

**COLLEGE OF HEALTH PROFESSIONS
ACCOUNTABILITY PLANNING MATRIX
FISCAL YEAR 2002**

**College of Health Professions
Accountability Planning Matrix
September 15, 2001
FY 2002**

Constituency: STUDENTS Value: EXCELLENCE

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
I.A., II.A.	Develop formal programs to recognize and reward excellence among students	FY 2002 Awards Ceremony to be held in conjunction with CHP Reunion Spring 2002 Refine and further develop Awards Ceremony	Student response and comments	Awards Ceremony to be held annually
II.B.	Further develop Student Leadership Council	Relate goals to APM and implement action plans	Student response and involvement	Continue to develop leadership skills of and opportunities for CHP students
II.B.	Refine Student Leadership Workshop	Dean to create agenda and conduct workshop for student	1) Student response and involvement with CHP initiatives	Student Leadership Workshop will continue as an annual event; will

		leaders in August 2001	2) Students involved in workshop entered university banner contest - won 2 nd place	consider alternative time to offer workshop
I.C.	Meet the Malcolm Baldrige Criteria for Performance Excellence in Education	Awaiting response to initial application for Kansas Award for Excellence; develop next level of application based on response to Level 1 application	To be determined based on response to application for Kansas Award for Excellence	To be determined based on response to application for Kansas Award for Excellence

Constituency: STUDENTS Value: ENCOURAGE INTELLECTUAL EXPLORATION

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
II.B., III.A., III.B., III.C.	Provide opportunities, support, and faculty mentoring for student research activities	1) Students will participate in Faculty Fair on November 16, 2001 2) Individual disciplines will support students in attending and presenting at	1) Student response and participation in Faculty Fair, professional meetings, and WSU undergraduate research forum 2) Student	1) The College will continue to develop and support opportunities for student research and scholarly activity 2) Programs

		<p>professional association meetings</p> <p>3) Students will be encouraged to participate in the undergraduate research forum on campus</p> <p>4) Curricula in the graduate programs will require students to participate in research and other scholarly activity</p>	<p>success in completion of graduate courses</p>	<p>will be encouraged to support students through financial and other resources to engage in scholarly activities</p>
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Constituency: STUDENTS Value: ENHANCE LEARNING

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
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<p>II.B, IV.A., IV. B., IV.C.</p>	<p>Develop new and interdisciplinary courses to broaden student understanding of concepts of health care and practice</p>	<p>New courses, new sections, and/or new modalities will be developed and offered by CHP personnel/departments, and successful courses from previous years will continue to be offered</p>	<p>For Fall 2001, these courses generated 830 credit hours:</p> <p>Intro to University: 168</p> <p>Intro to HP: 16</p> <p>Career Networking: 9</p> <p>Medical Terminology : 203</p> <p>Alternative Medicine: 0</p> <p>DH Nat'l Board Review: 0</p> <p>Cancer Perspectives: 105</p> <p>Top 20 Health Issues: 0</p> <p>Leadership Challenges: 30</p> <p>PT Acute Conditions:</p>	<p>Successful courses and/or sections will be offered for subsequent semesters and new courses will be developed, including general education courses to assist students in meeting General Education requirements</p>
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			<p>96</p> <p>Clinical Pharmacology: 141</p> <p>Bioterrorism : 0</p> <p>RN Bridge (Internet): 56</p> <p>Nutrition through Lifespan: 6</p>	
<p>II.B, IV.A., IV. B., IV.C.</p>	<p>Provide professional curricula relevant to current and evolving health care</p>	<p>Offer academic programs and continually improve those programs</p>	<p>Survey graduates one year after graduation and employers to ascertain relevance of professional curricula</p>	<p>Ensure all academic programs use comprehensive assessment for program improvement</p>

Constituency: STUDENTS Value: ENHANCE LEARNING

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
<p>II.B, IV.A., IV.B., IV.C.</p>	<p>Maintain full accreditation in all academic programs</p>	<p>1) Maintain high quality programs and faculty, revise, and adjust curricula as required to ensure highest quality</p>	<p>1) All programs are fully accredited</p> <p>2) To be determined by FY 2002 site visit and</p>	<p>1) Maintain and enhance programs to ensure full accreditation in future reviews</p> <p>2) To be</p>

