

Strategic Planning Report –2016-2017
Unit: Academic, Faculty & Student Affairs
Administrative Lead: Lori Gonzalez, PhD / Vice Chancellor

Strategic Priority	Initiative	Accomplishments
<p>Strategic Priority A: Educate Outstanding Graduates Who Meet the Needs of the State & Its Communities</p>	<p><u>Academic Affairs:</u> Accreditation</p>	<p><u>Academic Affairs:</u> Assisted PA program & College of Dentistry with document development and preparation for site visit</p> <p>Assisted College of Dentistry with document development for DDS, periodontics, prosthodontics, pediatric dentistry, orthodontics, and dental hygiene</p> <p>Attended SACSCOC on site evaluator training</p> <p>Began campus-wide project to assess the method by which credit hours are assigned (initiated in January 2017)</p> <p>Assist/direct with organization/planning for SACSCOC reaffirmation process (initiated spring 2017)</p> <p>Assist/direct with organization/planning for SACSCOC QEP process (initiated spring 2017)</p>
		<p><u>Student Affairs:</u> reorganized the One Stop Shop to provide most sought after services (e.g., financial aid)</p>
	<p><u>Library:</u> Find opportunities to integrate archival and historical collections into UTHSC curriculum</p> <p>Provide research support to faculty and students utilizing library resources through collaborative efforts critical to the mission of the unit</p> <ul style="list-style-type: none"> • Our new Assistant Director for Research and Learning Services will initiate and develop an embedded librarian service, based on current best practices, to proactively market and offer library services to faculty • We will seek to more fully integrate library services in our online teaching environment and other learning tools • We will develop new research support services to better support faculty and the research being conducted on campus, such as: <ul style="list-style-type: none"> ○ Research impact analysis reports for faculty ○ IRB consent form review ○ Research impact assessment ○ Publication strategies consultations 	<p><u>Library:</u> Conducted the following reference activities:</p> <ul style="list-style-type: none"> • Classroom instructions (640 individual student/24 classroom sessions) • Mediated searches (86 database searches) • New Faculty Orientations (9 Nursing faculty) • Research Consultations (20 faculty & students) • Workshops, EndNote Sessions (80 hours faculty & students – scheduled workshops and appointments) • Arena Orientations (625 students) • Information Desk staffed (7 days weekly) • Systematic reviews (2 reviews completed) • Literature searches (5 searches completed) <p>Ongoing library collection efforts:</p> <ul style="list-style-type: none"> • 8,423 currently received online journal titles • 49 databases

	<p>Migrate to new InterLibrary Loan software, ILLiad, to support increase in service</p> <ul style="list-style-type: none"> This will improve efficiency and allow us to better track copyright compliance This will also allow faculty to check the status of their interlibrary loan request online <p>Migrate to new integrated library system (ILS) software (KOHA supported by ByWater)</p> <ul style="list-style-type: none"> Our current ILS is no longer being developed and does not meet security requirements without additional purchases We are paying approximately \$38,000 annually in maintenance fees for our current system Our current ILS is a more robust system than is necessary for our needs The KOHA integrated library system would better fit our needs and is much cheaper as an open source system (Annual maintenance fees would be just under \$10,000) <p>Plan Phase 2 of the library renovation to:</p> <ul style="list-style-type: none"> further expand study space for students, including both group and individual study space create an Information Commons area with an Innovation Lab, where students will have access to a variety of technology create more classroom space in the library move to a fully digital library <p>Develop strategic plan for the library that will guide the development and evaluation of library resources and services</p>	<ul style="list-style-type: none"> 1,930 e-books <p>Full-text article downloads from paid subscription journals:</p> <ul style="list-style-type: none"> 525,724 <p>Initiated no-charge ILL requests – Effective Feb. 1, 2016</p> <ul style="list-style-type: none"> Borrowing: <ul style="list-style-type: none"> 2016 (Jan-Dec): 3499 filled 2015 (Jan-Dec): 1083 filled 223% increase Lending: <ul style="list-style-type: none"> 2016 (Jan-Dec): 1031 2015 (Jan-Dec): 490 110% increase Costs increases: <ul style="list-style-type: none"> Copyright Fees + Borrowing Charge: <ul style="list-style-type: none"> 2016: \$14,821.30 2015: \$3608.70 Staffing: <ul style="list-style-type: none"> Increase in workload was accomplished with 1 FTE staff effective June 1, 2016. <p>Previously, 2 FTE staff did interlibrary loan</p> <p>Identified new providers and consortial offers to increase savings and expand access to databases and electronic journals.</p> <p>Initiated demand-driven acquisition (DDA) of monographic content with goal of purchasing more material that is used, instead of just in case purchases</p> <p>Implemented project to “weed” print journal collection (in progress)</p> <p>Inventoried book collection to identify titles in collection and those missing</p> <ul style="list-style-type: none"> Conducted student survey to determine how students were using the library, what library services and technology they were using, and what they needed from the library (376 responses) Restructured library to optimize efficiency and effectiveness of library personnel Eliminated seven obsolete staff positions to create three new library faculty positions to increase the range of library services available to faculty and students Added six student workers to help cover the information desk, special projects, and other clerical work
	<p>SASS: To facilitate all students in becoming mastery learners through quality interactions, theory-driven strategies, and ongoing experiences. Impact learning and performance of students in the health sciences through SASS methods, resources, and techniques applied to curricula. Services target accessibility, engagement, learning, prevention, and</p>	<p>SASS: Impact/Effectiveness</p> <ul style="list-style-type: none"> Increased number of scheduled individual student meetings with educational specialists by 13%.

