

**Indiana State University
College of Nursing, Health, and Human Services
Strategic Plan 2009-2014**

Vision Statement:

The College will be recognized as a leader in providing qualified health and human service professionals who serve diverse populations through education, scholarship, innovation, service, and community engagement.

Mission Statement:

The College is dedicated to fostering student excellence and developing productive citizens who function as skilled professionals. Further, we champion teaching, research, creative activities, community involvement through health initiatives and life-long learning.

Core Values:

- **RESPECT** – We affirm the individuality of each person through fairness and dignity
- **INTEGRITY** – We demonstrate the courage to speak and act honestly and to build trust
- **COMPASSION** – We are caring in the provision of services to individuals, families, groups and communities
- **HEALTH** – We promote the health of mind, body, spirit and environment
- **PERFORMANCE** – We achieve exceptional performance through continued growth and development of student, faculty and staff

Working Document:

The strategic plan of the College of Nursing, Health and Human Services is a working document. Thus, our goals will remain constant but our initiatives could change as our success is monitored. As changes are made updates will be provided to the faculty and staff of the college.

Goal One: Increase Enrollment and Student Success

Increase the number of students taking advantage of the educational opportunities at Indiana State, and assist all those attending to realize their educational goals.

Initiatives:

There are five initiatives for achieving the objective and, collectively, realizing Goal One.

1. Develop specific departmental recruitment/retention plans.
2. Create a College student success center that includes student recruitment, peer advisement and peer mentoring efforts.
3. Create a distance education strategic plan.
4. Create strategies to capture distance/professional students (e.g. website).
5. Determine "ideal" capacity for current programs.

Benchmarks:

By the year 2014 the College of Nursing, Health and Human Services will:

- Increase enrollment by 15%.
- Improve persistence of freshmen by 15% for the College.
- Increase four year graduation rate to 30%.
- Increase six year graduation rate to 46%.
- Develop departmental recruitment/retention plans.
- Conduct annual faculty advising in-services.
- Assign a student representative from the Center for Leadership Development to serve as a recruitment and retention volunteer for each department.
- Develop a distance education strategic plan via the distance program coordinators.
- Charge the distance program chair/coordinator to improve our web presence and increase our ability to capture distance/professional students.
- Create a student success center.

Implementation Chair: Jason Winkle

Goal Two: Advance Experiential Learning

Advance experiential learning so all ISU students have a significant experiential learning experience within their major.

Initiatives:

There are five initiatives for achieving the objective and, collectively, realizing Goal Two.

1. Develop meaningful evaluations to assess experiential learning reflective of individual program outcomes and/or core competencies.

2. Develop an experiential inter-professional leadership, ethics, and culture course required for all majors. Upper division foundational studies approved.
3. Provide faculty training in the areas of designing experiential learning, reflection, and evaluation of this type of learning.
4. Establish training and recognition for site supervisors/preceptors.
5. Experiential learning methods will be integrated into faculty evaluations.
6. Increase international experience opportunities for our students.

Benchmarks:

By the year 2014 the College of Nursing, Health and Human Services will:

- 100% of our students will participate in an internship and/or practicum.
- Include experiential learning methods in new faculty orientation workshops.
- Ensure one faculty in-service related to experiential learning is offered per year.
- Integrate experiential learning methods into faculty evaluations.
- Develop departmental methods to train and reward supervisors/preceptors.

Implementation Chair: Marcia Miller

Goal Three: Enhance Community Engagement

Foster the engagement of students, faculty, and staff in the life of our communities and in pursuits improving their economic and social well-being.

Initiatives:

There are four initiatives for achieving the objective and, collectively, realizing Goal Three.

1. Create a system to catalog current efforts.
2. Publicize our community engagement through our web site and pictures and local newspaper(s).
3. Seek opportunities to lead community initiatives.
4. Create the Sycamore Centers and Clinics.
5. Recognize individual efforts in community leadership.

Benchmarks:

By the year 2014 the College of Nursing, Health and Human Services will:

- Have developed criteria for an acceptable community engagement experience which will be a requirement for graduation in every department major.
- Maintain a catalog of faculty and staff serving in community, social, and economic development groups and will encourage involvement and participation per department.

- Ascertain direct and indirect financial support provided by their efforts to community, social, cultural, and economic development groups by department.