		<p>educational offerings</p> <p>2) Physical Therapy accreditation site visit to occur November 2001</p> <p>3) Kansas Board of Regents to review Health Services Organization and Policy Program</p> <p>4) Seek CEPH accreditation for WSU MPH as an independent program; initiate self-study during FY 2002</p>	<p>accreditation review</p> <p>3) To be determined by results of KBOR review of HSOP program</p> <p>4) Self-study due November 2002; site visit to occur February 2003</p>	<p>determined based on results of Physical Therapy accreditation site visit</p> <p>3) To be determined based on results of KBOR review of HSOP program</p> <p>4) Based on self-study, allocate resources to ensure strong MPH program</p>
<p>II.B., IV.C., V.C., V.D., VI.B., VI.C., VI.D.</p>	<p>Develop and expand alumni and community partnerships to provide clinical training and career tracks for students</p>	<p>1) Seek affiliation with community partners to meet the demand for clinical and employment networks needed for student recruitment</p>	<p>1) Feedback from clinical preceptors and employers of graduates</p> <p>2) Departmental records of alumni who participate in</p>	<p>1) Continue to foster relationships with community partners through the Visiting Committee and alumni of professional</p>

		and clinical education 2) Involve alumni in the professional programs to teach and serve as role models and mentors	professional programs as instructors, mentors, and role models	programs in the College 2) Implement College Reunion April 2002
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Constituency: STUDENTS Value: SUPPORT

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
II.A., II.B., II.C.	Provide and maintain superior physical facilities conducive to excellent learning environment	Implement three-year facilities renovation plan, including: upgrade classroom furniture and equipment improve building lighting provide artwork representative of the health professions improve building signage create display space to	Projects outlined in update plan accomplished on or ahead of schedule; remaining projects on schedule Feedback from students	Complete projects outlined in original plan; continually update plan to accommodate evolving needs

		<p>highlight student achievements</p> <p>create Office of Student Services/Student Welcome Center</p> <p>(For complete plan, see attached document dated June 2001)</p>		
II.A., II.B., II.C.	Provide state-of-the-art learning and study environments and technological and academic support for educational experiences	As part of three-year facilities update plan, enlarge 110B media classroom to accommodate need for larger multimedia instructional facility	Most projects on facilities update plan accomplished on or ahead of schedule; remaining projects on schedule; student feedback	Continue monitoring study and learning environments and upgrade as needed

Constituency: STUDENTS Value: RETAIN

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
II.B., II.D. V.A., VI.C.	Develop student support services, programs, and strategies to	1) Office of Student Services to provide coordinated and comprehensive	1) Survey results indicated student satisfaction levels were	1) Continue to develop new and enhance existing student support

	<p>assist current students through all phases of advising and matriculation</p>	<p>e advising and mentoring support services for current students throughout their academic careers in the College</p> <p>2) Survey students on satisfaction level with College Student Services interactions</p> <p>3) Offer Summer Enrichment Program through HCOP grant during Summer 2001; survey students for program evaluation at end of SEP</p> <p>4) Reapply for HCOP grant for FY 2003 and beyond</p>	<p>relatively high</p> <p>2) Maximum number of students possible participated in SEP 2001; survey results indicated participants were highly satisfied with program; HCOP federal grant proposal approved but not funded for FY 2002</p> <p>3) Review of HCOP grant application</p>	<p>services in the College</p> <p>2) Incorporate survey results and comments into planning for services enhancements</p> <p>3) Continue HCOP services as discrete unit or as incorporated into Student Services activities, dependent on outcome of grant proposal</p>
<p>II.D., V.A., VI.C.</p>	<p>Develop formal programs of orientation for new</p>	<p>Professional programs to conduct new student orientations;</p>	<p>Feedback from students and programs</p>	<p>Continue existing orientation programs and develop new</p>

	students	Instructional Services to conduct orientation to ISL facilities and services; CHP Welcome Fest activities to assist orientation for new students; CHP participates in freshmen orientation programs for pre-professional students		programs for the future
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Constituency: STUDENTS Value: RETAIN