	<p>connection to promote a diverse and inclusive environment for all students.</p>	<ul style="list-style-type: none"> • Increased satisfaction with SASSI tutoring by 5% each year since 2014. • Increased number of on-line College of Pharmacy tutoring sessions by 64%. • Increased by Ten percent (10%) the overall number of tutoring sessions from Spring 2015 to Spring 2016, excluding dental anatomy lab (lower due to less available lab tutors). • Continued developing more online workshops for 2016, including “mini workshops”. • Increased number of educational specialist meetings with Graduate Health Science students. • Strengthened relationships with the Dean and students in the College of Graduate Health Sciences. • Strengthened relationships with Pharmacology M.S. program faculty and students. <p>Engagement</p> <ul style="list-style-type: none"> • Increased communication with first year BSN students through one-on-one sessions and workshops. • Increased educational specialist sessions with Masters of Laboratory Sciences students by engaging students through board preparation workshops and individual meetings. • Increased communication with Dental Hygiene students through educational specialist sessions and one-on-one meetings. • Increased communication with OT students through board prep and test-taking sessions applied to curriculum. • Increased communication with Physician Assistant program, faculty and staff through orientation presence, presentations, and educational specialist sessions. <p>Outreach</p> <ul style="list-style-type: none"> • Initiated SASSI tours for incoming Pharmacology M. S, MLS/CYTO, CRNA, and RN-BSN students. • Developed presentations for the advanced Occupational Therapy students on critical thinking and problem solving techniques. • Continued follow-up with students who were having more challenges academically and/or with adjusting to the environment. • Attended as invited at Progress and Promotion Meetings for COM and COP. <p>Accessibility</p> <ul style="list-style-type: none"> • Creation of live and pre-recorded board preparation workshops and mini-recordings for SASSI website. • Updated SASSI resources, handouts, and workshops for SASSI website and Blackboard. • Recorded COP tutoring so accessible for all COP students. • Archived COP recorded tutoring sessions and made them available on Blackboard so future classes will have access.
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		<p>Learning Resources</p> <ul style="list-style-type: none"> Expanded SASSI library resources for PT, PA, Nursing, and MedTech/Cyto programs. Developed and presented a 7-week series of board preparation workshops for the PA students. Expanded SASSI services and resources for BSN and DNP board prep including workshops. Increased resources and services for international students. Expanded SASSI resources and services to include individual assessment opportunities for Pharmacology M. S. students. Researched and provided online mathematics resources to match needs as identified for BSN students. Expanded and coordinated strategic test review for Dental Hygiene and BSN students within their colleges.
	<p>SIM Center:</p> <ul style="list-style-type: none"> Expand and strengthen IP training Support innovation and adapt to evolving educational models Incorporate effective technology use in learning and practice 	<p>SIM Center:</p> <ul style="list-style-type: none"> Launched pilot of Poverty Simulation Fall 2016; faculty development offerings on tribalism in healthcare and providing feedback Continuing to expand and formalize simulation as an educational modality at UTHSC The simulation team has spent a great deal of time scouring the currently available technology to ensure we have the best available in the new building
Strategic Priority B: Grow the Research Portfolio Focusing on Targeted Areas	<p>Library:</p> <ul style="list-style-type: none"> Recruit professional librarians with the expertise to provide support to grow the embedded librarian concept focusing on the needs of the colleges Secure grant funding for innovative projects to increase access to, and use of campus archival and historical materials 	<p>Library:</p> <ul style="list-style-type: none"> Worked with the development office to begin preparing an application for a CLIR Digitizing Hidden Special Collections grant Recruited two librarians and identified departments for each to serve as liaisons. Librarians provided support and attended departmental faculty meetings as requested
	<p>SIM Center: Foster collaboration across colleges and campuses</p>	<p>SIM Center: Submitted a multi-professional grant to Hearst foundation including faculty from Medicine, Nursing, and Dentistry. Implementing a group across campuses to consider EMR implementation</p>
Strategic Priority C: Create Areas of Clinical Prominence While Expanding Outreach	<p>Library:</p> <ul style="list-style-type: none"> Expand the existing liaison program to meet the needs and educate clinicians in available library resources supporting grant efforts Develop an embedded librarian service for all colleges and advocate for these librarians to be included in rounding 	<p>Library: Attended Psychiatry Grand Rounds (4)</p>
	<p>SIM Center:</p> <ul style="list-style-type: none"> Develop targeted areas of centers of excellence Establish a culture of best practices 	<p>SIM Center:</p> <ul style="list-style-type: none"> Though not clinical, the simulation program does have a clinical impact and is continuing to develop into a "center of excellence" Best practices are being implemented in all modalities of simulation including SPs, manikin based, and task trainers
Strategic Priority D: Increase Visibility & Recognition of UTHSC Contribution	<p>Library:</p> <ul style="list-style-type: none"> Create Institutional Repository to capture, preserve and disseminate campus scholarship Collect and preserve campus historical materials 	<p>Library:</p> <ul style="list-style-type: none"> Published existing CGHS ETDs online in IR and established workflow for future ETDs Presented IR concept to CHP faculty and made arrangements to begin publishing HIIM master's theses in the IR in spring 2017

