

Vision 2020 Strategic Plan Alignment – NMSU College of Health and Social Services

Planning Framework

Unit Goals, Metrics, and Timeline

Current Strategies

Major Accomplishments

Aspirations

Mission

Unit Mission in the College of Health and Social Services is dedicated to the pursuit of truth and the transmission of knowledge focusing on health, well-being, and social justice. This mission guided by the discovery of new knowledge through scholarship research and the dissemination of knowledge to students and the wider world.

Vision

The CHSS will become a major regional powerhouse for teaching and research excellence in the health sciences and social services professionals, bringing national and international recognition to the College and University.

Values

Excellence. We strive to excel and grow as we work together to support CHSS's diverse responsibilities for teaching, research, and service.

Integrity. We believe professional excellence requires personal and organizational integrity and a collective commitment to ethical behavior.

Respect. Our relationships are based on mutual respect and personal trustworthiness and are strengthened by open communication.

Teamwork. We value teamwork and collaboration, which contribute to our efforts to achieve personal and shared goals.

Diversity. We dedicate ourselves to promoting and respecting the diversity among us.

Environmental Responsibility. We are committed to providing leadership as responsible stewards of the physical environment to promote environmental awareness, global thinking, and local action in all that we do.

Academics and Graduation

Goal 1: Provide our students with high quality education through programs offered at the undergraduate and graduate levels where high academic standards are maintained.

Vision 2020 Goal Alignment:

- 1 Enrollment
- 2 Graduation
- 3 Community Engagement, Alumni and Friends

Diversity Goal and Internationalization

Goal 2: Maintain a highly diverse community in the College of Health and Social Services among students, faculty and staff.

Vision 2020 Goal Alignment:

- 4 Diversity
- 5 International reach/presence

Economic Development & Community Engagement

Goal 3: Provide leadership, service, & expertise supporting economic, educational, public policy, & community development with a primary focus on health and behavioral health in New Mexico,

Vision 2020 Goal Alignment:

- 3 Community Engagement
- 6 Alumni and Friends
- 7 Economic Engine & Philanthropy
- 8 Educational Engagement

Enhancing Professional Development in Faculty and Students

Goal 4: Foster a culture of engagement and inclusivity for continued professional development among faculty, staff, students, and alumni that also enhances faculty teaching effectiveness

Vision 2020 Goal Alignment:

- 3 Community Engagement
- 6 Alumni and Friends
- 8 Educational Engagement

Research and Creative Activity

Goal 5: Produce intellectual contributions which advance knowledge in health and behavioral health care practices and produce intellectual contributions that enhance faculty teaching effectiveness.

Vision 2020 Goal Alignment:

- 5 International reach/presence

Current Strategies

- Expand recruitment through increasing and maintaining the use of articulation agreements to ensure that students can move seamlessly between campus and colleges. KPI11
- Continue to provide service courses (general education and viewing the wider world) to foster efficient pathways to degree completion. KPI2
- Continue to maintain and increase graduation rates and persistence rates in our undergraduate and graduate programs. KPI2
- Ensure student success as seen by increased retention rates, by increasing student/faculty mentorship relationships and advisement towards professional development. KPI2
- Collaborate with other campuses to identify community needs (service and educational), and design programs to address these needs. KPI2, KPI18
- Create opportunities for a mid-term check-in with students, faculty, and staff. KPI2
- Maintain a high quality, up-to-date website for the College and each of its units that celebrate our collective achievements as well as those of NMSU. KPI11
- Maintain an updated alumni student database KPI18
- Maintain accreditation of all three units in CHSS. KPI11

- Create several new certificates in needed areas, e.g., gerontology KPI10
- Support interprofessional education through our newly created IPEC KPI10
- Continue to infuse international issues into the curriculum of the College, e.g., Global Health course in Public Health KPI11
- Maintain an up to date database of students by admission year, enrollment status, 1-2/online status KPI11
- Provide support to faculty and encourage multidisciplinary study abroad for both students and faculty. KPI11
- Create international exposure and opportunities for students through Study Abroad classes. KPI11
- Increase internationalization through promoting sabbatical opportunities and application of Fulbright scholarships KPI11

- Develop an approach to foster systematic opportunities for college-wide interprofessional education center to provide CME/CEU's and certificates to nurses, public health professional, and social workers. KPI 18
- Improve the educational offerings by development of on-line professional certificates and trainings to enhance the accessibility for New Mexico adults KPI 18
- Increase student experiential learning in at least half the classes across programs by civic engagement and service learning activities KPI 19
- Strengthen the advisory committee and boards within the College to facilitate more community collaborative work KPI 18
- Conduct an annual continuing education needs assessment survey each year KPI 17
- Conduct an annual continuing alumni survey each year KPI 20
- Proactively increase philanthropic funds that support student scholarship opportunities for CHSS student KPI 21.