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
V.A.	The College of Health Professions is committed to equality of opportunity in employment its student body. The University shall seek to encourage and promote recognition and appreciation of the realities and benefits of	Programs will continue use of procedures to ensure fair and equal opportunities for students in the professional programs	Diversity of qualified students admitted to and retained in professional programs; for FY 2002 to date, ethnicity of the CHP student body is as follows: American Indian: 0.9%	Academic and program procedures will be monitored, assessed, and amended as required to assure equal opportunity for all qualified applicants

	<p>multiculturalism and diversity, and work to foster an atmosphere within the University which promotes equal employment opportunity and upward mobility for all qualified persons students</p>		<p>Asian: 12.5%</p> <p>Hispanic: 2.9%</p> <p>African-American: 3.1%</p> <p>Caucasian: 80.6%</p>	
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Constituency: STUDENTS Value: RECRUIT

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
<p>II.A., II.C., II.D., V.A., VI.A., VI.B., VI.C.</p>	<p>Develop College Student Services and Welcome Center to recruit and assist potential students in career planning, advising, and program application and acceptance</p>	<p>CHP Student Welcome Center renovation to be completed; Office of Student Services to continue developing and implementing programs to recruit new students and assist in their matriculation; Health Careers</p>	<p>Feedback from students, families, CHP faculty and staff on activities by Office of Student Services and HCOP</p>	<p>1) Student Services office space to be renovated in Fall 2001</p> <p>2) Continue development of Student Services and Welcome Center, and of recruitment and support activities for potential and new students</p>

		Opportunity Program to continue providing support services		
II.A., II.C., V.A., VI.A., VI.B., VI.C.	Increase and maintain enrollments in all programs to capacity with an excellent and diverse student body	<p>1) CHP Student Services to conduct and participate in multiple recruitment visits, career fairs, school tours, open houses, and one-on-one advising sessions with prospective students</p> <p>2) Professional programs to conduct general information sessions for prospective students</p>	<p>Enrollments in most CHP programs at or above capacity</p> <p>in FY 2002:</p> <p>Dental Hygiene: at capacity</p> <p>EMT: above capacity</p> <p>Health Services Organization and Policy: below capacity</p> <p>Medical Technology: below capacity</p> <p>MICT: at capacity</p> <p>Nursing: above capacity</p> <p>Physical Therapy: below</p>	<p>Continually assess productivity of Student Services activities, revise and redirect efforts as student enrollments change in CHP programs</p> <p>PTA Program suspended August 2001 based on low applications</p> <p>Academic programs to continue recruitment activities to achieve and/or maintain enrollments at or above capacity</p>

			<p>capacity</p> <p>Physician Assistant: at capacity</p> <p>Public Health: above capacity</p>	
V.A., VI.A.	Create marketing plan to attract excellent students	College to establish committee comprised of College personnel and University and community experts to develop marketing plan	<p>1) Marketing plan</p> <p>2) Numbers of students applying and admitted</p>	Assess results of marketing plan and refine plan as required to enhance effectiveness

Constituency: STUDENTS Value: RECRUIT

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
V.A.	The College of Health Professions is committed to equality of opportunity in employment its student body. The University shall seek to encourage and promote	Programs will continue use of policies and procedures to ensure fair and equal opportunities for admission to professional	Diversity of students admitted to professional programs; for FY 2002 to date, ethnicity of the CHP student body is as follows: American	Admissions policies and procedures will be monitored, assessed, and amended as required to assure equal opportunity

	recognition and appreciation of the realities and benefits of multiculturalism and diversity, and work to foster an atmosphere within the University which promotes equal employment opportunity and upward mobility for all qualified persons students	programs	Indian: 0.9% Asian: 12.5% Hispanic: 2.9% African-American: 3.1% Caucasian: 80.6%	for all qualified applicants
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Constituency: FACULTY Value: EXCELLENCE