	<ul style="list-style-type: none"> • Host the Spring 2017 meeting of the West Tennessee Academic Library Council (WeTALC) in March. • Create an annual report for the library to highlight our accomplishments for the year and demonstrate how the library is contributing to the UTHSC mission. • Redesign library website to make it more user-friendly and accessible, and to better promote library resources and services. • Host poster session highlighting student research 	<ul style="list-style-type: none"> • Began archiving CHP materials • Hosted Memphis Area Library Council meeting • Maintained UTHSC Publications Lists: http://libguides.uthsc.edu/uthscpublications
		<p>SASS: Presentations</p> <ul style="list-style-type: none"> • Presented at the Group on Student Affairs, Careers in Medicine and Organization of Student Representatives GSA, CiM, OSR Conference - Responding to Students in Distress: An Academic Health Science Center Model for Student Behavioral Intervention Teams. • Presented at the Southern Group on Educational Affairs (SGEA) and the GSA, CiM, OSR Conferences - Diversity in Medical Education: Striving, Stalling, or Stagnating: What is next? Where do we go from here? • SASS staff presented at the 2016 NaBITA Conference - An Interactive Process: Supporting Students with Disabilities - Our Roles and Responsibilities. • Presented at the 2016 Memphis in May Student Affairs Conference - Black Males Success in Higher Education. • Presented at the 8th Annual Understanding Interventions Conference - <i>Expanding the Pipeline to the Underserved: Under Represented Minority Students and Educational Persistence</i>
	<p>SIM Center:</p> <ul style="list-style-type: none"> • Increase awareness of UTHSC Community Contributions • Align messaging of and enlist advocacy by partners/alumni 	<p>SIM Center:</p> <ul style="list-style-type: none"> • Multiple presentations have highlighted the intent that the new building will improve the way healthcare is delivered in Memphis and across the state. • Multiple presentations to alumni, golden graduates, and President's cabinet of stakeholders to increase awareness of the Patient Safety Center and its impact
Strategic Priority E: Align UTHSC Resources with Areas of Excellence	Academic Affairs: Curricular Mapping	Academic Affairs: Initiate project to review/assess effectiveness of One45 or its alternatives (beginning in February 2017)
	Library: Collaborate with campus areas to partner with and support research efforts	Library: Librarians were assigned to colleges, departments, and offices. Some librarians were available to become embedded within courses to provide instruction concerning use of databases. Librarians taught skills to improve use of information retrieval and storage software such as EndNote Librarians provided instruction for PubMed, Scopus, CINAHL, and other databases.
	SIM Center: Increase program collaboration across the UT system	SIM Center: Presented Simulation Grand Rounds in Knoxville and working with simulation faculty and staff in Knoxville currently to create a system-wide consortium.
Strategic Priority F: Expand & Strengthen Key Community & Other Partnerships	OED: Promotion diversity and inclusion to faculty, staff and students at UTHSC through educational programs and TIP.	OED: OED continued to promote diversity and inclusion through recognition of the various commemorative months throughout 2016 that also connected UTHSC with campus resources and the Memphis/Shelby

