

College of Education and Human Services

Mission Statement: Preparing professionals to meet the educational, leadership, and human services needs of a diverse, democratic society.

Vision Statement: The College of Education and Human Services at Wright State University is an influential force in Ohio and beyond for preparing high quality professionals who are change agents in society. Student learning is established on principles of innovation, critical evaluation, and research. The college's collaborations foster dynamic, lifelong learning environments both on campus and in the community that position the college to identify and redesign itself to impact emergent needs.

GOAL 1

ENHANCE OUR DISTINCTIVE LEARNING EXPERIENCE TO RECRUIT AND RETAIN A DIVERSITY OF STUDENTS FROM THE REGION AND BEYOND.

ABSTRACT: Strengthen the focus on students' success and their future beyond the University; recruit and nurture distinguished faculty who integrate teaching, research and service; support student-centered faculty and staff; market the University by capitalizing on our distinctive strengths in programs, faculty, staff and facilities; and strengthen programs to meet emerging needs.

| Objective A: Expand marketing and recruitment efforts in the region and beyond, including out of state. | | | |
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| Strategy (in priority order) | Outcome Measure | Timeframe | Champion |
| <i>Target marketing and recruitment of selected programs.</i> Action #1 – The CEHS Director of Student Services will assemble a representative committee of faculty and staff to examine and target programs for specific marketing campaigns. | Increased enrollment Increased visibility and reputation | 2003-04 decide yearly focus 04-05 05-06 06-07 07-08 | CEHS Director of Student Services •Faculty program advisors |
| Objective B: Diversify and enrich curriculum and make it more accessible, responsive, and flexible. | | | |
| Strategy | Outcome Measure | Timeframe | Champion |
| <i>Explore flexible multiple delivery systems; e.g. IVDL, web-based courses, video streaming, weekend scheduling</i> Action #1 – The Associate Dean will convene faculty and staff to explore flexible program delivery systems; e.g. adult learning modules, experienced-based credit, testing out of courses, blocks of time | Increased enrollment Enhanced flexible curriculum and learning experiences Maintain or increase pass rate of certification and/or licensure exams Student satisfaction with instruction will increase and/or be maintained at a high level | 2003-04; ongoing | CEHS Associate Dean •CEHS Technology Committee •CEHS Department Chairs |
| <i>Explore alternative credit options; e.g. life experience, portfolios</i> Action #1 – The Associate Dean will oversee exploration of alternative credit options with department chairs and program faculty. | Increased enrollment | 2003-04; ongoing | CEHS Associate Dean •CEHS Department Chairs •CEHS curriculum committees |
| <i>Continue development and support of accessible, appropriate adaptive lab space</i> Action #1 – The CEHS Adaptive Lab Committee will meet and work out details for operation, program and support needs. | Increased lab usage numbers Increased inclusion of adaptive lab in curriculum experiences | 2003-04; ongoing | CEHS Adaptive Lab Committee Chair • CEHS Tech Support •Grant officer |

| Objective C: Recruit and retain a nationally/regionally diverse, student-centered faculty and staff. | | | |
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| Strategy | Outcome Measure | Timeframe | Champion |
| <p><i>Promote the Greater Miami Valley area in order to market our collegiate work and community environment.</i></p> <p><u>Action #1</u> – The Dean will develop an excellent set of recruitment materials that highlight program excellence and the Greater Miami Valley</p> | <p>Increased numbers of faculty Increased diversity of faculty and staff</p> | <p>Materials will be available Fall 2004</p> | <p>CEHS Dean in cooperation with</p> <ul style="list-style-type: none"> •CEHS Assistant Dean for Administration •CEHS Department Chairs •ERC Director •WSU Communication and Marketing • Director of CEHS Graduate Programs |
| <p><i>Support a diverse staff and faculty by mentoring junior faculty through the P&T process and providing professional development opportunities.</i></p> <p><u>Action #1</u> – Build a sense of community through professional development opportunities and shared experiences.</p> | <p>Increased job satisfaction Increased number of faculty who are tenured and attain full professor rank</p> | <p>2003-04; ongoing</p> | <p>CEHS Diversity Committee</p> <p>Department Chairs Directors Deans</p> |
| Objective D: Enhance the academic success of students by creating a student-centered environment, improving upon current facilities, programs, co-curricular activities and technology. | | | |
| Strategy | Outcome Measure | Timeframe | Champion |
| <p><i>Continue to model and adapt state of the art “customer service” strategies:</i></p> <ul style="list-style-type: none"> • create faculty and staff cohesion on this type of orientation • develop models of “best practice” <p><u>Action #1</u> – Develop a ‘point of contact’ assessment tool <u>Action #2</u> – Develop a college culture that has a customer service (student-centered) orientation.</p> | <p>Increased customer satisfaction by students and community Enhanced CEHS reputation within the community and the national education arena Increased opportunities for collaboration</p> | <p>2003-04; ongoing</p> | <p>Director of CEHS Student Services</p> <ul style="list-style-type: none"> •CEHS Department Chairs •ERC Director •Director of OPFE •Director of CEHS Graduate Programs |

