

College of Health and Human Services Annual Report, May 2019

Mission

The College fosters student excellence and develops productive citizens who function as skilled health and human services professionals to improve the health and wellbeing of the communities we serve. We exemplify teaching, scholarship, service, and community engagement through health initiatives, innovative thinking, and lifelong learning.

Seek and Align Resources with College Goals

As you know, universities in the Midwest, including ISU, are experiencing declines in enrollment. We have prepared for a reduction in revenue for 2019-20, and the President and Provost have made it clear that we need to function with a reduced budget. Meanwhile, we must protect instruction and ensure that students can progress and graduate. Every effort has been made to reduce our instructional budget equitably across departments. Every unit has made a contribution to cost containment. **Details include:**

Operating Budget Reduced by 21%

- Departments and the School of Nursing together are contributing \$6,488.15
- The College will cover \$51,108.13 from events, telecommunications, supplies, EAP salary reduction, and student wages
- The College will carry forward about \$50,000 to assist with operating expenses next year

Instructional Budget Deficit ≈ \$400,000.00

- Our instructional budget has been reduced by \$200,000, or 2.5%
- We are absorbing \$68,246 in promotion raises and \$120,000 in across-the-board raises

Departments and the School of Nursing are:

- Selectively deferring and cancelling searches
- Hiring instructors in place of tenure-track faculty
- Reducing the number of lecturers
- Using program and clinical fees for instruction

While the University has received additional State funding in support of improving retention and graduation metrics, that funding will not be enough to offset revenue declines. We know these declines in enrollment will persist for the next few years. The CHHS is participating in strategic enrollment management that is designed to stabilize and, where possible, grow enrollment. The CHHS Leadership team will begin planning this summer for anticipated operating and instructional budget reductions for 2020-21.



Recruit, Develop, and Retain Effective, Motivated Faculty and Staff

The Dean and Leadership Team continue to seek out and develop opportunities for faculty and staff to learn and grow in their positions. This past academic year we have implemented

- CHHS Best Practices for Searches and Hiring: a comprehensive document created to help search committees organize a successful search and hire the very best candidate for the position.
- CHHS New Faculty Orientation
- CHHS Leadership Institute: Coming December 2019
- Department Chair orientation, training, and mentorship
- Fall 2019 College Meeting—Teaching Excellence Workshop

Search Update

We have had successful faculty searches in Applied Health Sciences, the School of Nursing, and Social Work. There are ongoing searches in Applied Medicine and Rehabilitation, and the School of Nursing. We are presently searching for an Associate Dean for Academics.

Beginning July 1, 2019, the CSMP will combine athletic training services and athletics strength and conditioning units providing independent medical care for student athletes and support for improving athletes' performance. The center is guided by recommendations by the NCAA and the National Athletic Trainers' Association, and the National Strength and Conditioning Association.

Center for Sports Medicine and Performance



Ensure Program Competitiveness and Student Success

In the current climate, it behooves us all to take an interest in the success of our students. Successful students are less likely to leave us. Here is a summary of important work in the CHHS.

- Dr. Peggy Weber and her staff of professional advisors, Dr. Ashley Gard and Ms. Katie May, have developed a CHHS Advising website. Their goal is to make advising less intimidating for both faculty and students.
- An Excellence in Teaching workshop will be held at the Fall College-wide meeting.
- Efforts in the area of Strategic Enrollment Management for BSW, MSW, BS in Sport Management, and MS in Exercise Science have begun.

If there is any doubt that we are headed in the right direction, the following data from our graduates on the First Destination Survey will change that!

Employment Status	HHS	
	2016—17	2017—18
Full-time Work	56.3%	76.8%
Grad School Admission	15.1%	15%
Waiting on Grad Admission	2.1%	2.5%
Further Undergrad study	.93%	.6%
Unemployed, seeking	11.1%	4.8%
Unemployed, not seeking	.6%	0
Part-time Work	8.6%	2.2%

College Standing Committee Strategic Initiatives and Key Performance Indicators

Executive Committee in collaboration with the Dean and Department Chairs, developed department chair evaluation procedures implemented spring 2019; Presently developing policies and procedures to guide faculty workload assignments and space allocation in the college.

