

COLLEGE OF PUBLIC HEALTH AND HUMAN SCIENCES

Vision 2025 – Implementation Plan

PROGRESS REPORT Version: April 8, 2016

Strategy	Activities/Tasks	Person(s) Leading Effort	Due Date	Status
Outcome 1 To Integrate Faculty and Staff through Intentional Support via our College’s Culture, Infrastructure, Policies, and Practices				
Strategy #1: Ensure expectations for faculty and staff work assignments and outcomes, as well as evaluations of performance, reflect the values of our College. We recognize that opportunities for and methods of integration and interdisciplinary work will differ by program and discipline.	Develop plans and procedures to ensure that we recognize and value the contributions of our faculty and staff to promoting integration in all areas.	School Heads and Extension Program Leaders	On-going	On-going
	In addition to recognizing and rewarding all forms of scholarship, create specific reward and evaluation mechanisms that recognize and promote integration, interdisciplinary work, and community engagement.	School Heads and Extension Program Leaders	Evaluation mechanism in place once POW/PD language developed (see below); specific rewards TBA	On-going for evaluation mechanism ; specific rewards not started
	Develop language for our College’s workload document, position descriptions, and annual plans of work to better reflect the value we place on integration and interdisciplinary work. When specific expectations and duties in these areas are included in plans of work, we will ensure that evaluations of performance address them.	School Heads	By May 15, draft POW/PD language; TBA for workload document	In progress

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Strategy #2: Build multidisciplinary relationships and interdisciplinary collaborations. These approaches are grounded in reciprocity.	The College’s Research Office will continue to build a vibrant community of scholars and cultivate interdisciplinary collaborations among faculty within our College and the University through grant-writing workshops, research seminars and colloquiums, and funding for interdisciplinary pilot projects.	Associate Dean for Research and Graduate Programs	On-going	In progress
	Create new mechanisms and opportunities to inform faculty and staff of the interests and expertise of faculty and to foster connections and collaborations across disciplines and programs.	School Heads, Associate Dean for Research & Grad. ProgramS	On-going	In progress
	The Center for Global Health will work with partners on campus and at other institutions to increase collaborative, interdisciplinary opportunities.	Center Director and others (see footnotes)	On-going	On-going ¹
	The Hallie Ford Center for Healthy Children & Families will leverage space and technology to support integration and interdisciplinary collaboration among Extension programs and the research centers.	Center Director	On-going	On-going
	The Moore Family Center for Whole Grain Foods, Nutrition, and Preventive Health will collaborate with Extension and external communicates on interdisciplinary research and outreach activities. In particular, the Moore Family Center and 4-H will collaborate around community resources for healthy eating choices.	Center Director and Extension Program Leaders	On-going	On-going
	The Center for Health Aging Research will continue to foster interdisciplinary collaborations within our College, OSU partners, and external organizations/groups.	Center Director and Core Directors	On-going	On-going ²

¹ The Center for Global Health has identified 6 activities (abbreviated descriptions here): 1) develop faculty research thematic groups (Chunhuei Chi, on-going); 2) develop a new summer study and internship abroad program in Bangalore (Sunil Khanna, due July 15, 2016); 3) form a partnership with Empower Haiti Together and engage in long-term development (Chi, Noakes, and School; on-going); 4) develop new partnership for faculty and student engagement in research in Ethiopia (led by Stephanie Grutzmacher, on-going); 5) strengthening existing partnership to expand opportunities for research, teaching, and education for faculty and students (Chi, on-going); and 6) organize seminars on campus (Schoon, Chi; on-going).

² The Center for Healthy Aging Research will foster these collaborations through holding faculty retreats, encouraging faculty collaboration through life scholars, and hosting work groups whose purpose is to develop fundable collaborations.