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| <p><i>Assess existing partnerships with schools, agencies, and post-secondary institutions.</i></p> <ul style="list-style-type: none"> • <i>Clinical field placements</i> • <i>Grants</i> • <i>Pilot sites</i> <p><u>Action #1</u> - Extend and strengthen relationships through field placements, service on advisory committees and boards, and collaborative grant opportunities focusing on the research of exemplary practice in teaching and learning.</p> | <p>Increased collaboration Enriched curriculum Increased WSU/CEHS presence in the community Documentation that teacher preparation does make the difference in providing quality professionals for roles in the schools.</p> | 2003-04; ongoing | <p>Partnership Coordinator</p> <ul style="list-style-type: none"> • Director of OPFE • Co-Directors/Clinical Practice • Partnership Steering Committee |
| <p><i>Explore the use of technology-based professional development opportunities, e.g. elementK, IVDL</i></p> <p><u>Action #1</u> – Survey the needs of faculty, graduate assistants, staff and in-service professionals. <u>Action #2</u> – Plan and implement professional development activities <u>Action #3</u> – Review and evaluate CEHS professional development activities</p> | <p>Increased opportunities for technology –based professional development Increased technology skills and knowledge by faculty, staff and in-service professionals Increased productivity and efficiency in unit operations Enhanced integration of technology in the classroom</p> | 2003-04; ongoing | <p>CEHS Technology Committee</p> <ul style="list-style-type: none"> • CEHS Department Chairs • DPD • EdLink12 |
| <p>Objective C: Increase investment in human capital responsible for collaborative scholarship and extramural support through appropriate incentives, recruitment, retention and professional development.</p> | | | |
| Strategy | Outcome Measure | Timeframe | Champion |
| <p><i>Provide incentives for faculty:</i></p> <ul style="list-style-type: none"> • <i>teaching load (research continuum)</i> • <i>incentive to do large projects</i> • <i>financial</i> • <i>collaboration incentives (multi-university)</i> • <i>designate appropriate lab space</i> <p><u>Action #1</u> – adjust teaching loads when appropriate to encourage and promote scholarship. Offer initial funding for research activities</p> | <p>Increased job satisfaction Increased scholarly productivity Enriched curriculum and learning experiences for students Enhanced reputation of WSU/CEHS programs and faculty</p> | 2004-05; ongoing | <p>CEHS Dean</p> <ul style="list-style-type: none"> • CEHS Dean’s Cabinet • Department Chairs • Grant office |
| <p><i>Provide professional development opportunities for faculty and staff</i></p> <p><u>Action #1</u> – Publicize existing opportunities to faculty and staff. Survey faculty and staff for their professional development needs. <u>Action #2</u> – Develop and implement programs to meet the needs of faculty and staff</p> | <p>Increased job productivity and opportunities</p> | 2003-04; ongoing | <p>Director of DPD</p> <ul style="list-style-type: none"> • CEHS Department Chairs • CEHS Technical Support • ERC Director • LPDC Committee |
| <p><i>Create an endowed chair for research</i></p> <p><u>Action #1</u> – Create an Endowed Chair Advisory Committee (e.g. investigate endowed chair practices at other institutions, identify external funding to support an endowed chair and conduct a search.</p> | <p>Increased number of research awards Increased reputation of WSU, CEHS and faculty Increased faculty scholarly productivity</p> | 2004-05; ongoing | <p>CEHS Dean</p> <ul style="list-style-type: none"> • CEHS alumni • Endowed Chair Advisory Committee • Grant officer |

GOAL 3

EXTEND OUR ENGAGEMENT WITH GOVERNMENT, BUSINESS AND NON-PROFITS TO FOCUS ON EMERGING AREAS OF NEED.