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATIONS	DECISIONS
I.A., I.B., III.A.	Develop formal programs to recognize and reward excellence among faculty	1) FY 2002 Awards Ceremony to be held in conjunction with CHP Reunion Spring 2002 2) Refine and further develop Awards Ceremony 3) Implement revised Rodenberg	1) Feedback from faculty 2) Presentation of awards 3) Faculty feedback on revised policies 4) Feedback from faculty, students and attendees of	1) Awards Ceremony to be held annually 2) Rodenberg Teaching Award to be awarded annually under revised policies 3) Decisions

		<p>Teaching Award policies</p> <p>4) Faculty Fair to be held November 2001 to showcase faculty accomplishments</p> <p>5) Formal letters of recognition for special accomplishments will be sent from Dean</p> <p>6) Financial awards for merit will be recommended by the dean for special accomplishments and service to college</p>	<p>Faculty Fair</p> <p>5) Faculty comments about letters</p> <p>6) Number of merit increases recommended by Dean</p>	<p>re Faculty Fair to be determined</p> <p>4) Continue letters of recognition and special merit awards</p>
I.C.	Meet the Malcolm Baldrige Criteria for Performance Excellence in Education	Awaiting response to initial application for Kansas Award for Excellence; develop next level of application based on response to Level 1 application	To be determined based on response to application for Kansas Award for Excellence	To be determined based on response to application for Kansas Award for Excellence

Constituency: FACULTY Value: ENCOURAGE INTELLECTUAL EXPLORATION

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
III.A., III.B., III.C.	Support existing and create new research agenda and opportunities	<p>1) Associate Dean for Academic Affairs and Research is charged with mentoring faculty on research agendas and developing and implementing faculty development opportunities to enhance research skills</p> <p>2) Research Think Tank will lead research efforts in college by helping faculty identify funding for research and others for collaboration</p> <p>3) Contingent</p>	<p>1) Increase in number and monetary value of proposals submitted and of grants awarded</p> <p>2) Track number of grant submissions annually</p> <p>3) To be determined</p>	To be determined based on programs initiated by Associate Dean for Academic Affairs and Research

		on resources, hire support person to work with faculty in research efforts		
IVA., IV.B., IV.C.	Foster opportunities for interdisciplinary and collaborative interactions in scholarly activities	Associate Dean for Academic Affairs and Research to work with faculty to establish partnerships for collaborative activities	Increase in number and monetary value of collaborative activities	To be determined based on collaborative activities initiated

Constituency: FACULTY Value: ENHANCE LEARNING

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
III.A., III.B., III.C., , IV.A., IV.B., IV.C, V.B., V.C.	Provide opportunities and support for continuing faculty education	1) Allocate funds for faculty travel to professional association meetings and continued education opportunities 2) Provide on-site opportunities for continuing	1) College out-of-state travel allocation (\$17,150) allocated to academic departments for faculty travel and continuing education 2) Funding secured for Foshee-McDonald	1) Future out-of-state travel funding to be allocated to departments for faculty travel 2) Foshee-MacDonald seminars to be continued for FY 2003 pending

		<p>education</p> <p>3) Continuing education and faculty development activities initiated by Associate Dean for Academic Affairs and Research to be implemented, and additional activities to be developed</p>	<p>brown bag seminars for FY 2002</p> <p>3) Activities under development for implementation during FY 2003 and beyond</p>	<p>receipt of funding support</p> <p>3) Faculty development activities to be continued in the future</p>
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Constituency: FACULTY Value: SUPPORT

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
I.B. II.A., II.B., II.C., III.B.	Provide and maintain superior physical facilities conducive to excellent work environment	<p>Three-year facilities update plan continues to be implemented during FY2002, including:</p> <p>reassign faculty offices to accommodate department changes</p>	<p>1) Projects outlined in update plan accomplished on or ahead of schedule; remaining projects on schedule</p> <p>2) Feedback from faculty</p>	Complete projects outlined in original plan; continually update plan to accommodate evolving needs

