

**Governors
State
University**

**COLLEGE OF
HEALTH AND
HUMAN
SERVICES
STRATEGIC
INITIATIVES
2020**



GSU GOAL 1: ACADEMIC EXCELLENCE: Provide distinctive academic programs that effectively prepare students to become leaders and productive citizens in the global community.

CHHS Goal	Activity
<p>1.1 Ensure the College departments are up to date and relevant, aligned with regulations and accreditation standards, and supported by cutting-edge technology</p>	<ul style="list-style-type: none"> 1.1.1 Benchmark programs periodically using discipline standards as indicators for updated content and continuous quality improvement. 1.1.2 Maintain specialized accreditation for all programs. 1.1.3 Attain CACREP accreditation for Addictions Counseling and initiate CEPH accreditation for Community Health. 1.1.4 Identify the needs for a CHHS database that is accessible to all programs in real time to develop and evaluate programs and inform curriculum 1.1.5 Seek outside discipline specific review of programs in development of the Academic Master Plan. 1.1.6 Implement learning assessment plans for all programs to evaluate program effectiveness, optimize student success, and inform curricular changes. 1.1.7 Determine the need for technological resources for CHHS programs.
<p>1.2 Enhance academic programs through the incorporation of diverse intellectual perspectives and cross-cultural competence, inter-professional and inter-collegial collaboration</p>	<ul style="list-style-type: none"> 1.2.1 Establish a shared definition of “cross-cultural awareness”, “interprofessional collaboration”, and “inter-collegiality” for CHHS students and faculty. 1.2.2 Gather baseline data on the number and types of cross-cultural, interprofessional, and inter-collegial experiences in all CHHS programs 1.2.3 Based on data and best practices, evaluate the need for the cross-cultural, interprofessional and inter-collegial experiences. 1.2.4 Recommend strategies for optimal cross-cultural, interprofessional, and inter-collegial experiences for CHHS programs.

Ratified by CHHS Faculty and Staff on August 27, 2016

<p>1.3 Review the CHHS Master Plan is annually to maintain current programs and respond to student demand and regional, state and national contextual needs.</p>	<p>1.3.1 Identify information that is needed for data collection and assessment.</p> <p>1.3.2 Each CHHS undergraduate program will assess the program's outcomes of at least 3 High Impact Practices as described by AAC&U.</p>
<p>1.4 Provides a campus environment that supports teaching, learning scholarly and creative activities through appropriate academic/clinical facilities.</p>	<p>1.4.1 Collaborate with student health services for clinical education/fieldwork, practicum and internship opportunities for CHHS students.</p>
<p>1.5 Enhance external support for CHHS through increased mutually supportive relationships with external partners that provide health and human services.</p>	<p>1.5.1 Identify, in conjunction with the Office of Sponsored Programs and Research, contract and grant opportunities to support innovation in program development.</p> <p>1.5.2 Identify in conjunction with the Office of Development support from foundations, public-private partnerships, other external funding sources to support curriculum development and other entrepreneurial activities that support student success.</p> <p>1.5.3 Collaborate with community partners to increase the experiential opportunities for our students.</p> <p>1.5.4 Maintain an active college advisory board that provides information about current trends and issues in health and human services to inform CHHS curricula.</p>
<p>1.6 Promote high quality learning opportunities through curricular, co-curricular and extra-curricular activities, such as experiential learning internships, international learning experiences, civic engagement and service learning.</p>	<p>1.6.1 Provide opportunities for interdepartmental research, curricular experiences and co-curricular experiences.</p> <p>1.6.2 Promote participation in scholarly lecture series, research symposiums, and other such opportunities.</p> <p>1.6.3 Increase opportunities for students to engage in artistic and creative extracurricular learning opportunities that are linked to the academic programs.</p>

GSU GOAL 2: STUDENT SUCCESS: Provide a seamless and supportive pathway from admission to graduation focused on personal and academic success to help ensure that students are career ready and positioned to be leaders and engaged citizens in the community.

CHHS Goal	Activity
2.1 Develop exemplary programs designed to both support student success and attain first year to second year retention rates that surpass the national average for peer institutions.	2.1.1 Assess the effectiveness of program level orientations.
	2.1.2 Continue assessing and improving leadership and role modeling of peer mentors.
	2.1.3 Support early alert strategies and effective intervention strategies to ensure a retention rate that exceeds the national average.
	2.1.4 Utilize validated instruments to assess outcomes where available.
2.2 Develop a comprehensive academic advising process that includes high-touch general education advising transitions to quality program-based advising.	2.2.1 Identify key members in the college to serve as resources to the undergraduate students about academic interests and pathway options in CHHS programs.
	2.2.2 Maintain current all public promotional materials.
	2.2.3 Assess student satisfaction with academic advising, benchmarking advising practices with peer and aspirational institutions, and develop strategies to increase both administrative efficiencies and student satisfaction with academic advising practices.
2.3 Provide for a broad range of tutoring and academic support services for upper-division course work, which nurtures the highest levels of academic success.	2.3.1 Identify available mentors in the college and alumni to be mentors.
	2.3.2 Explore supplemental instruction at the program level.
	2.3.3 Evaluate the effectiveness of tutoring and academic support
	2.3.4 Recognize student success.

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GSU GOAL 3: HIGH QUALITY FACULTY AND STAFF Provide students access to a highly qualified, motivated, and diverse faculty and staff.