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	Acknowledge faculty participation in one or more research centers within and/or outside our College in performance evaluations.	School Heads and Extension Program Leaders	On-going	On-going
Outcome 2 To Provide Transformative Learning Experiences and Promote Success for All Learners				
Strategy #1: Create a supportive, collaborative, inclusive, and welcoming environment for all students to create a culture of inclusive excellence and to foster student success.	Recognize and ensure equity, inclusion, and diversity as central tenets of our mission.	EID Committee	On-going	On-going
	Engage in a result-oriented evaluation of the College climate from the perspective of students.	MacTavish	August 1	In progress
	Provide high quality academic advising and student support services.	Foley	On-going	On-going
	Improve student services by increasing integration and collaboration among internship coordinators, career services, and academic advising through our College's Office of Student Success.	Associate Dean for Student Success	On-going	On-going
	Advance the first year experience, including the Health and Well-being Living-Learning Community, to increase retention and student engagement.	Nelson	On-going	On-going
	Provide greater support for student success initiatives that strengthen a sense of connection and community for students in our College.	Associate Dean for Student Success	On-going	On-going
Strategy #2: Create and sustain innovative and high impact learning opportunities for all students.	Implement high impact learning practices in collaboration with key campus units/offices and external stakeholders (these include first year seminars, learning communities, experiential learning, global learning, student research, and capstone experiences).	Associate Dean for Student Success; Associate Dean for Research and Graduate Programs; others	On-going	On-going
	Align the services and programs in the College's Office of Student Success to increase partnerships with undergraduate and graduate students to help them be successful.	Associate Dean for Student Success; Associate Dean for	On-going	On-going

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		Research and Graduate Programs; others		
	Develop new models and/or structures for the delivery of innovative and diverse learning experiences including those that support team teaching, better facilitate service/experiential learning and community engagement, and provide opportunities for other high impact collaborative learning activities.	School Heads and others	On-going	On-going
	Engage professional faculty and staff who work with student success in experiential learning and community collaborations.	Associate Dean for Student Success	On-going	On-going
Strategy #3: Promote and support faculty and staff participation in high impact learning practices.	Promote and/or offer professional development opportunities so faculty and staff are aware of and learn strategies for achieving high-impact practices.	Associate Dean for Student Success and others	2016-17	Not started
	Ensure position descriptions, annual plans of work, and evaluations of performance address participation in and/or use of high impact learning practices, when appropriate.	School Heads	By May 15, draft POW/PD language	In progress
Strategy #4: Strategically grow online learning opportunities to reach diverse learners and increase student access to a quality education.	Develop and implement an online MPH degree.	Associate Dean for Research & Graduate Programs; Director for the MPH Program	By Fall 2017	In progress
	Leverage the expertise within our academic programs and Research Centers to create distance professional development continuing education for graduates in the workforce and other professionals.	Manager of Workforce Development and Corporate Relations	On-going	On-going ³

³ With a gift from Moda/Eastern Oregon Coordinated Care Organization, OSU-CHI has developed and received approval from Oregon Health Authority for a training program for Community Health Workers, with initial launch of the training scheduled for April, 2016.

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Strategy #5: Offer innovative high quality educational programs that prepare students for professional success and global competitiveness.	Strategically increase diversity of delivery methods (e.g., hybrid courses) and high impact practices in all degree programs.	Academic programs	On-going	On-going
	Continue to provide integrative and interdisciplinary MPH education to foster the development of public health professionals to work across disciplines.	All	On-going	On-going
	Create new MPH options, as well as graduate certificates in specific areas of concentration.	Associate Dean for Research & Graduate Programs	On-going	On-going
	Develop and implement new MPH dual-degree programs.	Associate Dean for Research & Graduate Programs	On-going	On-going
	Increase the number and diversity of the MPH students enrolling in the College while maintaining high admission standards. <ul style="list-style-type: none"> • Recruit undergraduates from OSU and other universities and colleges in Oregon (e.g., via Accelerated Graduate Program in HMP, National Public Health Week, engagement of undergraduate advisors). • Recruit international students directly and through the Into Pathways Program. • Expand other recruitment efforts to maintain our diverse graduate student body including students from across the U.S. and internationally. 	Associate Dean for Research & Graduate Programs	Fall 2016	On-going
Outcome 3 To Enhance Engagement with External Communities				
Strategy #1: Build a stronger and more centralized infrastructure to coordinate and consolidate activities to	Create a Community Engagement Advisory Committee composed of Extension faculty and staff, campus faculty and staff, and community partners to facilitate community-based research and educational opportunities.	Associate Dean for Outreach and Engagement; OSU Center for Health Innovation	On-going	On-going