		County community resources as outlined in the 2016 accomplishments document.
	<p><u>Library:</u></p> <ul style="list-style-type: none"> • Find opportunities for collaboration with external entities and organizations • Seek out UT System and other consortia agreements for library resources to save budget and/or expand access 	<p><u>Library:</u></p> <ul style="list-style-type: none"> • Began collaborative project with historian and archivist at Arkansas State University with materials from Crittenden Hospital in West Memphis, Arkansas, and proposed collaboration with University of Memphis • Participated in a number of UT system contracts • Maintained active membership in the UT Library Council (Rick L. Fought is serving as Chair of the council this academic year)
	<p><u>SASS:</u> Develop relationships and integrate SASS services and support directly or indirectly into the activities and services across Campus with the purpose of impacting the learning, connection, success and retention of a diverse student body.</p>	<p><u>SASS:</u></p> <p>Retention Partnerships</p> <ul style="list-style-type: none"> • BIT: Contributed to modification of BIT and campus approach to preventive services. • JED Foundation: Assisted in requesting contract with JED Foundation to increase wellness and suicide prevention resources, services and support on campus and online. • UTHSC OED: Contributed article to the OED Newsletter – <i>Physician, Heal Thyself</i>. • Coordinated a suicide prevention workshop presented by the Memphis Crisis Center and the Tennessee Suicide Prevention Network. <p>Connection</p> <ul style="list-style-type: none"> • Collaborated with Shelby County Schools to establish future connections regarding bridge/pipeline programs. • Developed and presented a workshop on “Understanding Learning Styles to Support Student Success” for NEXUS teachers. <p>Support</p> <ul style="list-style-type: none"> • Collaborated with Office of Student Life and Student Affairs in Boo-FLU • Coordinated the finals week pancake breakfast. • Coordinated relationships and participated in the planning of the White Coat Ceremony for NEXUS Stem Academy. • Participated in the UTHSC Online Web Presence Group. • Provided input for UHS in communications with students regarding change in staffing along with out-of-office messaging and emergency contact information for the Campus.
	<p><u>SIM Center:</u> Prioritize existing and potential partnerships</p>	<p><u>SIM Center:</u> Met with leadership of Assisi Foundation to consider ways we can continue to partner going forward. Investigating various avenues through which we can gain community/philanthropic support for new simulation center.</p>

