



Engelstad School of Health Sciences

Strategic Plan - Academic Year 2014-2015

Vision Statement: The Engelstad School of Health Sciences seeks to maintain an established reputation as the premier provider of a healthcare workforce.

Mission Statement: The mission of the Engelstad School of Health Sciences is to provide high-quality, student centered, certificate and degree programs offered to meet the needs of state and local communities.

Core Values:

1. Commitment to excellence
2. Strict adherence to professional ethics and practice standards
3. Promotion of faculty and staff development
4. Facilitation of learner-driven education
5. Provision of real-world experiences through strong partnerships with clinical affiliates

Core Theme #1 Access

Goal	Objective	Action	Responsibility	Achievement Indicator	Timeline
Provide access to services that support educational goals	Provide appropriate information to assist students in making informed career decisions	Attend Health Programs Orientations and Health Programs Advising appointments	HPA staff -----	Application to program of choice	Ongoing
		Attend Limited Entry Workshops	LE staff -----	Selection into program of choice	
Provide access to a variety of educational opportunities	Provide educational opportunities to meet identified student needs	Offer courses at times and via delivery modes that meet student needs	DCs & DON/PDs	Enrollment in various certificate and degree programs	Ongoing

Core Theme #2 Student Success

Goal	Objective	Action	Responsibility	Achievement Indicator	Timeline
Promote program completion	Encourage students to attain educational goals in a timely manner	Develop guided pathways to focus students on completion	DCs/PDs/faculty-----	Demonstration of completion of certificate and degree programs	Ongoing
		Meet regularly with faculty advisor	Faculty -----	Retention in program of choice	Each semester
Promote partnerships with the community and industry	Introduction of future workforce to potential employers	Maintain existing clinical rotation opportunities	PDs/Faculty -----	Continued collaboration with affiliates that provide training which meet student learning outcomes	Ongoing
		Identify new clinical rotation opportunities	PDs/Faculty -----	Establishment of new affiliation agreements to provide sufficient training opportunities for all students	As needed
		Identify community service learning opportunities	Faculty -----	Continued affiliation with partners and community; opportunities for students to demonstrate clinical and technical skills	Ongoing
Promote career readiness	Assist students in preparing for the hiring process	Incorporate employability skills into professional curriculum	Faculty-----	Entry-level employment in professional discipline	Each semester into appropriate courses
		Provide training in resume writing, job seeking, interviewing, and employment decision-making skills	Career Services Center-----	Entry-level employment in professional discipline	By final professional semester in program

Core Theme #3 Quality

Goal	Objective	Action	Responsibility	Achievement Indicator	Timeline
Enhance the reputation of CSN	Improve the quality and innovation of CSN's academic programs	Continue to match educational offerings with workforce needs as identified by advisory committee input	PDs ----- PDs/Faculty ----- Dean/DCs & DON/PDs -----	Development of short-term training programs Creation of career pathways Collaboration with Workforce and Economic Development	Annually
	Increase the level of CSN external stakeholder participation	Conduct regularly scheduled program advisory committee meetings Promote value of educational programs and graduates through visits to clinical affiliate institutions, vendors and other healthcare-related industries Attain membership in healthcare-related industry associations and committees	PDs ----- Dean/CSN Foundation staff ----- Dean/CSN Foundation staff -----	Advisory Committee meeting minutes Increased rotation and employment opportunities Increased awareness of School offerings	1-3x annually Annually As appropriate
	Improve the quality of facilities and equipment	Identify programmatic space, equipment, and resource needs Seek grant funding opportunities, and corporate and private donations, consistent with School and College missions/goals	Dean/DCs & DON/PDs/Faculty Dean/DCs & DON/PDs/Faculty CSN Foundation staff	Demonstrate acquisition of specific program needs	Annually
	Utilize assessment results to improve program effectiveness	Implement curricular and other programmatic changes based on review and evaluation of assessment activities	PDs	Demonstration of improved student outcomes	Annually
Maintain a quality workforce within the institution	Hire employees who meet or exceed minimum qualifications	Ensure position descriptions accurately reflect the educational, experiential, and credential requirements of the faculty or support position	Dean/DCs & DON/PDs/Staff	Hiring of qualified individuals	As needed

	Develop a faculty/staff mentoring program	Provide new hire orientation	DCs & DON/PDs/Faculty/Staff	Retention of qualified individuals	As needed
		Provide training for new PDs	DCs & DON		As needed
		Provide training for classified staff	Dean		Monthly during academic year
		Provide guidance for tenure preparation	DCs & DON/PDs/Faculty		As needed
		Promote and support leadership opportunities	Dean/DCs & DON/PDs/Staff		Ongoing
	Promote professional development	Support faculty attendance at discipline-specific training opportunities	Dean/DCs & DON/PDs	Maintenance of credentials and training required to meet current industry standards	Ongoing

Core Theme #4 Diversity

Goal	Objective	Action	Responsibility	Achievement Indicator	Timeline
Promote diversity and inclusion for students, faculty, and staff	Identify potential weaknesses of diverse Health Sciences student body	Implement strategies to improve success of diverse Health Sciences student body	Dean/DCs & DON/PDs/Faculty	Increased persistence, retention, and completion	Ongoing
Support a considerate and respectful environment	Encourage environment in which all members treat each other with dignity and respect	Provide all employees with the School Position Paper on Workplace Values and Standards of Conduct	Dean	Reduced numbers of interpersonal incidents and grievances	Ongoing
		Implement strategies to reduce the number of reported interpersonal incidents	Dean/DCs & DON/PDs/Faculty/Staff		Ongoing