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enhance engagement with external communities.		Director or Manager for Workforce Development		
	Improve access to technologies that support field-based faculty, staff, and community collaborators to share their expertise in the classroom and engage easily in collaborative opportunities.	Associate Dean for Outreach and Engagement	On-going	Added "ZOOM" technology
	Partner with Center for Teaching and Learning to provide additional training and support in the use of classroom technologies.	School Heads and others	On-going; new efforts TBA	On-going; new efforts not started
Strategy #2: Build on the expertise of Extension and our campus faculty and staff to expand our footprint through community engagement and community-based research.	Seek out opportunities to continue the Healthy Communities Outreach project or other similar projects to increase integrated community-relevant scholarship.	Associate Dean for Outreach and Engagement; Associate Dean for Research and Graduate Programs	On-going	On-Going
	Hold "IGNITE" sessions to bring together Extension and campus faculty and stakeholders for the purpose of generating new research collaborations and translation opportunities.	Associate Dean for Outreach and Engagement and Associate Dean for Research and Graduate Programs; OSU Center for Health Innovation Director or Manager for Workforce Development	On-going	Conducted two IGNITE sessions – Oct 2015 and Dec 2015

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	Organize seminars that highlight integrated and engaged projects to ensure students gain exposure to the scholarship of engagement.	Associate Dean for Research & Graduate Programs	On-going	On-going
Strategy #3: Build on and extend the expertise of the College’s research centers – Center for Healthy Aging Research, Hallie Ford Center for Healthy Children & Families, the Moore Family Center, and Center for Global Health – and build the visibility and resources of the College’s new Oregon State University Center for Health Innovation (OSU-CHI).	Identify strategic connections between research centers, community-based organizations, and/or Extension by tapping into existing working groups and projects.	Directors of the Research Centers		
	Develop College and community partnerships through OCHI to identify the health needs of communities and develop new partnerships with private sector and non-profit organizations and local government agencies to implement solutions.	Director of OSU-CHI	On-going	On-going ⁴
Strategy #4: Acknowledge the significance of community-engaged work in faculty and staff assignments.	Develop language for our College’s workload document, position descriptions, and annual plans of work to better reflect the value we place on community-engaged research and community engagement (separate from service). When specific expectations and duties in this area are included in plans of work, we will ensure that evaluations of performance address them.	School Heads	By May 15, draft POW/PD language; TBA for workload document	In progress

⁴ Since Fall of 2014, OSU-CHI has engaged in discussions with over 18 entities, established 3 gift-based projects (CareOregon opioid diversion program evaluation; Legacy postdoc in Public Health; Moda/EOCCO community health worker training) and one founding partner gift (PacificSource); established non-gift working relationships with ~4 entities (Special Olympics; Providence community health indicators; Golden Acts; Foundation for Excellence in Mental Health Care); and stimulated collaborative planning with College of Engineering and initial discussions with College of Science and College of Business.

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Outcome 4 To Foster a Culture of Caring, Compassion, Balance, and Happiness				
Strategy #1: Identify the factors that faculty, staff, and GRA/GTA employees perceive influence the quality of their work experience in the College.	Construct and disseminate a college-wide faculty and staff survey to identify these factors.			
	Work collaboratively, under the leadership of the College's Office of Student Success and the Office of Research and Graduate Programs, to obtain similar data for GRA/GTA employees.	Associate Dean for Research & Graduate Programs		
Strategy #2: Prioritize and address factors that faculty, staff, and GRA/GTA employees perceive influence the quality of their work experience in the College.	Identify a point person to coordinate efforts/initiatives to foster a culture of creativity, care, compassion, balance, and happiness.	On campus leader ???; Extension Program Council		Work- Life-Balance input session held at O&E Conference
	Convene a standing College committee to prioritize factors identified from the survey. Committee make-up would be representative of all College employees.	School Heads	By May 15	In progress
	Develop and implement strategies to address those priorities.	TBD	TBD	TBD
Strategy #3: Improve support for faculty and staff satisfaction and success.	Create Peer Professional Mentor Teams who work collaboratively to support faculty and staff at similar ranks and through transitions to higher ranks.	School Heads and Extension Program Leaders	On-going; new efforts TBA	On-going; Mentoring system established within 4-H program faculty
	Encourage all faculty, staff, and students to participate in professional development opportunities.	All		
	Improve communication to faculty and staff about available resources and social and informational support systems.	All		