		<p>upgrade classroom furniture and equipment</p> <p>improve building lighting</p> <p>provide artwork representative of the health professions</p> <p>update department and faculty offices</p> <p>improve building signage</p> <p>move Copy Center to first floor</p> <p>create display area to highlight faculty achievements</p> <p>(For complete plan, see document dated June 2001)</p>		
II.A., II.B., III.B., III.C.	Provide state-of-the-art learning	1) As part of three-year facilities	1) Projects in facilities update plan	1) Continue monitoring study and

	and study environments and technological and academic support for educational experiences	update plan, enlarge 110B classroom to accommodate need for additional multimedia instructional facility 2) Continue providing technical support personnel to assist faculty in the development of web-based courses	accomplished on or ahead of schedule; remaining projects on schedule; faculty feedback 2) Numbers of faculty and projects supported by technical personnel Feedback from faculty	learning environments and upgrade as needed 2) Continue provision of support personnel through FY 2002
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Constituency: FACULTY Value: RETAIN

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
III.A., III.B., V.B., VI.B.	Continue formal programs of orientation of new faculty	1) Implement College orientation programs for new faculty August 2001; Office of Instructional Services Laboratories to offer orientation on ISL	Positive feedback of and high satisfaction level of faculty	Continue existing orientation programs and develop new programs for the future

		<p>facilities and services; CHP network administrator to conduct in-service training on use of computer network and e-mail; Dean's Office to prepare informational packets for all CHP personnel; one-on-one resources available as needed</p>		
V.B.	<p>Develop mechanisms to foster career advancement for faculty</p>	<p>1) Departments to review and revise faculty role statements</p> <p>2) College Tenure and Promotion Committee to revise T&P guidelines</p>	<p>1) Faculty support for role statements</p> <p>2) Faculty support for revised T&P guidelines</p>	<p>To be determined</p> <p>To be determined</p>
V.B.	<p>The College of Health Professions is committed to equality of opportunity in</p>	<p>The College and departments will employ policies and procedures</p>	<p>Diversity of faculty workforce, which is primarily female and</p>	<p>College and departmental policies and procedures will be monitored,</p>

	<p>employment. The University shall seek to encourage and promote recognition and appreciation of the realities and benefits of multiculturalism and diversity, and work to foster an atmosphere within the University which promotes equal opportunity and upward mobility for all qualified persons</p>	<p>to ensure fair and equal opportunities for all personnel in the College</p>	<p>includes two Hispanic females, one Hispanic male, and one African-American male</p>	<p>assessed, and amended as required to assure equal opportunity for all personnel in the College</p>
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Constituency: FACULTY Value: RECRUIT

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
III.A., V.B., VI.A., VI.B.	Recruit excellent faculty	Develop strategies to attract and retain excellent faculty; update print and electronic advertisements; CHP personnel to attend	Hired Physical Therapy chairperson, to be effective January 2002; hired faculty for FY 2002 in Dental Hygiene,	Continue to develop strategies to promote WSU and CHP programs, and to attract highly-qualified faculty and

		<p>professional association meetings to talk to potential applicants; offer employment incentives, including travel funds, moving expenses, provision of computers and equipment, and assistance with spousal employment searches as may be necessary</p>	<p>Physician Assistant, Physical Therapy, Public Health Sciences, and Nursing</p>	<p>staff to the College</p>
<p>IV.A., IV.B., VI.A., VI.B.</p>	<p>Create marketing plan to attract excellent faculty</p>	<p>College to establish committee comprised of College and University personnel and community experts to develop marketing plan</p>	<p>1) Marketing plan 2) Nine faculty recruited for FY 2002</p>	<p>1) Assess results of marketing plan and refine plan as required to enhance effectiveness 2) Continue faculty recruitment efforts</p>
<p>V. B.</p>	<p>The College of Health Professions is committed to equality of opportunity in</p>	<p>Programs will employ policies and procedures to ensure fair and equal</p>	<p>Diversity of faculty workforce in CHP is primarily female, with</p>	<p>College and departmental policies and procedures will be</p>

