Advancing Excellence

The Herbert H. and Grace A. Dow College of Health Professions Strategic Plan, 2017 - 2022

(Revised October 26, 2020)

In 1997, the College of Health Professions was established in conjunction with a university-wide reorganization of academic units. The college consisted of two departments, the Department of Communication Disorders and the Department of Health Promotion and Rehabilitation. In 1998, the Department of Physical Education and Sport joined the college. Today the college supports two departments (Department of Communication Sciences and Disorders, Department of Physical Education and Sport), two schools (School of Health Sciences, School of Rehabilitation and Medical Sciences), and an interdisciplinary major.

The college is home to a vibrant academic community defined by its professionalism, compassion, and cooperation. The faculty and staff are committed to providing learning opportunities to students aspiring to enter careers in healthcare, wellness, teaching or sport management.

The goals and initiatives within the plan are interdependent and designed to: maximize student success; encourage and guide creativity and discovery (evidence-based); take care of people; advocate humanitarianism; develop partnerships; create learning opportunities; develop citizenship amongst the students, faculty and staff; and embrace the values of Central Michigan University.

Vision Statement

The Herbert H. and Grace A. Dow College of Health Professions is to be nationally recognized for the development of professionals who contribute to an inclusive, healthy society.

Mission Statement

Through The Herbert H. and Grace A. Dow College of Health Professions, we foster and sustain a culture of excellence through collaborative clinical/professional practice, learner-centered education, leadership, research and service.

Core Values

To achieve our mission, we adhere to the core values of integrity, respect, compassion, inclusiveness, social responsibility, excellence, and innovation adopted by the Board of Trustees, December 2, 2010.
https://www.cmich.edu/about/Pages/Definition-of-Mission-Statement-Core-Values.aspx.

Goal 1: Promote a transformative environment that provides experiences which cultivate personal and professional growth

Initiative 1: Engage students in relevant and responsive academic experiences.

Strategies	Target	Action	Completion	Metrics
Maintain up-to-date curriculum	100% of all MCS have been updated within the seven year requirement (per CAD)	Start in 2017, Annual update	2022	Data from Academic Senate site
Preceptor evaluation of intern/extern performance Develop 1-2 questions	Preceptors will perceive interns/externs as "better" or "equally" prepared as interns/externs from other schools	Develop questions for Preceptor evaluation Spring 2021	2021	Data from academic units

Initiative 2: Provide support and advising services to current and prospective CHP students.

Strategies	Target	Action	Completion	Metrics
Number of touches: UG and Graduate	Discover baseline, Determine target	Annually	2021	Data from CHP Student Service Center, ESS
Number and type of recruitment activities; success of application submissions to admission related to recruitment activities	Discover baseline, Determine target	Annually	2021	Data from CHP Student Service Center, Admissions
Satisfaction of advising services through CHP Student Service Center	Discover baseline, Determine target	Develop survey Spring 2018, Annually	2021	Data from CHP Student Service Center

Initiative 3: Involve students in co-curricular experiences that leads to career achievement. Support opportunities that provide for faculty and staff development.

Strategies	Target	Action	Completion	Metrics
Number of CHP UG students, Graduate students and faculty/staff participating in conferences, networking opportunities, RSO's, professional organizations (state, regional and/or national)	Determine target	Discover baseline fiscal year 2019, Annual update	2020	Data from academic units, OFIS
Number of faculty who apply for funding (CHP Early Career Grant; Local, State, Federal, Corporate, Professional Organization grants; Contracts)	Track starting Fall 2017; Determine target	Baseline FY18; Annual update	2021	Data from ORGS, Dean's office, Annual report (OFIS)

Initiative 4: Enable students to persist to a timely graduation.

Strategies	Target	Action	Completion	Metrics
Review program curricula to improve ability for first-time-in-any-college (FTIACs) to graduate within four years with no more than 130 credits	Determine target	Baseline FY18; Annual update	2021	OIR (APA)
Employment/Post-Graduate placement (UG and Graduate students)	90% of graduates working in preferred field or pursuing graduate education	Baseline FY19; Annual update	2019	Data from academic units

Goal 2: Cultivate collaborative opportunities that enhance discovery and service

Initiative 1: Faculty, staff and students actively participate in research and scholarly activities.

