

Strategic Planning Goals—College of Health & Behavioral Sciences 10/25/10

Continue to Foster a Culture of Academic, Scholarly, and Creative Excellence

- Increase pass rate and achievement levels on national licensure/certification exams for professional degree programs
- Maintain compliance with national accreditation standards (very high priority for this college)
- Structure faculty workloads so faculty can engage in more student-faculty research collaboration
- Improve the infrastructure that supports research for faculty and students across campus: through Sponsored Programs, increasing library holdings, internal grants, summer stipends, conference travel for faculty and student researchers, and professional development
- Establish interdisciplinary thematic centers of excellence
- Technology support for course development and delivery (e.g., hire two or three course designers and graphics specialists to assist with designing online courses)
- Clarify misinformation about ownership of online courses—(faculty always have control of curricular content and pedagogy)
- Ensure we have an appropriate number of full-time faculty in each department.
- More comprehensive and meaningful evaluation of teaching
- Create more tracks for advancement for non-tenure track faculty members
- Meet or exceed NATIONAL (not just SREB) averages for faculty salaries
- Benchmark with both comparable and aspirational institutions: match how well we do to how well other universities are doing (every department should identify aspirant programs and establish relationships with them)
- Evaluate scheduling of events at beginning of semester with a view to make more time for professional development and mentoring

Provide a Student- (Learner)-Focused Environment for All Students

- Use evidence-based teaching strategies that enable students to become self-directed learners.
- Track number of students who are graduating (institutional research data should be accessible in ways that allow individual colleges and departments to assess themselves)
- Hold campus-wide discussions to determine the factors we need to assess and the criteria to define success for each department
- Expand the number of quality internship opportunities for students
- Meaningfully measure outcomes and assessments of student success: exit exams, professional behaviors
- Increase service-learning opportunities
- Expand campus-wide opportunities for students to hear from academic scholars/professionals
- Promote interdisciplinary projects to help students see themselves as part of something larger than one field
- Recognize students for their scholarly achievements (UCA's home page, departmental newsletters to current and former students, press releases for general public)
- Better understand the reasons students don't persist and communicate this information to advisors (e.g., send lists of advisees who didn't return so that advisors can contact them)

- Emphasize mentoring aspects of advising
- Provide funding to support student scholarship
- Bring Torreyson Library up to national standards for our type of institution
- Help faculty be more aware of nonacademic student concerns

Commit to Ongoing Improvement and Innovation in Facilities and Technology

- Improve the infrastructure for technology so that all faculty have access to it
- Improve student access to computer labs and technology resources
- Increase size and number of computer labs
- Make it possible for faculty to reserve computer labs for special purposes for a class
- Eliminate technological inequity—some departments have no access to a computer lab, whereas others have designated labs
- Centralize the planning of technological needs, and develop a strategic plan for technology
- Expand training for students and faculty the use of technology
- Strategize the timeframes for technology updates (e.g., don't do potentially disruptive upgrades in the middle of a semester)
- Recognize that technology can be as simple as a sink and that our spaces are an important part of the learning environment that need to be updated (ie., improve the quality of all instructional spaces where warranted)
- Ensure that all buildings are compliant with ADA standards
- Ensure we're making resources (cafeteria, library, bookstore) available to ALL students (e.g., students taking night, weekend, and intersession classes)

Increase Engagement with External Partners

- Create thematic centers (center for geriatric health, center for rehabilitation studies, etc.) in partnership with outside agencies such as the Conway Regional Medical System
- Make public more aware of current partnerships to facilitate the expansion of partnerships
- Market programs to K-12 students and teachers; visit schools to make students more aware of professions available to them
- Expand partnerships to all medical academies across the state (instead of focusing on only Cabot and Conway)
- Conduct a needs assessment with community agencies and match our resources to their needs
- Offer organizations incentives and rewards for partnering with us (e.g., library access, student/ faculty discounts for activities on campus)
- Increase events/activities/interaction/services with departmental alumni; create opportunities for current students
- Establish the position of a development officer for each college
- Establish sites for collaborative research activity (e.g., UAMS, others)

Promote Diversity in All Areas

- Promote and sustain a culture of diversity, make it systemic (we don't have to think about doing it, we just live in it)
- More formalized mentoring programs for faculty and students across departments
- Conduct a systematic analysis of all multi-cultural awareness learning opportunities in each department

- Study faculty salary equity, evaluate faculty salaries and incentives for minorities
- Maintain opportunities for national and international study—short term, long term
- Develop strategies for recruitment of diverse students; broaden definition of diversity (e.g., age, geographic, economic)

Focus on Integrity at All Levels of Action

- Educate students and faculty on new academic and research integrity policies
- Emphasize professional behavior both on and off campus, establish consequences for failure to comply with core values and codes of ethics of various professional associations
- Establish what we mean by “unethical” and hold everyone accountable for it
- Greater emphasis on data-driven decision making
- Establish a standard attendance policy campus-wide as part of academic integrity