

CEHHS Strategic Plan 2011-12

Correlation of University Goals, CEHHS, Departmental and Programmatic Goals

The purpose of this document is to identify College level (enduring goals) and SMART (annual) goals that provide direction as to what we want to achieve, help us establish priorities, increase faculty and staff ownership, reflect our mission and values, and are compatible with university goals and priorities. SMART goals are specific, measurable, attainable, realistic, and timely.

University Goal 1: Offer high quality, challenging academic programs that influence and respond to a changing society.				
CEHHS Goal: Expand our program array through development of degree programs, submajors and certificate programs that respond to changing societal trends and needs, leverage the CEHHS mission and strengths, expand our student base, and incorporate polytechnic and sustainability tenants.				
CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Implement the BS in Health, Wellness and Fitness program.	Mike Bird, multiple departments	PD supported by enrollment growth funds, internal reallocation for new coursework	FA 2011	Coursework developed and offered, students enrolled
Implement Workplace Diversity certificate/minor.	Mitch Sherman, Psychology Dept.	Customized instruction, curricular incubation support	Curriculum development SU 11, beginning FA 11	UW-Stout curriculum approval, CI approval, sufficient tuition revenue
Implement Evaluation Studies certificate program.	Susan Staggs, Psychology Dept.	Customized instruction, curricular incubation support	FA 11	Enrollment, sufficient tuition revenue
Implement Reading Specialist certification program.	Brian McAlister, Kim Martinez	Customized instruction, additional faculty member	DPI approval SU 11, hire FA 11, implement SP 12	DPI approval, UW-Stout curriculum approval, implementation, enrollment
Develop Permission to Plan proposal for an EdD in Career and Technical Education.	Brian McAlister, Carol Mooney	Customized instruction	Need and feasibility study FA 11, submit permission to plan SP 12	Evidence of need and demand, determination of collaborative options, proposal developed

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CEHHS Goal: Align program outcomes to professional standards to enhance reputation, recruitment, and retention of faculty, staff and students.				
CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Obtain Council on Accreditation of Counseling Related Education Programs (CACREP) accreditation for the MS Mental Health Counseling program.	John Klem, Susie Eberhard, R&C Dept.	CEHHS Reserve for .50 FTE, accreditation/review fees	Submit application FA 11, site review SP 12	Accreditation
Obtain Institute of Food Technologists (IFT) accreditation for the BS Food Systems and Technology.	F&N Dept. and BS FST program director	CEHHS Reserve for accreditation/review fees	Submit application SP 12	Accreditation
Obtain Council on Rehabilitation Education (CORE) accreditation for the BS Vocational Rehabilitation program.	Kyle Kleist, Susie Eberhard, R&C Dept.	CEHHS Reserve for accreditation/review fees	Self-study and on-site review completed, full accreditation 12	Accreditation
<u>Maintain Professional Accreditations:</u>				
<ul style="list-style-type: none"> ■ National Council on Accreditation of Teacher Education (NCATE) accreditation for all SOE programs. 	Brian McAlister, Mary Hopkins-Best, Lesley Voigt, SOE Council	SOE Reserve for membership fees	Annual reports, next visit 16	Accreditation
<ul style="list-style-type: none"> ■ DPI accreditation of all SOE programs. 	Brian McAlister, Mary Hopkins-Best, steering committee		Annual report and visit, next accreditation visit 14	Accreditation
<ul style="list-style-type: none"> ■ WI DHFS, Division of Children and Family Services and the National Association for the Education of Young Children (NAEYC) accreditation of the CFSC. 	Judy Gifford, Brian McAlister	CFSC Reserve	Next accreditation visit 14	Accreditation
<ul style="list-style-type: none"> ■ AMFT accreditation for the MS Marriage & Family Therapy program. 	Bruce Kuehl, Bob Salt	Membership fees provided by Provost's Office	Next visit 14	Accreditation
<ul style="list-style-type: none"> ■ National Council on Family Relations accreditation for the Certified Family Life Educator certification program. 	Bob Salt, Amanda Barnett	Fee	Next review 12	Accreditation
<ul style="list-style-type: none"> ■ CARF accreditation of SVRI. 	John Lui, SVRI staff		Next visit 12	Accreditation
<ul style="list-style-type: none"> ■ Council on Accreditation for Dietetics Education, ADA for the BS Dietetics program and graduate internship. 	Karen Ostenso, F&N chair	FTE reallocation for separation of program and intern directorship, full time program director	Report due SP 12, next visit 17	Accreditation
<ul style="list-style-type: none"> ■ NASP accreditation for the MS and EdS School 	Chris Peterson, Brian		Status report due	Accreditation