	<p>employment. The University shall seek to encourage and promote recognition and appreciation of the realities and benefits of multiculturalism and diversity, and work to foster an atmosphere within the University which promotes equal employment opportunity and upward mobility for all qualified persons</p>	<p>opportunities for all applicants for faculty positions and all personnel in the College</p>	<p>one Hispanic male, two Hispanic females, and one African-American male</p>	<p>monitored, assessed, and amended as required to assure equal opportunity for all faculty applicants and all personnel in the College</p>
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Constituency: STAFF Value: EXCELLENCE

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
I.A., I.B.	Develop formal programs to recognize and reward excellence among staff	FY 2002 Awards Ceremony to be held in conjunction with CHP Reunion Spring 2002	Feedback from staff	Awards Ceremony to be held annually

		Continue to refine and further develop Awards Ceremony		
I.C.	Meet the Malcolm Baldrige Criteria for Performance Excellence in Education	Awaiting response to initial application for Kansas Award for Excellence; develop next level of application based on response to Level 1 application	To be determined based on response to application for Kansas Award for Excellence	To be determined based on response to application for Kansas Award for Excellence

Constituency: STAFF Value: ENCOURAGE INTELLECTUAL EXPLORATION

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
V.B.	No goal for FY 2002	NA	NA	NA

Constituency: STAFF Value: ENHANCE LEARNING

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
V.B.	Provide opportunities for staff continuing education and skills	1) Support staff educational goals through funding and	Number of staff attending education, training, and development	Continue to encourage staff education and training through

	enhancement	<p>release time</p> <p>2) Provide on-site opportunities for education and training</p> <p>3) Develop on-going plan for staff development and enrichment</p>	<p>activities</p> <p>Staff satisfaction with development opportunities</p>	<p>funding support, release time, and on-site activities</p>
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Constituency: STAFF Value: SUPPORT

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
I.B. II.A., II.B., II.C., III.C.	Provide and maintain superior physical facilities conducive to excellent work environment	<p>Develop and implement three-year facilities update plan, including:</p> <p>improve building lighting</p> <p>provide artwork representative of the health professions</p> <p>update department and staff</p>	<p>Projects outlined in update plan accomplished on or ahead of schedule; remaining projects on schedule</p> <p>Feedback from staff</p>	<p>Complete projects outlined in original plan; continually update plan to accommodate evolving needs</p>

		<p>offices</p> <p>improve building signage</p> <p>create display area to highlight staff achievements</p> <p>(For complete plan, see document dated June 2001)</p>		
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Constituency: STAFF Value: RETAIN

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
III.A., V.B., VI.B.	Develop formal programs of orientation for new staff	Conduct College orientation program for new staff August 2001; Office of Instructional Services Laboratories to offer orientation on ISL facilities and services for new staff; CHP network administrator to conduct	Positive feedback from staff	Continue existing orientation programs and develop new programs for the future

		<p>in-service training on use of computer network and e-mail; Dean's Office to prepare informational packets for all CHP personnel; one-on-one resources available as needed</p>		
V.B.	<p>Develop mechanisms to foster career advancement opportunities for staff</p>	<p>Classified staff committee will develop action plan during FY 2002</p>	<p>To be determined</p>	<p>To be determined</p>
V. B.	<p>The College of Health Professions is committed to equality of opportunity in employment. The University shall seek to encourage and promote recognition and appreciation of the realities and benefits of multiculturalism and diversity, and</p>	<p>The College will employ policies and procedures to ensure fair and equal opportunities for all personnel in the College</p>	<p>CHP staff workforce is primarily female and includes two Hispanic females and two African-American females</p>	<p>College and departmental policies and procedures will be monitored, assessed, and amended as required to assure equal opportunity for all personnel in the College</p>

	work to foster an atmosphere within the University which promotes equal employment opportunity and upward mobility for all qualified persons			
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Constituency: STAFF Value: RECRUIT