Assessment will review program assessment plans which are an integral part of accreditation/certification; address student learning outcomes, performance goals and measures, analyses and results, and the sharing and use of results for continuous improvement; and evaluate for workforce readiness outcomes present.

Faculty Affairs is developing a Group Mentoring Program: Coming Fall of 2019

Student Affairs will focus on supporting students through scholarships, creating a standard format for student handbooks; achieve 100% adherence on handbook submissions; and ensure all requirements to complete internships/clinical placements are known by students and the college by April 19th.

Curriculum will evaluate revised/new curricula for appropriate rationale for change or implementation; utilize syllabi when appropriate to determine student success in the path to graduation; evaluate revised/new curriculum for an IPE component; survey those who have submitted items to Curriculog for effectiveness of CAAC; and assess resource use.

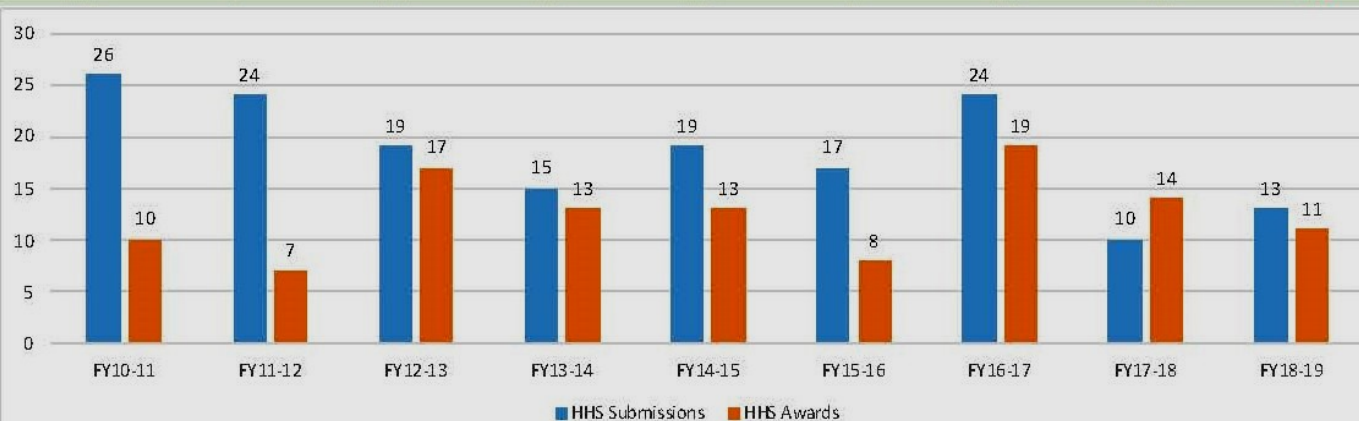
Strengthen Infrastructure for Scholarship

Dr. Carol Acree Cavalier conducted the first *Writing for Publication Workshop*, for supporting early career faculty. Ten faculty participated in the 2-day workshop. The College is purchasing the accompanying workbook for faculty.

We established a task force to begin a dialogue with the college about how best to support scholarship.

Data suggest that our approach to grant writing is productive with the relative number of awards being high. Reported publications and presentations increased slightly from 119 in 2016-17 by 79 faculty to 132 in 2017-18 by 86 faculty.