<p>Cross Cutting Priority 6: Recruit & Retain Faculty, Staff & Students Through Development, Support & Mentorship</p>		<p>Faculty Affairs: Increased offerings for faculty by 347%: 36 in 2015, 161 in 2016.</p>
	<p>OED: OED continued the practice of inviting and utilizing various faculty and staff within the University for programming efforts.</p> <p>OED and AFSA assisted Chancellor Schwab with establishing a diversity advisory committee.</p> <p>OED has involvement with the Black Male Student Group and the retention of TIP faculty.</p>	<p>OED: Faculty and staff served as panelists for commemorative programs, served as guest contributors to the Diversity Matters Newsletter and served on the ADA Advisory Committee.</p> <p>An enthusiastic group of faculty and staff were appointed to HSC's inaugural DIAC that has approved a diversity statement.</p> <p>OED staff are directly involved with the group, and paid TIP faculty received a \$15 hourly increase.</p>
	<p>Int'l Affairs: Onboarding of international faculty, staff and students</p>	<p>Int'l Affairs: Welcome and assist new internationals even before they arrive on campus</p> <p>Advise internationals on professional and personal issues in addition to those related to their immigration status.</p>
	<p>Library:</p> <ul style="list-style-type: none"> • Enhance common culture on campus by providing a sense of history and cohesiveness through campus historical and archival materials, for use as a tool by development and alumni affairs • Recruit quality faculty members and staff and support their development. • Initiate annual library retreat with focus on training and development 	<p>Library:</p> <ul style="list-style-type: none"> • Began process of setting up new archival facility within library to document and preserve campus history • Numerous faculty actively participated in professional organizations, attended professional conferences and presented papers & posters • Staff were encouraged to attend a variety of development activities • Coordinated weekly single-service desk staff meeting • Created a Training, Events, and Activities Planning Committee for the library and charged them to plan and schedule training session for library faculty and staff
		<p>SASS:</p> <p>Development</p> <ul style="list-style-type: none"> • Created videos of students in various programs/colleges for website and use during Orientation as a tool to promote wellness, self-care and adjustment to the demands of the different curricula. • Improved NBDE Board Prep for COD: offered small workshops, practice tests, extended office hours, and updated NBDE Board Prep materials and recordings. • Offered short tutor recordings (Quick Hits) focused on the most challenging areas and topics for Step 1 (COM students.) • Developed parent support resources for the College of Graduate Health Sciences. • Collaborated with the College of Nursing on matriculation trends. • Developed and coordinated Break for the Board activities. • Coordinated administering the full-length, board simulation exams for the College of Medicine students and the Physician Assistant students. <p>Relationships/Campus Support</p>

		<ul style="list-style-type: none"> Served as members on the Chancellor's Exempt Staff Awards Committee. Served as a member of the Chancellor's Non-Exempt Staff Awards Committee. Served as the AFSA representative on the <i>Exempt Staff Council and the Employee Relations Committee</i>. Participated as a members of the UTHSC Accessibility Task Force. Served as a member of the Diversity and Inclusion Advisory Council. Staff participated as members of the Campus ADA subcommittee.
	<p>SIM Center:</p> <ul style="list-style-type: none"> Faculty/Staff recruitment Faculty/Staff development 	<p>SIM Center:</p> <ul style="list-style-type: none"> We have added 3 new positions to the simulation program with about 5 more to hire to gear up for new building. We have been able to attract good talent to the open positions and feel that our reputation will assist in getting the very best. Host monthly Learn Eat Collaborate (LEC) sessions on a topic in healthcare simulation. We have hosted SimHealth on campus to deliver "Fundamentals in Simulation" development courses as well as specialized courses. We are actively developing our own faculty development plan that will continue after SimHealth's engagement.
Cross Cutting Priority 7: Continue to Increase Diversity	Academic Affairs: Holistic Admissions	<p>Academic Affairs: Collected admissions processes for all Colleges and assessed if holistic admissions procedures were being followed</p> <p>Participated in planning sessions on how to roll out/incorporate holistic admissions across the campus; contracted with AAMC for training on holistic review.</p>
	Int'l Affairs: Visa sponsorship	Int'l Affairs: Sponsor internationals for visas so they can teach, do research, work, and study at UTHSC and contribute to a diverse campus environment
	<p>OED: Developed course titles and descriptions for OED's diversity certificate program that will address various diversity and inclusion concepts and related topics for faculty and staff in addition to students.</p> <p>Continued work with the National Organization for Workforce Diversity and partnering with REACH Memphis.</p>	<p>OED: Presented a document outlining the intent of the diversity certificate program to Chancellor Schwab, Dr. Brown and Dr. Gonzalez in August 2016 that included course titles and descriptions.</p> <p>Named to National Organization for Workforce Diversity Board in addition to OED sponsoring two DIAC members' attendance and one HR staff person to attend a course on Strategic Diversity in Memphis.</p> <p>Presented information to students on unconscious bias as they prepared for the summer learning experience in addition to assisting the organization with using the SAC for a spring meeting without being charged a fee.</p>
	Library: Preserve campus historical framework by highlighting contributions of diverse faculty, staff, and students	<p>Library:</p> <ul style="list-style-type: none"> Increased diversity of library faculty with new hires Increased diversity of library workforce through our hirings of student workers Included staff on all library committees and task forces