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Psychology programs.	McAlister		FA 13	
■ Council on Rehabilitation Education (CORE) accreditation for the MS Vocational Rehabilitation program.	Michelle Hamilton; Debra Homa		Next visit 13	Accreditation

<p>University Goal 2: Preserve and enhance our educational processes through the application of active learning principles. FOCUS 2015 Goal: Expand early and ongoing experiential learning opportunities including undergraduate applied research and entrepreneurship.</p>				
<p>CEHHS Goal: Improve student engagement, critical thinking, and retention through the application of evidence-based practice, increased rigor, and applied learning experiences throughout the curriculum including undergraduate and graduate student research.</p>				
CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Improve student learning through implementation of the revised CEHHS Writing Guidelines and identification of a minimum of one intensive writing course in each program.	Mary Hopkins-Best, CEHHS Writing Group, faculty/staff, in collaboration with university writing initiatives, program directors	CEHHS Writing Guideline Task Force support, during WINT & SU; writing support GA	Guidelines and rubrics; fac/staff survey FA 11; intensive course criteria developed SP 12; pilot FA 12, full implementation SP 13	Assessment results including follow-up studies, ACT CAAP, task force survey results
Develop and implement a student-faculty/staff collaborative research initiative that supports undergraduate <i>research scholars</i> and graduate <i>research assistants up to 10 hrs/week</i> .	Mary Hopkins-Best, CEHHS Governance Council	\$20,000 (Research indirect account funded) for student support	Plan FA 11, implementation SP 12	Research scholars and assistants selected
In collaboration with Research Services, support student research through the implementation of a CEHHS Student Dissemination of Research Support request process.	CEHHS Chair/Director Council	\$10,000 (Research Indirect account funded)	Request for funding process approved SP 11, implementation FA 11	

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University Goal 3: Promote excellence in teaching, research, scholarship and service.				
CEHHS Goal: Facilitate inter- and intra-disciplinary collaboration among faculty, staff, and students in teaching, research, scholarship and service. Support capacity building and expansion of funded research.				
CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Fund CEHHS Collaborative Cohort Research grant.	Mary Hopkins-Best, CEHHS Governance Council	Up to \$20,000 from Research Indirect	Up to two cohorts funded annually	Reports from the cohorts, submission of external grant proposal
Fund CEHHS Merle Price Mentor Mentee Research grant.	Mary Hopkins-Best, CEHHS Governance Council	Up to \$6,000 from MP Foundation account and Research Indirect	One team funded annually	Report from the team, submission of external grant proposal
Develop annual fund for equipment, software and supplies to support established faculty/staff research.	Mary Hopkins-Best, Chair/Director Council	Up to \$20,000 from Research Indirect	Develop proposal guidelines FA 11, fund SP 12	Equipment purchased, research proposals submitted
Supplement external funding for dissemination of papers accepted for presentation at national discipline conferences; recipients present research at CEHHS Colloquium.	Mary Hopkins-Best, Bob Peters, Brian McAlister, participation by faculty/staff	Up to \$20,000 annually from Research Indirect	Annually	Presentations at conferences and CEHHS Colloquium
Sponsor CEHHS research colloquium for first Friday of the month to enhance interdepartmental research and awareness; invite entire university community.	Bob Peters, Brian McAlister participation by faculty/staff		Ongoing	Attendance at colloquiums
CEHHS Goal: Support professional development for all faculty and staff.				
CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Supplement University support for faculty and staff engagement in curriculum and research development that is aligned with university, college, unit, and individual goals.	Mary Hopkins-Best, chairs/directors, faculty and staff	Up to \$20,000 annually from CEHHS Reserve, CI, foundation, and Research Indirect	Annually	Participation of faculty/staff in professional development, research, curriculum and research development.
Review the process and documentation of performance reviews for transparency, consistency with bylaws, and identification of opportunities for improvement and professional growth and development.	Mary Hopkins-Best, CEHHS Chairs/Director Council		By SP 12	Council minutes, performance reviews
Insure that all CEHHS chairs, directors and program directors receive performance feedback from the unit faculty and staff that informs professional goals.	Bob Peters	Utilize CEHHS Chair/Director Feedback Survey	Survey Tool approved SP 11, Implementation	Administration of the survey, participation of the faculty and staff

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		with units that do not have a unit-specific tool.	11-12, Annually	
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University Goal 4: Recruit and retain a diverse university population.

