

#### OUR MISSION

We provide exemplary education, research, and community outreach related to human health, development, and lifelong well-being. Emphasis is placed on both theory and evidence-based practice, with special attention to the development of critical thinking, leadership, and professional skills needed in a global society.

#### CHHD: COMMITTED TO EXCELLENCE

- Student-centered faculty are recognized for outstanding teaching and cutting-edge research
- Programs meet rigorous national accreditation standards
- Graduates from nationally recognized programs obtain high scores on certification and licensure exams
- Well-equipped, state-of-the-art laboratories and classrooms support student learning
- Highly regarded degree programs provide meaningful career opportunities in important areas of need

#### *GOAL 1: EXCELLENCE OF PROGRAMS*

*To offer high quality programs that prepare students for professional careers, advanced study, and personal growth in areas related to health, development, and community service.*

ALIGNED WITH UNIVERSITY GOALS 1 & 2

#### *OBJECTIVES*

1. Support comprehensive and sustainable processes for assessing student learning outcomes
2. Increase opportunities for students to participate in high quality instructional experiences that prepare them for professional endeavors
3. Enhance current advisement processes to include support for advanced study and career advisement

#### *Strategies*

- All academic units assess Student Learning Outcomes and make plans for any needed improvements
- Expand global educational opportunities for students (e.g., KNES Greece, Brazil; HUSR France; CAS Thailand, Germany; SW Korea)
- Use Dashboard/ EAB to identify students who would benefit from targeted advisement/intervention (e.g., a “Close the Gap” campaign for undergraduate academic program)
- Identify concerns and issues associated with advising staff workload
- Identify and hire Retention Specialist
- Finalize the grid (timeline) of mandatory and optional advisement strategies in place (HHD and academic unit-based)
- Secure faculty representation on the CSUF Academic Master Plan Initiative
- Collaborate with the Health Professions Office (HPO) to continue advisement of HHD students into health professions, and support the HPO pre-health professions minor

- Complete self-studies for re-accreditation of programs in nursing, human services, athletic training
- Complete Program Performance Review (PPR) for Athletic Training (B.S.), Health Science (B.S), Kinesiology (B.S., M.S.)
- Submit a Latina/o Mental Health Concentration in Counseling
- Develop a bilingual Spanish/English certificate program in Social Work
- Submit online MS in Human Services for university approval

## *GOAL 2: STUDENT SUCCESS*

*To foster the development and success of a diverse student body.*

ALIGNED WITH UNIVERSITY GOALS 1 & 2

### *OBJECTIVES*

1. Facilitate strategies to increase the overall HHD 6-yr graduation rate such that the Fall 2012 cohort of first-time, full-time freshman is at least 65% (5% higher than that of students entering Fall 2008 and graduating Spring 2014)
2. Facilitate strategies to increase the 4-yr graduation rate such that the Fall 2014 cohort of transfer students is at least 83% (5% higher than that of students entering Fall 2010 and graduating Spring 2014)
3. Facilitate strategies to reduce by at least half the current 9% achievement gap in 6-yr graduation rates between underrepresented and non-underrepresented first-time, full-time freshmen entering fall 2008
4. Facilitate strategies to ensure that a majority of undergraduates will obtain jobs or continue their education in fields areas related to their major

### *Strategies*

- Continue offering College-Based Theme Housing for freshman that provides various supportive services/programs
- Pilot HIPS REACH project (e.g., aligning outcomes with learning goals, pre/post assessment of students in four undergraduate courses with potential scalability)
- Deploy an online exit survey and assess metrics to enable determination of projected employment and graduate school status upon graduation from HHD (pilot at graduation May 2016)
- Continue developing HHD Student Success Center website – “one stop shop” for information
- Open satellite Student Success Center in KHS Building Fall 2015
  - a. Collaborate with other university offices, centers, and programs providing student support services (e.g., Office of Disability Support Services, Career Center, College Student Success Center) to provide resources and referrals
  - b. Track use of SSC by student academic unit, level of study (freshman, sophomore, etc.), type of service provided, etc.
- Develop assessment tools and timelines for Student Success Team activities
- Continue identifying barriers and facilitators to retention and persistence, and minimizing number of years to graduation
- Receive approval for peer-mentoring course N399 (CAS/HUSR/NURS/KNES/HESC)
- Monitor HHD and academic unit graduation rates (overall; URM/Non URM; male/female)

