

Operational Plan for the School of Health Professions & Education

MISSION STATEMENT:

“We foster the transformation of students on their path toward professional excellence.”

GOAL 1 – STUDENTS:

HPE programs will recruit, admit, retain and graduate students for rewarding careers

Facilitator: Nancy Hollins with Doreen Rogers, Denise McVay, Kathleen Cullen UC Strategic Goals (1, 2, 5)

Tactics:

1. HPE programs will recruit, and retain qualified and diverse students
2. HPE programs will provide innovative health and education curricula that lead to gainful employment or continuing education in candidates’ chosen fields.

Some related measures:

- The School of HPE will develop a written plan to support the specific needs of diverse students and improve their retention and graduation rates
- Departments will continue to integrate curricula related to diversity, equity and inclusion (DEI). Tracking of content offering is expected from academic departments on annual basis

GOAL 2 – FACULTY:

The School of HPE will recruit and retain faculty, who are experts in their fields

Facilitator: Ashraf Elazzazi with Annette Becker, Amy Haver, Kirstin Walker UC Strategic Goals (4, 5)

Tactics:

1. The School of HPE will utilize effective strategies to recruit, and retain qualified and diverse faculty and enhance their expertise.
2. School of HPE will support junior faculty towards reappointment, tenure, and/or promotion.

Some related measures:

- The school will support at least one combined professional development opportunity annually.
- The school will establish and implement at least one innovative idea (such as scholar minute, colloquia, writers group, or journal club) per year to enhance the faculty scholarship development and productivity.

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Goal 3 – INNOVATION:

School of HPE will be a pioneer school for fostering innovative new programs and new teaching/delivery models within programs

Facilitator: Ahmed Radwan with Tim Abraham, Jim Monahan, Wendy Moore. UC Strategic Goals (1, 2, 3)

Tactics:

1. The School will support innovation in program development and program offering based on Market needs.
2. Programs will collaborate to utilize maximum efficiency in delivery of courses.

Some related measures:

- The School will establish an innovation committee to foster innovation within school. This may include possible expansion/merge/new opportunities available per program.
- Programs will utilize innovative teaching methods (including synchronous and asynchronous modes of delivery).
- Interdisciplinary education (IDE)* should start in the 21-22 academic year for undergraduate/graduate programs.
- Simulation lab will be utilized to offer Interprofessional education (IPE)** and IDE contents during the academic year of 21-22.

*IDE: An educational approach in which two or more disciplines collaborate in the learning process

**IPE: When students from two or more professions learn about, from and with each other to enable effective collaboration and improve health outcomes.

GOAL 4 – WORK ORGANIZATION:

The School of HPE will be recognized as a “high performing team” that is smart, diverse, values diversity, has high-quality interactions and communications, and is willing to innovate.

Facilitator: Patrice Hallock and Ahmed Radwan (UC Strategic plan (goal 4))

Tactics:

1. School of HPE and departments will allow Faculty to work smarter (not harder) in terms of service to departments and school.
2. School of HPE will streamline and enhance vertical and horizontal communication

Some related measures:

- Minimize department related meeting time and frequency to the bare minimum
- Limit department related committee involvement of each faculty member to one, whenever possible.
- Utilize virtual tools for all meetings to include all faculty (distance and adjunct).
- Conduct a school-wide communication assessment survey during 20-21 academic year