				

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Measureable Objectives Yearly Progress

Progress 15/16	2017	Progress 16/17	2018	Progress 17/18
<p>1. Inprogress Dean FB, Blog , Newsletter 2. Incomplete In progress- Shannon (No online application for Graduate School?)</p>				

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Measureable Objectives Yearly Progress

Progress 15/16	2017	Progress 16/17	2018	Progress 17/18
<p>1. Incomplete Waiting on the Office of Diversity (recruiting) Got \$, 3 Year rolling plan.</p>				

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Progress 15/16	2017	Progress 16/17	2018	Progress 17/18
<p>1. Complete-- Tried deemed a do not continue poor attendance</p> <p>2. Complete- Dean Secured Resources</p> <p>3. On going: Provost Denied request. School discussion for EL monies.</p>				
2				

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Progress 15/16	2017	Progress 16/17	2018	Progress 17/18
<p>2. Incomplete- In Progress Discussion concern need for Committee to gather information. Call for a short term committee, one of each department. Sinem to Mentor.</p>				

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Progress 15/16	2017	Progress 16/17	2018	Progress 17/18