- Identify and seek financial resources for sustainability of the HHD SSCs (EC; KHS)
- Each academic unit provides career counseling options and resources
- Share HHD existing strategies for career planning and information with department chairs and advisors
- Facilitate the use of strategies by the College Student Success Team (e.g., dashboard, EAB, online advising, student boot camps, live grad check meetings) to enhance student success
- Provide feedback to academic units from student leaders/peer-mentors to help increase student success (improve learning, increase pass rates, reduce achievement gaps).
- Provide student services (e.g., workshops, peer-mentors, tutors, writing and careers specialists, advisors) at Student Success Centers (SSC) with input from student leaders and HHD Student Success Team members
- Track usage of Student Success Centers to develop and enhance future services
- Survey Interclub Council to determine type of career planning events/activities by the College clubs/organizations
- Provide funding for paid peer mentors
- Provide funding for tutors in high failure rate courses
- Continue the Deans' Titan Academy for student leaders, peer-mentors/mentee, and student tutors

*GOAL 3: FACULTY/STAFF SUPPORT*

*To recruit, support, and retain a high quality and diverse faculty and staff.*

ALIGNS WITH UNIVERSITY GOAL 3

*OBJECTIVES*

1. Achieve and maintain the percentage of tenure and tenure-track faculty necessary to support departmental strategic goals
2. Increase the number of applicants for tenure-track faculty positions from underrepresented groups by 10% based on AY 2012-2013 applications / unit
3. Develop and implement college-specific strategies to increase faculty and staff job satisfaction and retention

*Strategies*

- Provide a faculty (full and PT) and staff retreat College-wide on the topic of “Creating Inclusive and Supportive Environments”
- Review and update metrics associated with evaluating faculty candidates
- Schedule quarterly meetings with staff hosted by the Dean
- Provide lecturers training and recognition through the HHD Online Teaching Academy
- Provide training to academic unit leads and search committees regarding “best practices” to recruit a diverse and high quality applicant pool
- Provide funding for faculty consultant pay/course releases for major service related to student success, accreditation, assessment, and research/grant writing
- Provide support, recognition and social interaction to faculty and staff
- Evaluate the job satisfaction of faculty and staff in the College
- Create more opportunities for PT faculty to participate in academic unit activities/events
- Analyze HHD metrics from CSUF Climate Survey for both faculty and staff
- Provide leadership training for department chair, potential leaders, and staff department leads

*GOAL 4: SCHOLARSHIP*

*To advance knowledge and improve professional practice through research and scholarly activity.*

ALIGNS WITH UNIVERSITY GOALS 1 & 3

*OBJECTIVES*

1. Establish metrics and assess the percentage of students who carry out research projects integrated into courses or independent study experiences
2. Provide resources to support faculty/student involvement in research and scholarly activity
3. Support strategies to increase the number of grant proposals that address documented needs in health and human development practice or training, and that represent opportunities for collaboration among HHD faculty

*Strategies*

- Provide faculty workload credit to conduct research with undergraduate and graduate students
- Encourage faculty to meet with HHD Research Officer
- Provide funding for students involved in faculty research
- Provide PIs indirect cost (IDC) money to stimulate grant proposal submission and faculty-student research
- Convene biannual meetings with directors of Centers/Institutes to discuss collaborative efforts
- Hire a HHD Communication Specialist to enhance marketing efforts
- Bring together teams of faculty/staff around three major societal themes to help build research and community project teams

*GOAL 5: COMMUNITY OUTREACH & FUND RAISING*

Increase community engagement and revenue streams

*OBJECTIVES*

- Assess current department and center-level activities focused on community and societal needs (e.g., fieldwork, fundraising, entrepreneurial activities, outreach, resource development)
- Develop and implement “Development Plan” for the College each year
- Develop a comprehensive College Resource Management System to be responsive in an era of sustainable funding models for higher education
- Develop and implement strategies to diversify and increase revenue streams

*Strategies*

- Complete and implement the FY 2015-16 HHD Development Plan
- Work with City of Fullerton to secure property space for a *CSUF Center for Healthy Neighborhoods* (a university/community collaborative)
- Complete a proposal for a new *CSUF Center for Healthy Neighborhoods* (a university and community collaborative)
- Develop and implement a marketing/public relations plan for the college
- Engage the HHD Community Advisory Board in fund raising efforts for college priorities
- Bring together teams of faculty/staff from CSUF colleges around three major societal themes to create collaborations and build strong interdisciplinary research teams to apply for external funding
- Increase the number of submitted proposals to foundations and state/federal agencies
- Engage the academic unit leads in a thoughtful discussion regarding the allocation of existing baseline funding, instructional costs, faculty investment (e.g., reassigned time, travel, additional pay, course fill-rates, new and projected funding streams, diversification of revenues)
- Continue to advance the conversation with academic unit chairs/director on outcomes-based funding (OBF) to inform college efforts to revise its internal funding practices
- Work with academic unit chairs/director and lead staff to develop a comprehensive College Resource Management System (e.g., budget, space, enrollment management, staff, faculty, IT)
- Develop a collegial decision-making process that will allow final approval of the College Resource Management System by summer 2016
- Develop a meeting, reporting structure, and timeline to ensure that the College Resource Management System work progresses according to plan

*Approved 9/2/15*