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
III.C., V.B., VI.A.	Recruit excellent staff	Develop strategies to attract and retain excellent staff; modify print and electronic advertisements, involve CHP staff in College planning and implementation activities	Hired new staff member in Nursing	Continue to develop strategies to promote WSU and CHP programs, and to attract highly-qualified staff to the College
VI.A., VI.B.	Create marketing plan to attract excellent staff	College to establish committee comprised of College and University personnel and community experts to develop	1) Marketing plan 2) One staff member recruited for FY 2002 (no additional vacancies)	Assess results of marketing plan and refine plan as required to enhance effectiveness

		marketing plan		
V. B.	The College of Health Professions is committed to equality of opportunity in employment. The University shall seek to encourage and promote recognition and appreciation of the realities and benefits of multiculturalism and diversity, and work to foster an atmosphere within the University which promotes equal employment opportunity and upward mobility for all qualified persons	The College will employ policies and procedures to ensure fair and equal opportunities for all personnel in the College	CHP staff workforce is primarily female and includes two Hispanic females and two African-American females	College and departmental policies and procedures will be monitored, assessed, and amended as required to assure equal opportunity for all personnel in the College

Constituency: COMMUNITY AND ALUMNI Value: EXCELLENCE

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
I.A.	Develop formal	1) FY 2002 Awards	Feedback from alumni	Awards Ceremony

	programs to recognize and reward excellence among alumni and community partners	<p>Ceremony to be held in conjunction with CHP Reunion Spring 2002</p> <p>2) Continue to refine and further develop Awards Ceremony</p>	and community partners	to be held annually
I.C.	<p>Meet the Malcolm Baldrige Criteria for Performance Excellence in Education</p>	<p>Awaiting response to initial application for Kansas Award for Excellence; develop next level of application based on response to Level 1 application</p>	To be determined based on response to application for Kansas Award for Excellence	To be determined based on response to application for Kansas Award for Excellence

Constituency: COMMUNITY AND ALUMNI Value: ENCOURAGE INTELLECTUAL EXPLORATION

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
IV.A., IV.B., IV.C.	Foster opportunities for	Associate Dean for Academic	Community partners are identified	1) Externally, a formal process for connecting

	interdisciplinary and collaborative interactions in scholarly activities	Affairs and Research to work with faculty to establish partnerships for collaborative activities	with input from the College Visiting Committee	with community partners will be on-going with input from the Visiting Committee, Health Care Workforce Coalition, WSU-LINK and Health Communications Group 2) Internally, interdisciplinary projects will be fostered and rewarded
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Constituency: COMMUNITY AND ALUMNI Value: ENHANCE LEARNING

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
III.A., III.B., III.C., IV.C., V.C., V.D., VI.D.	Provide continuing education and community learning opportunities for alumni and community partners	1) Academic departments (Dental Hygiene, Nursing, Medical Technology, Physical Therapy, Physician Assistant) to offer workshops for clinical coordinators; Nursing,	Participant evaluations of workshops and continuing education programs	Continue to offer workshops and educational opportunities for alumni and community partners

		<p>Physician Assistant, and Physical Therapy to offer continuing education and continuing medical education workshops for alumni and clinical practitioners</p> <p>2) Alumni and community partners to be invited to attend Foshee-McDonald presentations</p>		
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Constituency: COMMUNITY AND ALUMNI Value: SUPPORT

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
IV.C., V.C., VI.D.	Collaborate with alumni and community partners to develop the College as a focal point for excellence in health care instruction, research,	<p>1) Facilitate follow-up activities to Health Care Workforce Summit, held March 2001</p> <p>2) In collaboration with community partners, develop</p>	<p>1) Response from community partners</p> <p>2) Response to workforce coalition proposal</p>	<p>1) College to function as facilitator for additional follow-up activities to Health Care Workforce Summit</p> <p>2) To be determined based on response to</p>