Strategies	Target	Action	Completion	Metrics
Number of faculty who engage students in research and exploration	Determine target	Baseline FY18; Annual update	2021	Data from Academic units, OFIS, Graduate Studies, SRCEE
Number of publications by faculty and/or staff that involve students as co-authors or contributors	Determine target	Baseline FY18; Annual update	2021	Data from OFIS, Academic units
Number of student, faculty and/or staff presentations at conferences (includes poster presentations)	Determine target	Baseline FY18; Annual update	2021	Data from Academic units
Number of publications by faculty and/or staff	Determine target	Baseline FY18; Annual update	2021	Data from OFIS, Academic units

Initiative 2: Offer opportunities for practice-oriented community outreach programs/projects.

Strategies	Target	Action	Completion	Metrics
Number of students involved in outreach programs/projects	Determine target	Track starting FY19; Annual update	2020	Data from OFIS, MHC, ICCHW, IPE Coordinator, Academic units
Number of Mobile Health Central projects	Determine target	Track starting FY19; Annual update	2020	Data from MHC Coordinator
Client Satisfaction Survey: Client reports the program/activity/project was meaningful	Determine target	Develop survey, Begin tracking per project starting FY19; Annual update	2020	Data from Academic units, MHC Coordinator

Initiative 1: Raise the visibility of the College, internal and external, to enhance its reputation.

Strategies	Target	Action	Completion	Metrics
Increase dissemination (local, state, regional and national) of the accomplishments of our students, graduates, faculty and the College's contribution to the community.	Discover baseline, Fall 2017 % change	Annual update	2021	Data from Communications and Marketing Coordinator; UCOMM

Initiative 2: Continuously seek to assure the financial capacity to sustain and support the faculty, staff and students with the College.

Strategies	Target	Action	Completion	Metrics
Increase donor contacts	% increase	Baseline FY18; Annual update	2022	Development Director Report
Increase fundraising	Dollar amount per year gifts/pledges	Baseline FY18; Annual update	2022	Development Director Report
Increase Alumni giving	% increase	Baseline FY18; Annual update	2022	Development Director Report
Increase faculty and staff participation during Annual Campaign	% increase in participation	Baseline FY18; Annual update	2022	Development Director Report
Maintain or increase student credit hour production (SCH)	% increase in SCH	Baseline FY18; Annual update	2022	Business Coordinator Report

Initiative 3: Provide quality facilities which present the College in a competitive light and supports the teaching and learning of the 21st century (HP, Rose, Rowe, Wightman).

Strategies	Target	Action	Completion	Metrics
Invest at least 1.5% of annual College budget to classroom, laboratory and/or Carls Center modernization	Start Spring 2018	Annual investment	2022	Dean's report
Invest in equipment replacement	To be determined	Develop replacement plan	2022	Data from Dean's office

Definition of Terms:

Academic Service Learning - A form of experiential education in which students engage in activities that address human and community needs together with structured opportunities intentionally designed to promote student learning and development. Reflection and reciprocity are key concepts of service-learning. (Jacoby, *Service-Learning in Higher Education*, 1996)

> At CMU: Credit-bearing courses that have achieved the SL Course Designation as outlined by the Senate Committee on Academic Service Learning.

> *Service Learning* - a teaching and learning strategy that integrates meaningful community service with instruction and reflection to enrich the learning experience, teach civic responsibility, and strengthen communities.
> » An instructor may require students to be engaged in a service activity, but the course does not have the CMU SL Course Designation.
> *Volunteer* - the engagement of students in activities where the primary emphasis is on the service being provided and the primary intended beneficiary is clearly the service recipient.

Active Learning - is the process whereby students engage in activities that promote analysis, synthesis and evaluation of class content. Strategies may include:
1. Think, Pair, Share
2. Minute Paper & Peer Review
3. Four Corners
4. Case Studies
5. Discussion
6. Simulation/Role Playing
7. Gallery Walk
8. Jigsaw
9. Cooperative Learning
10. Problem-based Learning

Community Outreach - the practice of offering support to community members; providing outreach services at locations where those in need are by delivering services, raising awareness of services and/or serving an educational role.

Culture/Cultural Opportunities - Culture is the characteristics and knowledge of a particular group of people, defined by everything from language, religion, cuisine, social habits, music and arts. Opportunities allow students to expand their understanding of different cultures, and engage with their own identities.

Humanitarianism - the promotion of human welfare.

Interdisciplinary - involving a combination of two or more academic disciplines into one activity.

Internationalization - the process of integrating an international, intercultural, or global dimension into the purpose, functions or delivery of postsecondary education.

Reflective Learning - a way of allowing students to step back from their learning experience to help them develop critical thinking skills and improve future performance by analyzing their experience. The activity may include, but not limited to, self-review, peer review, reflective journaling or log.

Transformative - causing or able to cause a change, especially causing someone's life to be different or better in some important way.