

2011-2012 Health and Rehabilitation Sciences

Section

Document Name

Mission

Vision:

The Vision of the School of Health and Rehabilitation Sciences is to be recognized nationally and globally as a leader in graduate health and rehabilitation sciences, and a provider of excellent health care professionals for the state of Indiana and beyond.

Mission:

In fulfilling its vision, the School of Health and Rehabilitation Sciences seeks to develop and maintain a scholarly faculty who will provide excellence in: 1) the teaching/learning process for programs in fields related to the health professions, 2) the advancement of knowledge through research, scholarship and creative activity, and 3) the development of a lifelong commitment to civic engagement locally, nationally, and globally. Each of these core activities is characterized by: 1) collaboration within and across disciplines, the university, and the community, 2) a commitment to diversity, and 3) the pursuit of best practices.

The Goals and Objectives come from the faculty approved School of Health and Rehabilitation Sciences' strategic plan through 2012/13. The actions taken and activities planned emerged from school-wide and department-specific planning.

Goals and Objectives

▣ Provide excellent educational opportunities in selected health and rehabilitation sciences for Indiana, nationally, and internationally

☑ Attract, support, and retain a well-prepared, diverse student population

Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Best Practices, Campus Climate for Diversity, Civic Engagement

Secondary Goals:

Sub Unit:

Time Frame: Ongoing

Actions taken for 2011-2012:

1. Continued to refer to the September 2006 Enrollment Management Plan that defines the priorities for school-based resource allocation and integrates the recruitment/retention activities of the SHRS administration, academic departments, and the IUPUI Graduate Office
 2. Continued to update SHRS website to be more attractive to students; assigned an in-house staff person to be responsible for updates.
 3. Maintained enrollment goals for all capped programs.
 4. Monitored enrollment trends in B.S. in Health Science program.
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Evidence of Progress for 2011-2012:

1. Graduate professional enrollments meet designated class size

- 2004-05: class sizes met
- 2005-06: class sizes met
- 2006-07: class sizes met
- 2007-08: class sizes met
- 2008-09: class sizes met
- 2009-10: class sizes met
- 2010-11: class sizes met
- 2011-12: class sizes met

2. Ongoing website development

- 2004-05: \$40,000 invested
- 2005-06: \$12,000 invested
- 2006-07: \$29,500 invested
- 2007-08: \$2,405 invested
- 2008-09: \$3,752 invested
- 2009-10: \$602 invested
- 2010-2011: \$459 invested
- 2011-2012: \$6,646.50 invested

3. Percent of out of state credit hours generated (goal is 10%)

- 2002-03: 404 (6%)
- 2003-04: 573 (12%)
- 2004-05: 172 (5%)
- 2005-06: 438 (8%)
- 2006-07: 513 (8%)
- 2007-08: 560 (8.2%)
- 2008-09: 544 (7.9%)
- 2009-10: 465 (6.5%)
- 2010-11: 594 (7.7%)
- 2011-12: 711 (8.3%)

4. Funding of graduate fellowships

- 2002-03: 0
- 2003-04: \$24,192
- 2004-05: \$60,091
- 2005-06: \$63,855
- 2006-07: \$67,789
- 2007-08: \$72,594
- 2008-09: \$40,271

- 2009-10: \$45,923
- 2010-11: \$61,853
- 2011-12: \$61,151

5. Minorities as a percentage of school headcount

- 2002-03: 8%
- 2003-04: 7%
- 2004-05: 6%
- 2005-06: 7%
- 2006-07: 7%
- 2007-08: 9.75%
- 2008-09: 6%
- 2009-10: 7.4%
- 2010-11: 11.5%
- 2011-12: 12.5%

6.. B.S. in Health Sciences enrollment:

- Fall 2009: 11
- Fall 2010: 18
- Fall 2011: 84

Activities planned for 2012-2013:

1. Maintain enrollment trends
2. Continue to review and update SHRS website
3. Provide graduate fellowships
4. Monitor the trend of minority student enrollment
5. Implement student diversity initiatives

☒ Follow best teaching practices through ongoing assessment

Campus Planning Theme: Best Practices

Secondary Goals:

Sub Unit:

Time Frame: ongoing

Actions taken for 2011-2012:

1. Maintained continuous assessment of all educational programs through feedback generated from students, faculty and preceptors.
2. Maintained ongoing assessment of student achievement on licensure, certification, and registry exams

3. Continued to use the economic model to ensure that approximately 60% of faculty time devoted to teaching effects a 1:1 match between tuition revenue and salary expense for teaching.
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Evidence of Progress for 2011-2012:

1. 2007-08 \$2,102,951 in salary and \$2,445,886 in tuition and fees +\$342,935
2008-09: \$2,146,553 in salary and \$2,837,524 in tuition and fees +\$690,971
2009-10: \$2,150,371 in salary and \$3,068,708 in tuition and fees +\$918,337
2010-11: \$2,368,342 in salary and \$3,358,052 in tuition and fees +989,710
2011-12: \$2,823,980 in salary and \$4,075,775 in tuition and fees +1,251,825

2. Pass rates meet or exceed national averages

2003-04

- Nutrition & Dietetics - 100% pass rate; National Average- 82%
- Occupational Therapy - 93% pass rate; National Average 85%
- No Physical Therapy graduates

2004-05

- Nutrition & Dietetics -100% pass rate; National Average- 80%
- No Occupational Therapy graduates
- Physical Therapy - 100% pass rate; National Average 85%

2005-06

- Nutrition & Dietetics - 93% National Average 83%
- No Occupational Therapy graduates
- Physical Therapy - 100% pass rate; National Average 83%

2006-07

- Nutrition & Dietetics - 86% National Average 85%
- Occupational Therapy - 100%; national Average 84%
- Physical Therapy - 100% pass rate; National Average 84%

2007-08

- Nutrition & Dietetics - 86.7% National Average 81.7%
- Occupational Therapy - 95.6%; national Average 88%
- Physical Therapy - 97% pass rate; National Average 87.7%

2008-09

- Nutrition & Dietetics - 87%, National Average 81%
- Occupational Therapy - 100%, National Average 85%
- Physical Therapy - 100%, National Average 80%

2009-10:

- Nutrition & Dietetics - 100%, National Average Data Not Yet Available
- Occupational Therapy - 83%, National average 78%
- Physical Therapy - 100%, National Average 86%

2010-11:

- Nutrition & Dietetics - 62%, National Average 88%
- Occupational Therapy - 94%; National Average 82%
- Physical Therapy - 96.7%, National Average 89.1%

2011-12:

- Nutrition & Dietetics - 93%, National Average Data Not Yet Available
- Occupational Therapy - 94%, National Average 84%
- Physical Therapy - 100%, National Average 88%

3. PhD in Health and Rehabilitation Sciences

- The first cohort was admitted in fall 2008; 21 students currently enrolled.

Activities planned for 2012-2013:

1. Maintain continuous assessment of all educational programs through feedback generated from students, faculty and preceptors.
2. Maintain ongoing assessment of student achievement on licensure, certification, and registry exams.
3. Continue to use the economic model to ensure that approximately 60% of faculty time devoted to teaching effects a 1:1 match between tuition revenue and salary expense for teaching.

☑ Provide effective professional and graduate programs

Campus Planning Theme: Teaching and Learning

Secondary Goals:

Sub Unit: None

Time Frame: ongoing

Actions taken for 2011-2012:

1. Continued to monitor the *SHRS Academic and Budgetary Plan*

2. Departments maintained accreditation by responding to all activities required to keep accreditation active and meet new accreditation standards.
 3. Maintained Leadership Excellence in Pediatric Nutrition Training Grant.
 4. Monitored enrollment in the e-learning program in Pediatric Nutrition and Dietetics to gauge viability
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Evidence of Progress for 2011-2012:

1. Graduate/Professional student credit hours exceed 7,000 by 2011-12.

2002-03: 1,379

2003-04: 2,236

2004-05: 3,235

2005-06: 4,991

2006-07: 6,114

2007-08: 5,916

2008-09: 6,302

2009-10: 6,651

2010-11: 6,603

2011-12: 6,896 2. Budgetary solvency as stipulated in the *SHRS Academic and Budgetary Plan*

Ongoing review of adherence to Plan; School is fiscally solvent

3. All professional programs are accredited for maximal time

- PT - 10 years (next accreditation visit is in 2017)
- OT - 10 years (next accreditation visit is in 2011-2022)
- ND - 10 years (next accreditation visit is in 2019)

4. M.S. concentration in nutrition & dietetics, therapeutic outcomes research, and health sciences implemented by Fall, 2006 and enrollment of 5 students yearly in each degree.