	and practice for South Central Kansas	proposal for formation of community coalition on health care workforce		coalition proposal
I.A., IV.C., V.,C., VI.D	Create a College alumni society	Student Services personnel will establish action plans for creation of College alumni association during FY 2002	To be determined	To be determined
II.A., II.B., II.C.	Support and enhance the health care community by providing and maintaining superior physical facilities conducive to excellent learning environment to educate highly-qualified health care practitioners	Implement three-year facilities update plan, which provides enhanced work, learning and meeting environments for students, faculty, staff, and alumni and community constituents	1) Most projects outlined in update plan accomplished on or ahead of schedule during FY 2001; remaining projects on schedule 2) Feedback from alumni and community constituents	Complete projects outlined in original plan; continually update plan to accommodate evolving needs
II.B., II.C.	Support and enhance the health care community by providing state-	As part of three-year facilities update plan, enlarge 110B classroom to	Feedback from alumni and community constituents	Continue monitoring study and learning environments

	of-the-art learning and study environments and technological and academic support for educational experiences to produce excellent health care practitioners	accommodate need for additional multimedia instructional facilities		and upgrade as needed
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Constituency: COMMUNITY AND ALUMNI Value: RETAIN

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
IV.C., V.C, V.D., VI.D.	Establish and maintain cooperative and collaborative relationships with alumni and community partners for areas of teaching, research, and service	<p>1) Continue to develop relationships with alumni and community partners</p> <p>2) Survey alumni and community partners on experiences with the College, on effectiveness of recruitment activities, and on suggestions for additional avenues for involvement; incorporate</p>	Continually assess productivity of activities	Revise and redirect efforts as needed to establish and maintain productive relationships with alumni and community partners

		survey results into future actions		
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Constituency: COMMUNITY AND ALUMNI Value: RECRUIT

STRATEGIC INITIATIVES	GOALS	ACTION PLANS	EVALUATION	DECISIONS
IV.C., V.C., V.D, VI.A., VI.D.	Recruit alumni and community constituents to assist in all aspects of College planning and activity	<p>1) Continue to identify and promote opportunities for alumni and community partners to become involved with the College</p> <p>2) Survey alumni and community partners on experiences with the College, on effectiveness of recruitment activities, and on suggestions for additional avenues for involvement; incorporate survey results into future actions</p> <p>3) Continue development</p>	1) Continually assess productivity of activities and incorporate survey results	1) Revise and redirect efforts as needed to establish and maintain productive relationships with alumni and community partners

		<p>of alumni organizations for professional programs</p> <p>4) Create culture of excellence and involvement in current students to foster continued relationships as alumni and community colleagues after graduation</p>		
IV.A., IV.B., VI.B., VI.B.	Create marketing plan to attract alumni and community partners	College to establish committee comprised of College and University personnel and community experts to develop marketing plan	<p>1) Marketing plan</p> <p>2) Number of alumni and community partners recruited</p>	Assess results of marketing plan and refine plan as required to enhance effectiveness
II.B., IV.C., V.C., V.D., VI.B., VI.D	Develop and expand alumni and community partnerships to provide clinical training and career tracks	1) Seek affiliation with community partners to meet the demand for clinical and employment networks	<p>1) Feedback from clinical preceptors and employers of graduates</p> <p>2) Departmental</p>	1) Continue to foster relationships with community partners through the Visiting Committee

	for students	needed for student recruitment and clinical education 2) Involve alumni in the professional programs to teach and serve as role models and mentors	records of alumni who participate in professional programs as instructors, mentors, and role models	and alumni of professional programs in the College 2) Implement College Reunion April 2002
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Assess results of marketing plan and refine plan as required to enhance effectiveness

II.B., IV.C., V.C., V.D., VI.B., VI.D

Develop and expand alumni and community partnerships to provide clinical training and career tracks for students

1) Seek affiliation with community partners to meet the demand for clinical and employment networks needed for student recruitment and clinical education

2) Involve alumni in the professional programs to teach and serve as role models and mentors

1) Feedback from clinical preceptors and employers of graduates

2) Departmental records of alumni who participate in professional programs as instructors, mentors, and role models

1) Continue to foster relationships with community partners through the Visiting Committee and alumni of professional programs in the College