

# STRATEGIC PLAN

## Imperative 1: Nurturing Student Success

CEHS Goal	Strategy	Target	Metric	Timeline
1.1 Review undergraduate degree programs and facilitate curricular reduction process to meet 120 credit hours, as needed.	By department, identify academic programs that require greater than 120 credits.	All programs (possible exceptions due to accreditation) will require 120 credit hours.	Program requirements published in CMU Undergraduate Bulletin	Fall 2018
1.2 Develop career-ready metrics to ensure academic preparation aligns with employability and professional expectations.	Review <b>First Destination Survey</b> and CEHS Survey data by program, where available, to identify graduates' perceptions of preparedness for employment.	<ol style="list-style-type: none"> <li>1. Percentage of CEHS respondents to <b>First Destination Survey</b> will increase annually.</li> <li>2. By department, percentage of respondents to <b>First Destination Survey</b> and CEHS survey will increase annually.</li> <li>3. 90% of college respondents will report being moderately or extremely prepared for employment.</li> </ol>	<ol style="list-style-type: none"> <li>1. First Destination Survey Annual Report;</li> <li>2. Department Annual Reports</li> </ol>	2018-2022
1.3 Students will have field experiences in diverse settings.	<ol style="list-style-type: none"> <li>1. Review field, internship, and service learning experiences for diversity.</li> <li>2. Include diversity in criteria for site selection.</li> </ol>	<ol style="list-style-type: none"> <li>1. Each program will document experiences in diverse settings</li> <li>2. Each program will ensure students have the opportunity to complete field experiences in diverse settings.</li> </ol>	<ol style="list-style-type: none"> <li>1. Annual Reports</li> <li>2. Affiliation Agreements.</li> </ol>	2018-2022
1.4 Expand study away domestic opportunities for students through implementation of sustainable programs.	<ol style="list-style-type: none"> <li>1. By department and/or program review curriculum and identify opportunities for Study Away.</li> <li>2. Encourage use of Study Away Checklist for development of Study Away programs.</li> </ol>	Each department will have at least one study away experience.	Annually, the CEHS will offer five (5) Study Away experiences for students.	2018-2022
1.5 Recruit and retain high quality faculty in all CEHS programs.	<ol style="list-style-type: none"> <li>1. CEHS will analyze 5 year faculty turnover rate.</li> <li>2. Develop action plan for departments/units showing high turnover rates.</li> <li>3. Examine Regular and Fixed Term Faculty meeting HLC standards for High Quality faculty and accreditation standards.</li> </ol>	<ol style="list-style-type: none"> <li>1. CEHS attrition rate of less than 5% before tenure.</li> <li>2. 100% of Regular and Fixed Term Faculty will meet HLC standards for High Quality faculty.</li> <li>3. 100% of faculty in programs with national accreditation will meet accreditation standards for faculty credentials.</li> <li>4. 90% of new hires will be 1st choice candidates.</li> <li>5. All new hires will participate in department or college mentoring program.</li> </ol>	<ol style="list-style-type: none"> <li>1. Annual Reports</li> <li>2. College or department mentoring report.</li> <li>3. CEHS personnel summaries</li> </ol>	2018-2022