- Enhancing professional development KPI13
- Support faculty & student travel to conferences, if budget allows KPI16
- Support webinars, policy institutes, Fulbright opportunities, etc. KPI15
- Foster a culture of engagement and inclusivity by supporting student organizations in the Public Health, Sciences Department, Social Work & Nursing School and the recognition of student leadership and involvement. KPI16
- Systematically increase the external recognition of faculty and students by ongoing and regular communications in-house and with social media & news outlets. KPI15
- Encourage attendance at various NMSU events by faculty, staff and students to include all types of events across the University KPI18
- Maintain accreditation for all 3 units KPI 20

- Increase productivity in grant getting, both at foundation and federal and state levels to support student experiential learning. KPI 19
- Maximize efficiency of college processes including mentorship, CEUs, grant submission, publications, presentations, etc. KPI 12
- Increase the recognition of faculty achievements internally and externally KPI 15

- Over the past 20 years, maintained community articulation agreements to sustain student recruitment.
- CHSS Units have contributed to Viewing the Wider World courses which has fostered pathways towards degree completion.
- Maintained positive direction in graduation rates.
- Developed and maintained advisory councils.
- Access student progress through mid-term checks which helps to keep students on track towards graduation.
- CHSS maintains website that highlights accomplishments of faculty, students, and staff.
- Maintain submissions to the President's Report to highlight CHSS successes.
- Developed and maintained an updated alumni student database.
- Developed and began recruitment of a fully online program for MSW students
- Teaching Academy participation among faculty.

- Have begun development of a new certificate program in gerontology.
- Formed an Interprofessional Education Committee (IPEC) to lead the development of a program that promotes and evaluates study abroad.
- Developed and launched a global health course and an international health practicum in CHSS.
- Developed a standard enrollment process to identify online/face-to-face instructional formatted classes for students.
- Attended information sessions towards faculty development for encouraging multidisciplinary study abroad (students/faculty).
- Have begun to discuss options for offering sabbatical and promotion of scholarship opportunities.

- Accomplished training across programs for CME/CEU credits.
- Explored various models to provide educational offerings to develop professional certifications and trainings.
- Achieved student experiential learning in more than half the classes in CHSS.
- CHSS advisory councils support each department and have involved them in hiring and accreditation processes.
- Planned to have a CHSS advisory council from the community to assist with recommending goals and future planning.
- Engaged in annual needs assessments in CHSS to maintain quality programs.
- Development officer maintains an alumni database.
- Maintained philanthropic funds to support student scholarships.

- Begun planning to devise a method for tracking professional development.
- Supported department chairs to award travel to faculty and students based on budget constraints.
- Begun discussing plans to provide information sessions to faculty in order to engage in professional development activities.
- Provided leadership opportunities for student ambassadors to development leadership skills and a culture of NMSU community engagement.
- Continue to report our successes through the Sun News and other avenues of news.
- Continued highlighting the importance of participation in NMSU climate throughout the year.
- Maintained accreditation across units in CHSS

- Maintained PI training for those faculty writing grants and conducting research.
- Continued to assist with advancement and scholarship as our Finance Office reviews budgets before grant submissions.
- Dean's Excellence awards for research, teaching, and service.
- Maintained a supportive environment by systematically increasing internal communications.

- Raise awareness of undergraduate and graduate student recruitment processes.
- Continue to develop students' critical thinking and writing skills.
- Strengthen community articulation agreements.
- Promote success through CHSS faculty engagement in reporting accomplishments.
- Assess and revise delivery of CHSS online programs to improve student learning.
- Promote and strengthen ethics component of CHSS undergraduate and graduate programs.
- Support faculty growth and development through continued learning through the Teaching Academy participation.
- Obtain increased funding to support growth and development of multiple courses sections for CHSS students in each unit.

- Assess development of the IPEC to promote study abroad.
- Promote diversity of learning experiences outside the traditional classroom.
- Evaluate the effectiveness of global health courses and international health practicums.
- Develop, promote & grow certificate programs across disciplines.
- Develop additional sources of funding to support advancing faculty training and development.
- Evaluate plan toward CHSS faculty engagement in multidisciplinary study abroad.
- Increase opportunities for offering faculty sabbatical and promotion of scholarship opportunities.

- Maintain CME/CEU training programs and advance opportunities to increase them.
- Effectively use social media for outreach to alumni, recruiters, classroom delivery.
- Advance growth of advisory councils to promote goal attainment and guide quality programs.

- Improve planning process and extend the creation of a method for tracking professional development.
- Foster a culture of engagement and inclusivity among CHSS faculty through continued shared governance.
- Develop a plan for partnering with the professional community to foster interprofessional collaboration and training across professions of CHSS.

- Plan to develop a community advisory to guide advancement.
- Attain additional graduate assistant funding.
- Expand I&G funding (e.g., tier adjustments & deferential tuition).
- Obtain increased funding to promote intellectual productivity through presenting at national and international conferences