University FOCUS 2015 Priority: Further develop and execute integrated enrollment management.

Fall 2011 University Priority: Expand the Fall 2010 university priority on learning communities to enroll greater numbers and achieve higher targets.

Fall 2011 University Priority: Develop an action plan for maintaining retention rates at or above targets based on the results from the Retention Return on Investment and Gateway studies conducted as a follow-up to a Fall 2009 priority.

CEHHS Goal: Model inclusive excellence through infusion of content related to ethics and diversity throughout the curriculum.

CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Fund CEHHS ethics workshop participants to infuse ethics into the curriculum.	Mary Hopkins-Best	CEHHS Reserve funded up to \$10,000	Each summer	Participant report, Revised curriculum

CEHHS Goal: Improve and expand marketing initiatives to reach new audiences and diversify the student body.

CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Develop a plan to increase the number of men in CEHHS programs with the highest overrepresentation of women.	Mary Hopkins-Best, Karen Ostenso (BS Diet), Jill Klefstad (BS ECE), Amanda Barnett (BS, HDFS), Diane Klemme (BS FCSE)	TBD	Plan approved by June 12, implement FA 12	Increased enrollment of males
Collaborate with university marketing enrollment management to complete videos for all CEHHS programs.	Program directors/coordinators	University marketing support	Ongoing	Videos on all program website
Participate in the TVTC Agreement to enroll Saudi students in technical programs and CTE pedagogical courses.	Hong Rost, program directors, Carol Mooney		Planning FA 11, enrollment SP12	Students enrolled
Fund up to five \$1000 CEHHS scholarships to recruit/retain high achieving and diverse students.	CEHHS Scholarship Committee, Full Council	\$6,000 from CEHHS Foundation Account and/or CI accounts	First awards FA 12	Scholarship student retention
Provide college-level LTE support to update and improve all unit and program websites.	Mary Hopkins-Best, chairs/directors, Lindsay Barnhart	CEHHS reserve funded	11-12	Updated websites
Offer Summer Education Pre-College Program for underrepresented minorities.	Dang Yang, Brian McAlister	UW System grant		Matriculation of participants to UW-Stout

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CEHHS Goal: Improve retention of all students.				
CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Educate all program directors on the retention benefits and types of freshmen learning communities. Develop a new CEHHS learning community each year.	Mary Hopkins-Best, faculty/staff, program directors, learning community coordinator	WI and/or SU support for faculty/staff curriculum development	FA 12	Full council minutes, approval of new learning community
Provide support services to BS ECE students enrolled in the LCO degree completion program.	Dang Yang, Brian McAlister	PK-16 grant	11-12	Student completion of benchmark requirements
Provide support services to underrepresented pre-education majors to meet Benchmark I requirements.	Dang Yang, Brian McAlister	Partnership with Career Services, MC office and ATL funded Praxis tutors	Implement FA 11	Student admission to education programs
CEHHS Goal: Recruit and retain a diverse faculty and staff.				
CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Implement CEHHS Orientation and Mentoring guidelines at the college level including orientation meeting, distribution of college handbook, individual and group meetings, and survey of first-year faculty and staff.	Mary Hopkins-Best, Bob Peters, Brian McAlister, Tina Bauer		Guidelines developed in SP 11; implement FA 11	CEHHS new faculty/staff handbook, agendas, minutes, participation, results of first-year faculty/staff survey
Develop unit level orientation and mentoring procedures consistent with the CEHHS Orientation and Mentoring Guidelines including unit assignment of mentors and coordination of mentor/mentee expectations.	Chairs and directors, personnel committees, faculty/staff		SP 12; implement FA 12	Unit level procedures in place, results of first-year faculty/staff survey

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University Goal 5: Foster a collegial, trusting and tolerant campus climate.
FOCUS 2015 Priority: Develop knowledge, respect and validation of differing values, cultures and beliefs in students, faculty and staff.
Fall 2011 University Priority: Develop and implement an action plan for using the results from the UW System Climate Survey to identify additional Stout specific action items for Inclusive Excellence that supplement the UW System required goals.