	FY10-11	FY11-12	FY12-13	FY13-14	FY14-15	FY15-16	FY16-17	FY17-18	FY18-19
HHS Submission	26	24	19	15	19	17	24	10	13
HHS Awards	10	7	17	13	13	8	19	14	11



Celebrating CHHS Faculty

Many of our faculty received a promotion, or promotion and tenure, at the Faculty Recognition Banquet. Congratulations to the following:

- * Olabode Ayodele, AHS, tenure and promoted to Associate Professor
- * Daniel Coovert, AMR, tenure and promoted to Associate Professor
- * Donna Crawford, BN, tenure and promoted to Associate Professor
- * Myung-Ah Lee, KRS, promoted to Full Professor
- * Metricia Pierce, KRS, promoted to Senior Instructor
- * Howell Tapley, AMR, tenure and promoted to Full Professor
- * Diane VanCleave, SW, tenure and promoted to Associate Professor
- * Anthony Walker, AHS, tenure and promoted to Associate Professor
- * Linda Walters, BN, tenure and promoted to Associate Professor

Major University and College Awards

- * Ms. Esther Acree, Associate Professor in the Department of Baccalaureate Nursing Completion, was the recipient of the President's Medal.
- * Dr. Myung-Ah Lee accepted the Provost's Award for Excellence in Academic Assessment for the B.S in Physical Education All Grades.
- * Dr. Whitney Nesser and Dr. Jean Potts received the Charlotte Zietlow Women's Faculty Research Award for 2018.
- * Dr. Linda Walters received the Mildred Lemen Faculty Excellence Award for 2019.

How About Our Staff!

Jack Jaeger, Director of the RHIC Simulation Center, was elected to the National Accreditation Board for the Society for Simulation in Healthcare.

Stefanie Knott, Administrative Assistant in the Dean's Office, was awarded the College's Administrative Support Award at our Fall Assembly.

Leah Myers, Administrative Assistant in AHS, obtained her Bachelor's degree in Political Science from ISU. She has been accepted into the Masters of Public Administration program, which will begin in August.

Rhonda Reed has been recertified as a Rehabilitation Registered Nurse, as well as being appointed to the ARN Continuing Education Providers Unit Committee for 2019.

Teresa Stateler, Administrative Assistant in BN, received recognition for 15 years of service, as well as for having a significant role in a student's career development in the First Destination Survey.

Kathryn Warfel, Administrative Assistant in AMR, and **Jayme Payne**, Student Services Assistant in APN, completed the Leadership Development Certification in January.

Development

The University's first-ever Give to Blue Day was a resounding success! Our College received \$11,043.50 from 153 donors. Featured scholarships for CHHS were the Jean and Bob Hollar Peer Mentor Student Scholarship and the Student Professional Travel Scholarship. The College also received an endowed fund earmarked for equipment in the amount of \$210,000.

CHHS will be in the spotlight this fall with our Sesquicentennial events. Stay tuned for more details!

Goodbyes and Hellos

We say goodbye to the following with gratitude, and wish them the very best.

•Esther Acree, BNC •Jessica Clark, BNC •Joshua Elmore, AMR •Ashley Gard, Dean's Office •Jean Potts, APN •Cameron Powden, AMR •Megan Weemer, AHS

We welcome the following either as new faculty or staff, or stepping into a new position.

•Darada Allen, APN/BNC •Stephanie Brown, APN •Kellen Norris, CSMP •Alivia Vaillancourt, SW •Holly Wolf, AMR •Suzanne Downs, AHEC
•Lisa Miller, Dean's Office •Elise Maxwell, AHEC •Linda Behrendt, AHS •Kelsey Zehner, AHEC •Robin Bonifas, SW •Charlie Peebles, AMR
•Bill Thompson, Development

As we come to the end of the 2018-19 academic year I am optimistic about our ability to continue to achieve our mission of developing health and human services professionals who will positively impact communities. Yes, 91% of our graduates are employed, going to graduate school or military service. Yes, we are doing our part to ensure the fiscal stability of the college. Yes, we are making progress toward achieving our strategic priorities. Yes, we are opening the renovated Arena in May. Yes, our faculty are disseminating their scholarship. You are all engaged in amazing work, and it is my privilege to share that with our communities of interest. I am grateful for your dedication, passion, and skill.

Thank you!