ABSTRACT: WSU will broaden and enrich partnerships that engage the total university in meeting developing needs. As a citizen of our communities, WSU will lend our knowledge and expertise becoming a role model for other university–community relationships.

| Objective A: Increase the opportunities for community engagement within the curriculum. | | | |
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| Strategy (in priority order) | Outcome Measure | Timeframe | Champion |
| <p><i>Increase the involvement of agency and school personnel in steering committees to analyze student preparation.</i></p> <p><u>Action #1</u> – Identify appropriate agencies and schools <u>Action #2</u> – Invite agency and school personnel <u>Action #3</u> – Hold meetings and discussions, keeping minutes</p> | <p>Enhanced linkages to curriculum More job opportunities for graduates</p> | 2003 ongoing to 2008 | <p>CEHS Department Chairs • program faculty</p> |
| <p><i>Develop or revitalize department advisory committees to discuss program improvement; e.g. Business & Industry Advisory Committee</i></p> <p><u>Action #1</u> – If no committee exists, form a committee. <u>Action #2</u> – Hold meetings and discussion, keeping minutes</p> | <p>Enhanced linkages to curriculum More job opportunities for graduates</p> | 2003 ongoing to 2008 | <p>CEHS Department Chairs •CEHS Program Advisors</p> |
| <p><i>Solicit community leaders to participate and/or be guest speakers in our classes.</i></p> <p><u>Action #1</u> – Identify community leaders and create a database/resource list <u>Action #2</u> – Use these community leaders in classes where appropriate <u>Action #3</u> – Explore indicators of appreciation for these community leaders/speakers</p> | <p>Enhanced linkages to curriculum More job opportunities for graduates</p> | 2003 ongoing to 2008 | <p>Partnership Coordinator</p> |
| <p><i>Develop a database of community resources for faculty and student utilization.</i></p> <p><u>Action #1</u> – Identify the resources <u>Action #2</u> – Retain the database in the ERC</p> | <p>Enhanced linkages to curriculum</p> | 2003 ongoing to 2008 | <p>Partnership Coordinator •ERC Director</p> |
| <p><i>Host professionals from agencies, schools and business on a rotating basis for weekend retreats (e.g. share best practices)</i></p> <p><u>Action #1</u> – Identify personnel <u>Action #2</u> – Plan and coordinate retreats</p> | <p>Enhanced linkages to curriculum Enhanced CEHS presence within the Miami Valley region</p> | 2003 ongoing to 2008 | <p>Dean’s Office • Department Chairs • Directors (DPD and LPDCs)</p> |
| Objective B: Encourage and support increased participation of faculty, staff and students in community service and leadership. | | | |
| Strategy | Outcome Measure | Timeframe | Champion |
| <p><i>Identify themes or causes to focus the support and collaboration with partner schools, agencies, and university communities through a service commitment.</i></p> <p><u>Action #1</u> – Individual units should identify themes/causes <u>Action #2</u> – Redefine partnership(s)</p> | <p>Increased collaboration with external contacts Enhanced linkages to curriculum</p> | 2004-05; ongoing | <p>Director of OPFE •Partnership Coordinator •CEHS Department Chairs • Program Coordinators</p> |

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| <p><i>Explore a center for educational testing (e.g. NATA, CAPE, etc.)</i></p> <p><u>Action #1</u> – Investigate opportunities via a feasibility study <u>Action #2</u> – If appropriate, create a center and begin testing</p> | <p>Increased visibility and support Enhanced linkages to curriculum</p> | <p>2005-06; ongoing</p> | <p>Chair, HPR •CEHS Department Chairs</p> |
| <p><i>Encourage and support CEHS personnel seeking positions on local, state, school and agency boards.</i></p> <p><u>Action #1</u> – Create a list of current CEHS membership on boards</p> | <p>Enhanced CEHS presence within the Miami Valley region and beyond Membership visible on annual evaluations</p> | <p>2003-04; ongoing</p> | <p>All CEHS faculty/staff</p> |
| <p>Objective C: Enhance the quantity and quality of dialogue with our various communities (e.g. multi-disciplinary forums, think tanks, symposia, etc.)</p> | | | |
| <p>Strategy</p> | <p>Outcome Measure</p> | <p>Timeframe</p> | <p>Champion</p> |
| <p><i>Continue and enhance EdLink12 activities (include faculty in EdLink12 communication)</i></p> <p><u>Action #1</u> – Create a newsletter (print or electronic) for communication purposes <u>Action #2</u> – EdLink12 marketed to advisory committees and community leaders (see Objective A)</p> | <p>Increased collaboration to market our programs Enhanced linkages to curriculum: relevant and accountable</p> | <p>2003-04; ongoing</p> | <p>Director of EdLink12 •Director of DPD</p> |