SASS: To target accessibility, engagement, learning, prevention, and connection in order to promote and retain a diverse and inclusive environment for all students. To positively impact the number of under-represented students admitted into and graduating from UTHSC.

SASS:

Engagement and Inclusion

- Increased number of students (22%) utilizing disability services.
- Created feedback surveys for students newly approved for accommodations.
- Provided disability presentations to colleges.
- Presented at the Nursing Faculty Retreat on accommodations process.
- Collaborated with College of Nursing to update coordination of testing in SASSI for students with accommodations.
- Created and initiated Black Male Student Group.
- Integrated new modules into TIP curriculum.
- Supported speakers and presentations for UNITE (LGBTQ student group.)
- Participated in the campus' first Rainbow Mixer (LGBTQ gathering) for students, staff, and faculty.
- Contributed to the planning and development of the proposal of the Summer Medical and Dental Education Program (SMDEP).
- Provided guidance and support to M-2 students regarding the topic of race. Facilitated connecting students with the College and OED. Assisted with planning, survey development, and data analysis.
- Participated in SNMA Student Visit weekend.
- Presented at the SNDA Student Weekend.

Accessibility

- Provided Disability request and application forms in Qualtrics.
- Updated Faculty Exam Registry Form for SASS website.
- Coordinated with different programs/colleges regarding technical standards.
- Coordinated and facilitated interactive process with colleges in administering less common, approved accommodations.
- Created electronic form for UHS Documentation.
- Requested funding and was given support for full-time disability specialist.
- Facilitated communicating with and resolving Exam Soft test administration issues with IT and TLC staff for students receiving accommodations.

Learning Resources

- Created SASSI orientation module and SASSI Disability Services orientation module with the TLC.
- Began two-year project for recordings of Faculty modules on disability topics.
- Updated Handbook for Students with Disabilities and Documentation Guidelines.

	SIM Center: Diversity among simulation manikins	SIM Center: We have worked with the largest supplier of manikins in the world (Laerdal) to integrate skin tones into their most popular high-fidelity manikin (3G). These were developed at our request but are being rolled out to the larger simulation community as well.
Cross Cutting Priority G: Increase Strategic Integration Across UTHSC		Faculty Affairs: Teaching & Learning Center moved into new space with state-of-the-art technology for faculty training and use.
	Int'l Affairs: Collaboration across campus and affiliates	Int'l Affairs: Collaborate with HR, ITS and colleges/departments to streamline the process for bringing internationals to UTHSC Work with clinical faculty practices to coordinate visa sponsorship for new clinical faculty
	Library: Develop partnerships with key campus units to improve student success: <ul style="list-style-type: none"> Information Technology Services – having part or all of their Help Desk in the library Student Academic Support Services and Inclusion (SASSI) – have some of their staff in the library and partner more on events and services for students Teaching and Learning Center – work with them more on events and services in the library Look for other opportunities to collaborate with other campus units 	Library: Restructured Library Advisory Committee: <ul style="list-style-type: none"> Created bylaws for the committee Expanded the committee membership Changed the focus and mission of the committee to better address campus library needs and to incorporate the input of the faculty, students, and other relevant campus units
		SASS: <ul style="list-style-type: none"> Presented on Disability Services and Process of the Provision of Accommodations at CASA. Participated in New Faculty Orientation. Provided presentations to CHP and NSG Faculty on disability services and accommodation process.
Cross Cutting Priority H: Strengthen Organizational Effectiveness & Adaptability Through a Focus on a Culture of Excellence Across the Institution Including Staff, Faculty & Administration	OED: The Lichterman Employee of the Year Award and Chancellor's Exempt Staff Award	OED: OED sponsored an event with assistance from AFSA to recognize finalists for the Lichterman and Chancellor awards in December 2016 for demonstrating excellence in their contributions to UTHSC.
	Int'l Affairs: Outreach and advising	Int'l Affairs: Proactive outreach to departments and foreign nationals to ensure continuity of visa status Efficient and professional processing of visa sponsorship requests Advising hiring departments on visa sponsorship for new hires and working with them to find the best and fastest way to sponsorship
	Library: <ul style="list-style-type: none"> Promote a high level of excellence by keeping abreast of current library trends and being proactive and innovative implementing new ways to enhance library's role in the organization. Remain current on archival standards and best practices to ensure proper management and administration of campus archival and historical collections 	Library: <ul style="list-style-type: none"> Faculty attended and participated in local, state and national professional organizations Faculty facilitated a campus trends survey focusing on future needs of the campus and enhancing resources and space utilization