# STRATEGIC PLAN

## Imperative 2: Fostering Scholarly Activity

CEHS Goal	Strategy	Target	Metric	Timeline
2.1 Proposal writing for external funding from grants, foundations, and industry contracts.	Compile and share college and university resources to support proposal writing for external funding.	Annually, increase the number of external funding proposals submitted from CEHS.	OFIS and Annual Reports	2018-2022
2.2 Increase faculty engagement in Honors Program activities including offering honors courses, engaging in honors research, and supervision of capstone experiences.	<ol style="list-style-type: none"> <li>1. Generate greater awareness of honors opportunities.</li> <li>2. Highlight honors student activities.</li> <li>3. Create annual event to highlight student research/creative activity.</li> </ol>	<ol style="list-style-type: none"> <li>1. Support CEHS Honors Fellow in partnership with CMU Honors program.</li> <li>2. Increase CEHS faculty involvement in Honors (e.g., honors courses, honors contracts, honors capstone projects)</li> </ol>	<ol style="list-style-type: none"> <li>1. Report from Honors Program;</li> <li>2. OFIS and Annual Reports.</li> </ol>	2018-2020
2.3 Encourage faculty collaboration on research initiatives and creative endeavors	<ol style="list-style-type: none"> <li>1. Establish a series of research collaboratives and recognitions of faculty research and creative endeavors.</li> </ol>	<ol style="list-style-type: none"> <li>1. Annually, support one (1) CEHS Scholar Award</li> <li>2. CEHS will increase scholarly activity, annually, in areas of publication/ presentations and creative endeavors.</li> </ol>	OFIS and Department Annual Reports	2019-2022
2.4 Showcase student and faculty research and creative endeavors in college and university exhibitions.	<ol style="list-style-type: none"> <li>1. Create an annual CEHS faculty-student research/creative endeavors award.</li> <li>2. Evaluate Learning and Leading Award for possible inclusion of research and creative activity.</li> </ol>	<ol style="list-style-type: none"> <li>1. Highlight student and faculty research and creative endeavors.</li> <li>2. Increase the number of faculty who support student research and creative endeavors.</li> </ol>	<ol style="list-style-type: none"> <li>1. Faculty and student research and creative activity appear on <b>CEHS Web Site</b>.</li> <li>2. Data from OFIS and Annual Reports.</li> </ol>	2019-2022 Learning and Leading Award Review (2018-2019)
2.5 Student attendance at professional conferences, and participation in scholarly presentations including research and creative exhibitions	<ol style="list-style-type: none"> <li>1. Compile possible funding sources for student conference attendance.</li> <li>2. Compile conference information for F2F and virtual attendance.</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase student participation in professional conferences as attendees and presenters.</li> </ol>	<ol style="list-style-type: none"> <li>1. College Vending Fund Award Report</li> <li>2. OFIS and Annual Reports</li> </ol>	2020-2022

# STRATEGIC PLAN

## Imperative 3: Strengthening Partnerships in Michigan and Beyond

CEHS Goal	Strategy	Target	Metric	Timeline
3.1 Analyze service learning coordination and employer survey/ feedback.	<ol style="list-style-type: none"> <li>Each department will report on Service Learning at DAC</li> <li>Develop feedback process for organizations hosting service learning experiences.</li> </ol>	Each department will have feedback process for service learning experiences.	Feedback received from partners on annual basis.	2018-2021
3.2 Strengthen national and international partnerships.	Review national and international partnerships to ensure sustainable programs.	At least one (1) signature program per department.	Annual Reports	2018-2021
3.3 Track and engage CEHS alumni as potential partners.	Develop college-wide alumni survey.	Each department will receive data from alumni.	Response rate of at least 25% for each department.	2019-2022
3.4a Increase clinical partnerships in teacher education.	<ol style="list-style-type: none"> <li>Provide co-teaching training for faculty, students, and K-12 partners.</li> <li>Create residency and alternative route to certification programs.</li> </ol>	<ol style="list-style-type: none"> <li>All teacher candidates will be in co-teaching placements for all clinical experiences.</li> <li>Create one (1) residency or alternative route program.</li> </ol>	<ol style="list-style-type: none"> <li>Co-teaching placement roster.</li> <li>Residency and alternative route to certification programs state approval</li> <li>Students accepted into the residency and alternative route programs.</li> </ol>	<ol style="list-style-type: none"> <li>2018-2019</li> <li>2019-2020</li> <li>2019-2022</li> </ol>
3.4b Increase industry and community partnerships in human services related programs.	Identify potential partners and prepare plan for initiating or expanding partnerships.	Establish one new partnership per department.	Signed agreement	2018-2022
3.5 Establish interdisciplinary partnerships through the Center for Community Health and Wellness.	Work with college champions associated with the Center to identify potential partnerships.	Each department will have at least one (1) collaboration with the Center for Community Health and Wellness.	Annual Report	2019-2022