**Strategic Planning Report – 2015-2016**

**Unit: \_\_\_\_College of Health Professions\_\_\_\_\_\_\_\_\_\_**

**Administrative Lead: \_\_\_Dean Noma Anderson\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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| **Strategic Priority** | **Initiative** | **Accomplishments** |
| Strategic Priority A: Educate Outstanding Graduates Who Meet the Needs of the State & Its Communities | Improve Educational Strategies Across the Disciplines | * 100% employment of graduates
* 100% licensure pass rates within one year of graduation
* 92% first time pass rate for inaugural PA class
* Obtained access to a course designer
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| Strategic Priority B: Grow the Research Portfolio Focusing on Targeted Areas | Secure Sustainable Financial Resources Grants/Contracts | * A record number: 25 proposals have been submitted to funding agencies among the 6 departments in COHP from July 15 – April 16. Of these proposals 4 have been funded, 7 are still in review.
* A grant writer has been consulted to assist each department to develop mission statements to be used for future proposals.
* Active search for a statistician to be shared with CON is underway to assist with grantsmanship.
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| Strategic Priority C: Create Areas of Clinical Prominence While Expanding Outreach | Expand Clinical Enterprise | * OT opened student-run pro bono clinic for uninsured and underinsured children with special needs
* University Therapists moved to new, more attractive space
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| Strategic Priority D: Increase Visibility & Recognition of UTHSC Contribution | Identify Opportunities for College Based Resource Generation | * Departments are being encouraged to explore opportunities to increase revenue.
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| Strategic Priority E: Align UTHSC Resources with Areas of Excellence | Health Informatics Partnerships Across Campus | * PharmD/MHIIM Program begun
* Doctoral HIIM track in HOPR begun
* CORNET Award to HIIM faculty member in collaboration with COM
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| Strategic Priority F: Expand & Strengthen Key Community & Other Partnerships | Establish college advisory board | Deans Leadership Council established by inviting a rich array of leaders from healthcare and non-healthcare settings to suggest partnerships and initiatives in academic, research, development and outreach that will be impactful and innovated. |
| Cross Cutting Priority 6: Recruit & Retain Faculty, Staff & Students Through Development, Support & Mentorship | Develop a forward-thinking team of mission-balanced academicians. Four goals were developed by the COHP Strategic Planning Committee for this priority. One of the goals was selected as the priority for the sub-group. This goal is to provide comprehensive faculty development and mentoring.Staff Development  | The committee has explored peer evaluations for teaching. The ASP program uses a tool from UTK. The group has discussed the need for a formal faculty mentoring program. Next steps are to explore options for training of mentors and release time.College Blackboard site Faculty Resources for the COHP was created that houses information for faculty. This site includes links to P&T information, external links about teaching, faculty orientation information, teaching resources, research resources, simulation resources, and an archive of the 20-minute mentor series. This site is used to communicate about internal and external faculty development opportunities.The COHP also hosted several lunchtime lectures on faculty development topics. This series included* IDT session with Kristy Conger
* SASSI update on accommodations
* Linda Ross Overview of developing learning objectives
* Jacque Bradford Using Google Apps in the classroom
* Tricia Satkowski Budgeting: Academic & Grants

The COHP hosted a two-day workshop on Item Writing presented by Dr. Kathy Doig. Twenty-two faculty attended this workshop. The campus is having her return for a campus-wide session.The Assistant Dean of Research hosted several sessions related to research and faculty development. The recordings of these sessions are archived on our site. These sessions include Dr. Steve Goodman, Dr. Jillian McCarthy, and Dr. Bob Davis.The Assistant Dean for Academic and Faculty Affairs attended faculty meetings in OT, PT and PAS to review the P&T process.The workgroup is planning an end-of-year celebration for all faculty in May 2016. Staff Council was formed in July 2015. Training and development for staff each month was planned by Staff Council.  |
| Cross Cutting Priority 7: Continue to Increase Diversity | Use of Diversity Scholarships for Student Recruitment | % of students in the college who are racially and ethnically diverse has increased by ~5%. |
| Cross Cutting Priority G: Increase Strategic Integration Across UTHSC |  |  |
| Cross Cutting Priority H: Strengthen Organizational Effectiveness & Adaptability Through a Focus on a Culture of Excellence Across the Institution Including Staff, Faculty & Administration | * Three proposals for staff reorganization were presented for consideration for implementation to have a centralized staffing model/capitalize on best practices in the COHP in FY16.
* Centralized training was recommended by the strategic planning committee and implemented in FY16.
 | * Centralized staffing model adopted by staff & college leadership
* Continuous review with chairs and the Assistant Dean for Finance and Administration in monthly or quarterly meetings to ensure staffing and budgetary needs were being met.
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