CEHHS Goal: Foster a more inclusive environment and enhance the well being of faculty, staff and students by maintaining an environment of professionalism; supporting and teaching interpersonal skill development; supporting a collegial, trusting, supportive and empowering climate; and emphasizing the importance of balancing personal and professional pursuits.

CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Review the results of the 2011 Climate Survey with various groups within CEHHS and determine need for follow-up team development survey.	Mary Hopkins-Best, chairs/directors		FA 11	Minutes of CEHHS Council, Student Advisory, and classified staff meetings; department meetings
Review salary study, recommend and fund equity adjustments.	CEHHS Chair/Director Council	CEHHS Reserve and salary turnover as available	Annually	Equity adjustments approved, fewer "outliers"
In collaboration with CEHHS Full Council and Student Council, sponsor annual CEHHS Celebration of Teaching and Learning.	CEHHS Full Council, Student Advisory Council, Mary Hopkins-Best, Bob Peters	Stout Foundation support	Annually	Participation, feedback
Incorporate unit expectations relative to civility and citizenship in job descriptions for all searches conducted in CEHHS	CEHHS Chairs and Directors		Implement by SP 12	Search announcements

University Goal 6: Provide safe, accessible, effective, efficient and inviting physical facilities.
FOCUS 2015 Priority: Focus on sustainability: Implement key elements of the President's climate commitment and educational and applied research initiatives.
Fall 2011 University Priority: Continue work on the energy conservation policy and the waste reduction policy as stated in the Fall 2010 University Priority.

CEHHS Goal: Engage in university planning processes to assure appropriate CEHHS office, laboratory, and classroom facilities.

CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Transition the Psychology Department offices/laboratory space from McCalmont Hall to Harvey Hall; determine laboratory support needs.	Bob Peters, faculty/staff in collaboration with CAHHS	University support including lab mod	SU-FA 12	Move completed and use of facilities

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Develop plan to ensure that education students experience and are competent in instructional technologies utilized in schools.	Brian McAlister	Annual instructional technology budget	Ongoing	Culminating field experience supervisor's rating of candidate's competencies with instructional technologies
CEHHS Goal: Implement education initiatives related to sustainability.				
Fund faculty and staff to incorporate content related to sustainability into the curriculum as appropriate to the program and course learning goals.	Mary Hopkins-Best, chairs/directors, program directors, Susan Staggs	Purchase Northwest Institute EARTH discussion course series, provide curricular incubation support	Sponsor faculty/staff workday SU 11 and 12	Course revisions

University Goal 7: Provide responsive, efficient and cost-effective educational support programs and services.

CEHHS Goal: Expand, support and improve customized tuition offerings.				
CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Develop college, department and program level CI budget that includes professional development for faculty/staff, capacity building (e.g., tuition reimbursement for prospective faculty/staff), and curricular incubation and a reserve for sustaining the program through completion of one cohort.	Mary Hopkins-Best, chairs		Annually	Approved budget
CEHHS Goal: Foster entrepreneurship and innovation and expand collaborative partnerships that enhance teaching, research and service.				
CEHHS SMART Goals:	Responsible Person(s), Program(s) or Department(s)	Resources Needed	Timeline	Evidence of Completion
Fund .25 release for one semester for faculty liaison between CEHHS and the Discovery Center.	Dean's Office staff, chairs/directors	Research Indirect account support for .25 release	SP 12	Expansion of proposals and funded partnerships with external partners
Expand involvement of alumni in presentations to students.	Mary Hopkins-Best, chairs/directors, program directors, faculty/staff	CEHHS and Program Foundation funds		Honorarium reports
Identify and visit key regional employers of graduates for the purpose of enhanced programmatic involvement and potential college advisory board.	Mary Hopkins-Best, Bob Peters, Brian McAlister, program directors	CEHHS administrative and foundation accounts	Minimum of one key employer identified per discipline area by SP 12	Correspondence, travel reports, participation on committees, etc.