SASS: To continue to increase the quality of services and relationships with students, faculty and staff in order to have an impact on students' adjustment, mental hygiene and resilience, retention and success.

SASS:

Staff Professional Development

- One staff member completed 12 hours of online veterans training through the Center for Deployment Psychology.
- Two staff completed Choice/Theory/Reality Therapy Advanced Intensive Training and began Advanced Practicum.
- All staff completed UTHSC Active Shooter Training.
- One staff member obtained instructor training and certification from CPI (Crisis Prevention Institute.)
- One staff attended BIT Conference and Training.
- One staff member completed EMDR 2 part-certification training.
- Assistant Director participated in Supervisor "Training Camp" with Chandra Alston.
- CRC recertification for Disability Coordinator.

Webinars

- AHEAD conference and AHEAD webinars.
- Salome Heyward webinars: Medical Schools and Allied Health Programs and Legal Updates and Compliance Issues on the Horizon: Truth About Flipped Classrooms.
- Students with Psychological Disabilities: Continuing the conversation and Designing Effective Emerging Technology Procedures.
- Marginality, Belonging, and Success: The University Experience and the Mental Health of Students and Emerging Adults of Color.
- Promising Strategies for Mental Health on Campus and Beyond for Young People of Color.
- How Culture, Mindset, and Identity Shape and Affect Mental Health Among Young Adults; Thriving in a Multicultural World.
- Through the AAMC on Gender and Sexual Diversity: *The Hidden Curriculum in Academic Medicine: Sexual Orientation and Gender Identity*
- Supporting Your Students' Requests for Accommodations on High Stakes Exams.
- Wellness & Mental Health Stigma in Medical Education.
- One administrative staff member obtained CAP status.
- Two administrative staff participated in Star Achiever training.

Effectiveness

- Administered end of semester surveys for students in each college.
- Administered end of semester surveys for students with disabilities.
- Coordinated transfer of student files to electronic filing system (VRC).

		<ul style="list-style-type: none"> • Created document to streamline travel process w/other departments. • SASSI website <ul style="list-style-type: none"> o Redesign and reorganization of all SASSI web content. o Learning Resources page <ul style="list-style-type: none"> • Content by topic and each program o Inclusion section • Step 1 Data Analysis <ul style="list-style-type: none"> o Revised survey <ul style="list-style-type: none"> o Added stress/anxiety survey question o Statistical analysis • Improved data collection in TutorTrac and recorded video views. • Zoom for Online Tutoring <ul style="list-style-type: none"> o Created new process and tutorials for tutors and students o Trained tutors on new process • Developed new process for recorded tutoring video upload, hosting, and distribution. • Set up auto-enroll process for students into TutorTrac. • Set up Mixlr process and training for Marcy's meditation sessions. • Set up new lab computers.
	<p><u>SIM Center:</u> Culture of Excellence</p>	<p><u>SIM Center:</u> Aligning SP procedures and operations with best practices; Initiating policies and procedures related to administration and operations of the simulation program</p>