Implementation Chair: Biff Williams

Goal Four: Strengthen and Leverage Program of Distinction and Promise

Strengthen and leverage the programs that have been designated programs of distinction or promise, to bring greater prominence to them and to the University as a whole.

Initiatives:

There are seven initiatives for achieving the objective and, collectively, realizing Goal Four.

1. Market the achievements of our college.
2. Determine programs of distinction based upon external accreditation.
3. Analyze program and departmental configurations to leverage programs for success.
4. Form an "investigative committee" for new programs related to the mission of the College that could be Programs of Promise.
5. Create a staffing plan for the College that will support the programs of promise and distinction.
6. Become a College of Excellence.
7. Integrate content related to rural and underserved populations into existing courses.

Benchmarks:

By the year 2014 the College of Nursing, Health and Human Services will:

- Distinguish three programs within the College as Programs of Distinction.
- Distinguish three programs within the College as a Program of Promise.
- Demonstrate the use of the five year staffing plan.
- The College will win a national award.

Implementation Chair: Marcia Miller

Goal Five: Diversify Revenue through Philanthropy, Contracts, and Grants

Expand and diversify revenue sources to enhance the University's ability to fulfill its teaching, research, and service mission.

Initiatives:

There are four initiatives for achieving the objective and, collectively, realizing Goal Five.

1. Every department will create a strategic plan that addresses a mechanism for generating revenue and encourages a culture of philanthropy.
2. Publicize an annual list of grant opportunities .
3. Create a Coordinated College Grants and Contracts Program which will include a reward system for successful grants and contracts submissions.
4. Strengthen the engagement of alumni in the life of the University.

Benchmarks:

By the year 2014 the College of Nursing, Health and Human Services will:

- Every department will have an external revenue stream.
- Increase quality submissions by 10%
- Create the Alumni 20XX club.
- Increase gross revenue from grants and contracts by 50%, adjusted for inflation.
- Increase indirect cost recovery from grants and contracts by 50%.
- Increase the number of donors to the ISU Foundation, in the college's name, by 32%.
- Double the number of alumni participating in college and university alumni events.

Implementation Chair: Biff Williams

Goal Six: Recruit and Retain Great Faculty and Staff

Take measures to enhance the University's ability to recruit and retain great faculty and staff in order to realize its goals and fulfill its mission.

Initiatives:

There are four initiatives for achieving the objective and, collectively, realizing Goal Six.

1. Establish a procedure for the development of a Faculty and Staff Development Plan.

2. The College will create a plan to evaluate and expand the diversity and excellence of the faculty and staff at Indiana State University.
3. Prepare a standard College faculty recruiting package for all faculty searches that includes information regarding the University, department information, general community, schools, childcare, arts/entertainment, retail outlets, housing opportunities, etc.
4. Establish a suggested College interview template for all faculty searches including schedule (e.g., arrival times, departure time, groups that he/she will meet with, focus presentations, teaching presentations, meals, social interactions, etc.), real estate tour, gifts (e.g., welcome basket in room, College or department shirt), visit to daycare center, etc.
5. Establish an annual award/recognition system for all faculty and staff within the College.
6. Develop a mentorship program for all new faculty and staff.

Benchmarks:

By the year 2014 the College of Nursing, Health and Human Services will:

- 80% of our faculty will successfully reach tenure.
- Make progress in increasing the diversity in faculty and staff.
- Faculty/Staff mentor program will be in place.
- Annual award/recognition system for faculty/staff will be in place.
- All searches within the college will follow a common template.

Implementation Chair: Jason Winkle

Goal Seven: Partnering for Success

In addition to meeting the benchmark indicators outlined by the six goals in The Pathway to Success, Indiana State University is also committed to developing partnerships to advance the University and the community.

Initiatives:

There are two initiatives for achieving the objective and, collectively, realizing Goal Seven.

1. Realize the full potential of the Rural Health Innovation Collaborative.
2. Create a strategic plan for inter-professional education.
3. Create an inter-professional education simulation center.

Benchmarks:

By the year 2014 the College of Nursing, Health and Human Services will:

- Each department will identify a RHIC initiative.

- The college will have a center for inter-professional education.
- The inter-professional education simulation center will be in place.

Implementation Chair: Biff Williams