M.S. in Nutrition & Dietetics enrolled and graduated

2004-05: 4 enrolled, 1 graduated

2005-06: 5 enrolled, 1 graduated

2006-07: 5 enrolled, 1 graduated
2007-08: 8 enrolled, 0 graduated
2008-09: 10 enrolled, 0 graduated
2009-10: 6 enrolled, 0 graduated
2010-11: 8 enrolled, 2 graduated
2011-12: 18 enrolled, 2 graduated

M.S. in Health Sciences enrolled and graduated

2004-05: just implemented
2005-06: 2 enrolled, 0 graduated
2006-07: placed hold on acceptance of new students,
2007-08: hold continued
2008-09: hold continued
2009-10: hold continued
2010-11: hold removed, 1 student enrolled
2011-12: 1 enrolled, 1 graduated

5. E-learning certificate formally implemented by Spring 2007 with a projected enrollment of 10 students per year

2007-08: 12 students enrolled
2008-09: 12 students enrolled
2009-10: 8 students enrolled
2010-11: 8 students enrolled
2011-12: 10 students enrolled, 0 graduated

6. Continuation of the Leadership Excellence in Pediatric Nutrition Training Grant (was approved for 5 years in 2008).

Activities planned for 2012-2013:

1. Continue undergraduate certificate programs in Gerontology, Global Health and Rehabilitation Studies, and Rehabilitation and Disability Studies
2. Maintain accreditation of programs

2. Maintain accreditation of programs

3. Increase student credit hour

4. Track enrollment trends

☑ Support and enhance effective teaching

Campus Planning Theme: Teaching and Learning

Secondary Goals:

Sub Unit: None

Time Frame: ongoing

Actions taken for 2011-2012:

1. Continued peer review of teaching, both observation in the classroom and review of teaching materials.
 2. Increased offering of distance education courses.
 3. Continued to monitor the faculty approved *SHRS Pay Incentive Plan* and the *IUPUI Bonus Pay Plan*.
 4. Monitored student evaluation of faculty.
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Evidence of Progress for 2011-2012:

1. Peer review of teaching

Faculty reviews contained documentation of peer review of teaching.

2. Academic departments award bonus payments, tracked every 3 years

2002-03: No bonus

2003-04: No bonus

2004-05: No bonus due to budget difficulty

2005-06: Bonus overload to 1 faculty

2006-07: No bonus

2007-08: No bonus

2008-09: No bonus

2009-10: No bonus

2010-11: Overload pay for 4 faculty

2011-12: Overload pay for 4 faculty

2011-12: Overload pay for 4 faculty

3. Minimum of 8 online courses developed through 2007

2002-03: 1 total course online

2003-04: 2 total courses online

2004-05: 9 total courses online

2005-06: 10 total courses online

2006-07: 15 total courses online

2007-08: 9 total courses online

2008-09: 10 total courses online

2009-10: 25 total courses online


2010-11: 29 total courses online


2011-12: 35 total courses online

4. One faculty member received the Trustees Teaching award.

Activities planned for 2012-2013:

1. Conduct peer review of teaching
2. Maintain the number of online courses
3. Encourage faculty to apply for teaching awards
4. Continue to monitor student evaluation results
5. Track the number of teaching overload payments

 **Strive for excellence through focused civic engagement**

 **Build collaborations with the community through focused health initiatives and student service learning activities**

Campus Planning Theme: Civic Engagement

Secondary Goals:

Sub Unit:

Time Frame: ongoing

Actions taken for 2011-2012:

1. Continued student involvement in community collaborations
 2. Documented student service learning activities
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Evidence of Progress for 2011-2012:

2004-05: Submitted proposal to Lilly Endowment for 2006-09 funding

2005-06: Secured Lilly Endowment funding

2006: Received \$32,017.00

2007: Received \$142,162.00

2008: Received \$55,255.00

2009: Received \$25,000.00, additional \$47,420.00 promised

2010: 0

2011: 0

2012: 0

Student community involvement in Local, National and International Service-Learning Activities

Department of Physical Therapy;

- Multiple Sclerosis Swim (MS Swim) Program - local
- Indiana Blood Center Drives - local
- Senior Citizens Center Exercise Program - local
- Hawthorne Community Center - local
- Motor Activity Clinic (MAC) - local
- APTA Marquette Challenge - national
- Goodwill Industries - local
- IUPUI Health Fair - local
- Susan G. Komen Race for the Cure - local
- Noble of Indiana - local

Department of Occupational Therapy;

- Administered Developmental Screenings at the center for Young Children at IUPUI - local
- Memory Walk for Alzheimer's Disease - local
- Run for the Cure - local
- Blood Drive - local
- MS Swim - local
- Motor Clinic - local

- Jagathon for Riley Hospital for Children - local

Department of Nutrition and Dietetics;

- Service Learning Activities with Riley Hospital for Children - local

Activities planned for 2012-2013:

Continue to document student involvement in community and service-learning activities.