Strategic Objectives

CHHS Goal	Activity
3.1 Retain a diverse and highly qualified faculty and staff.	3.1.1 Recognize at the All College Meetings faculty who completed exceptional scholarly works such as obtaining a grant, publishing a book or article, being recognized for outstanding achievements, presenting at professional conferences.
	3.1.2 In coordination with the GSU Department of Marketing/Communication and the CHHS Director of Community Engagement, Program Development and Academic Services, highlight faculty activities, publications, and accomplishments in university, college, and community publications
3.2 Maintain a highly qualified and diverse faculty and staff consistent with accreditation requirements, professional standards, and program need.	3.2.1 Facilitate CHHS inter-professional faculty mentoring group
	3.2.2 Encourage inter-professional research
	3.2.3 Support CHHS faculty’s applications for internal and external funding
	3.2.4 Encourage faculty to participate in university-sponsored workshops related to research, teaching and professional development
	3.2.5 Work with OSPR to identify resources and opportunities for faculty grants that involve students
	3.2.6 Increase opportunities for internal grants that support research development among faculty
	3.2.7 Create opportunities to facilitate faculty/staff interaction and exchange of ideas, research and interprofessional collegiality
	3.2.8 Facilitate CHHS staff participation in university and other training opportunities (e.g., Colleague, Blackboard, Public Safety)
	3.2.9 Recognize ways CHHS staff support departments, faculty and students at the All College Meetings
	3.2.10 Sponsor an annual CHHS staff appreciation event
	3.2.11 Evaluate CHHS staff needs/desires regarding mentoring

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GSU GOAL 4: ENROLLEMENT MANAGEMENT Develop and implement strategic initiatives with respect to admissions, recruitment, retention, and graduation rates of undergraduate and graduate students at Governors State University.

CHHS Goal	Activity
4.1 Enroll a diverse and well prepared transfer and undergraduate and graduate student class, especially from educationally underserved areas	4.1.1 Collaborate with marketing and recruitment to increase the enrollment of students attracted to health and human services programs
	4.1.2 Increase enrollment in the undergraduate CHHS programs and Graduate programs that have capacity for students.
	4.1.3 Provide support to the Center for the Junior Year for support of students transitioning from the sophomore to the junior year.
	4.1.4 Increase the number of Honors Program students who select CHHS majors.
4.2 Expand marketing awareness of CHHS programs within and beyond the southland	4.2.1 In collaboration with enrolment management, increase community college partners to institutions beyond the state of Illinois.
	4.2.2 Create pathways with guaranteed acceptance for selected graduate programs.
	4.2.3 Partner with external organizations to recruit undergraduate and graduate students.
4.3 Increase visibility and opportunities for diverse offerings to a global audience.	4.3.1 Increase CHHS visibility locally, regionally, nationally, and globally through web, mobile and media integration
	4.3.2 Increase the number of students participating in study abroad and international activities.
	4.3.3 Identify opportunities for programs to exchange with global discipline partners.
	4.3.4 Integrate international topics into CHHS academic activities.
	4.3.5 Increase international learning opportunities through use of the internet with global discipline partners

GSU GOALS: FINANCIAL GROWTH AND RESILIENCY Diversify GSU’s revenue streams to ensure resources that are necessary for institutional growth and fiscal sustainability.

CHHS Goal	Activity
5.1 Collaborate with the Office of Development to broaden CHHS Foundation Philanthropic resources to increase funds for strategic initiatives.	5.1.1 Identify opportunities for corporate engagement and external foundation support.
5.2 Increase the number of grant applications at the Federal level.	5.2.1 Support faculty and staff to apply for extramural funding for research and student development

GOAL 6: VISIBILITY, OUTREACH AND ECONOMIC CATALYST Pursue initiatives that make GSU a preferred destination in the region for cultural, social, economic and continuing education pursuits, enhance collaboration between GSU and its communities, position GSU as a leader and partner in vibrant public dialogue, and increase the university's effectiveness as an economic catalyst in the region.

CHHS Goal	Activity
6.1 Establish CHHS as the regional center for continuing education (CE) offering formal educational programs designed to promote knowledge, skills, and professional attitudes among health and human service professionals.	6.1.1 Identify critical issues related to health and wellbeing within the region.
	6.1.2 Design a model to initiate discussions across CHHS disciplines on innovative models to design, implement, and fund and evaluate CE.
	6.1.3 Create a database of faculty and staff expertise and research interests on various topics related to health and human services

GSU GOAL 7: SOCIAL, ETHICAL, AND ENVIRONMENTAL RESPONSIBILITY: Build an institution that is socially, ethically, and environmentally responsible.

CHHS Goal	Activity
7.1 Create opportunities for civic engagement and community service with particular emphasis on historically underserved populations.	7.1.1 Identify opportunities to establish the gaps in community-based clinical services
	7.1.2 Increase internship and practicum opportunities in the community in underserved areas
	7.1.3 Collect data on number of students placed and graduates employed in underserved areas in the Southland region.
7.2 Demonstrate a commitment to ethics, inclusiveness, diversity and sustainability through initiatives and academic programs.	7.2.1 Incorporate High-Impact Practices into all programs as identified through LEAP (AAC&U).
	7.2.2 Advocate for campus initiatives that improve access for people who are differently-abled.

GSU GOAL 8: CONTINUOUS IMPROVEMENT: Develop and sustain a climate of continuous improvement that is defined by evidence-based decision-making to achieve the mission of the university.

CHHS Goal	Activity
8.1 Develop and sustain continuous improvement practices.	8.1.1 Coordinate departmental and college strategic plans.
	8.1.2 Annually evaluate and report outcomes to CHHS leadership.
	8.1.3 Establish a college strategic plan committee to review the progress of the departments and college towards meeting the goals of the strategic plan.