☑ Maintain an effective development initiative

Campus Planning Theme: Civic Engagement

Secondary Goals:

Sub Unit: None

Time Frame: ongoing

Actions taken for 2011-2012:

1. Recruited two new members to the Dean's Advisory Board
 2. Raised funds consistent with SHRS capital campaign goals
 3. Held regular meetings with top donors
 4. Coordinated annual funds
 5. Called major donors to acknowledge gifts
 6. Continued policy/practice of acknowledging gifts and donations in a timely fashion
 7. Explored the option of establishing a Corporate Partners program
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Evidence of Progress for 2011-2012:

1. Bi-Annual evaluation of all giving strategies filed.

- Ongoing review

2. Ongoing evaluation of cost to raise a dollar

2003-04: Cash received- \$144,049 Cost to raise- 42 cents per dollar
Deferred - \$890,778 Cost to raise- 7 cents per dollar

2004-05: Cash received \$167,732, Cost to raise- 38 cents per dollar
Deferred- \$473,650 Cost to raise- 14 cents per dollar

2005-06: Cash received \$65,386, Cost to raise- 96 cents per dollar
Deferred- \$0

2006-07: Cash received \$76,927, Cost to raise- 7 cents per dollar

2007-08: Cash received \$65,661, Cost to raise- 0 cents per dollar

2008-09: Cash received \$61,293, Cost to raise- 16 cents per dollar

2009-10: Cash received \$70,141, Cost to raise- 29 cents per dollar

2010-11: Cash received \$79,849, Cost to raise- 10 cents per dollar

2011-12: Cash received \$141,451, Cost to raise: N/A cents per dollar

3. Raise \$3,000,000 by 2008

2002-03: \$919,782 cumulative

2003-04: \$1,853,241 cumulative

2004-05: \$2,164,589 cumulative

2005-06: \$2,229,975 cumulative

2006-07: \$2,306,857 cumulative

2007-08: \$2,381,856 cumulative

2008-09: \$2,443,149 cumulative

2009-10: \$2,513,290 cumulative

2010-11: \$2,593,139 cumulative

2011-12: \$ 2,734,590 cumulative

4. Formation of SHRS Alumni Board, Strategic Plan developed for alumni activities, department-specific newsletters

2003-04: Alumni Board formed

- Alumni Board approval of Strategic Plan, October 2004
- Ongoing Alumni events and planning

2005-06:

- Initiated First Year Student Convocation planned by Alumni Board

2006-07:

- Student Convocation event continued.
- Interim Dean met with the Alumni Board on a regular basis.
- Planned Alumni Reunion in May.

2007-08:

- Held student convocation
- Held Alumni Reunion

2008-09:

- Held student convocation
- Held Alumni Reunion

2009 - 10:

- Held student convocation
- Held Alumni Reunion

2010-11:

- Distributed SHRS IMPACT magazine to Alumni, faculty, staff, students, and donors
- Leadership Team attended SHRS Alumni Board Meetings
- Held student convocation
- Held pizza party for students
- Dean met with President of Alumni Board and Director of Alumni Relations on a bi-monthly basis

2011-12:

- Distributed SHRS IMPACT magazine to Alumni, faculty, staff, students, and donors
- Leadership Team attended SHRS Alumni Board Meetings
- Held student convocation in Fall
- Held pizza party for students
- Dean met with President of Alumni Board and Director of Alumni Relations on a bi-monthly basis
- Developed proposal for the Corporate Partners program
- Recruited two new members to the Dean's Advisory Board
- Held three (3) Dean's Advisors Board meetings

Activities planned for 2012-2013:

1. Continue to produce and distribute school-wide magazine to alumni and donors on an annual basis
2. Support the activities of SHRS Alumni Board
3. Monitor donations to the school
4. Support efforts to continue an alumni award
5. Establish SHRS Corporate Partners program

6. Recruit additional Dean's Advisory Board members

7. Raise funds

☒ Partner with others to sponsor education programs in the health sciences for lifelong learning

Campus Planning Theme: Civic Engagement

Secondary Goals:

Sub Unit: None

Time Frame: ongoing

Actions taken for 2011-2012:

- Offered Certificate courses.
 - Monitored enrollment in certificate courses
 - Monitored number of students earning certificates
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Evidence of Progress for 2011-2012:

1. Offered Nutrition & Exercise course online.

- 2006-07 - Undergraduate online-nutrition course enrolled 100 students in 2 sections
- 2007-08 - Undergraduate online-nutrition course enrolled 55 student in fall and 17 in spring
- 2008-09 - Undergraduate online-nutrition course enrolled 37 students in fall and 35 in spring
- 2009-10 - Undergraduate online-nutrition course enrolled 34 students in fall and 56 in spring
- 2010-11 - Undergraduate online-nutrition course enrolled 48 students in fall and 48 in spring
- 2011-12 - Undergraduate online-nutrition course enrolled 56 students in fall and 95 in spring

2. Updated online certificate for pediatric nutrition professionals currently in the field developed and initiated

- 2005-06: Pediatric nutrition course converted to online
Sought approval of certificate through Indiana Higher Education Commission
- 2006-07: Certificate in the approval process
- 2007-08: Certificate approved
- 2008-09: Enrolled 12 students
- 2009-10: Enrolled 12 students
- 2010-11: Enrolled 2 Fellowships
- 2011-12: Enrolled 10

3. Offered online courses for the certificate in Therapeutic outcomes Assessment

- 2003-04: One course online - three require development
- 2004-05: Three courses online, certificate approved
- 2005-06: Certificate implemented, 3 students enrolled
- 2006-07: 3 students enrolled
- 2007-08: 3 students enrolled
- 2008-09: 3 students enrolled
- 2009-10: 3 students enrolled
- 2010-11: Discontinued

- 2010-11: Discontinued

4. Health Sciences offered 3 certificate programs

- 3 students enrolled in the Certificate in Gerontology
- 1 students enrolled in the Certificate in Rehabilitation and Disability Studies
- 0 students enrolled in the Certificate in Global Health and Rehabilitation Studies

5. Nutrition & Dietetics provided an annual national and regional conference for leadership development in pediatric nutrition

- 2003-04: Annual conference presented
- 2004-05: Annual conference presented
- 2005-06: Annual conference presented
- 2006-07: Annual conference presented
- 2007-08: Annual conference presented
- 2008-09: Annual conference presented
- 2009-10: Annual conference presented
- 2010-11: Annual conference presented
- 2011-12: Annual conference presented

6. Physical therapy students provided one continuing education course to raise money to contribute to the national Physical Therapy Foundation.


- 2010-11: Students from the Department of Physical Therapy competed in the Pitt-Marquette Challenge national fundraiser, revenue from the workshop went to the Foundation for Physical Therapy
- 2011-12: Students from the Department of Physical Therapy competed in the Pitt-Marquette Challenge national fundraiser, revenue from the workshop went to the Foundation for Physical Therapy


Activities planned for 2012-2013:

1. Continue to support three undergraduate/graduate certificates in:

- Gerontology
- Rehabilitation and Disability Studies
- Global Health and Rehabilitation Studies

2. Monitor enrollment and completion of certificates

 **Support the IUPUI initiative to be one of the nation's finest academic health centers**

 **Determine Best Practices in research through ongoing assessment**

Campus Planning Theme: Best Practices

Secondary Goals:

Sub Unit: None

Time Frame: ongoing

Actions taken for 2011-2012:

1. Conducted periodic activity-based economic analysis to determine SHRS resource utilization for research, scholarship, and creative activities

2. Conducted yearly review of productivity in scholarly and creative activity through ongoing analysis of publications and presentations.

Evidence of Progress for 2011-2012:

1. Comparison of faculty compensation for research, scholarship, and creative activities relative to external funding

2002-03: Compensation: \$624,264, Funding: \$129,618

2003-04: Compensation: \$358,113, Funding: \$142,000

2004-05: Compensation: \$623,958, Funding: \$343,439

2005-06: Compensation: \$666,906, Funding: \$775,196

2006-07: Compensation: \$763,962, Funding: \$1,588,381

2007-08: Compensation: \$474,244, Funding: \$784,074

2008-09: Compensation: \$547,336, Funding: \$1,688,757

2009-10: Compensation: \$438,333, Funding: \$941,718

2010-11: Compensation: \$632,762, Funding: \$1,064,446

2011-12: Compensation: \$505,227, Funding: \$1,185,700

2. Comparison of School of Health and Rehabilitation Sciences on Research and Sponsored Programs indicators for Research Applications per Academic FTE () and Income per Budgeted Academic FTE compared to selected IUPUI schools.

2004-05: SHRS (0.5 applications/per Academic FTE) and \$19,083 per Budgeted Academic FTE.

Dentistry (0.5) \$51,260; Nursing (0.7) \$119,736; Informatics (0.7) \$24,018; Science (0.8) \$36,518; Social Work (0.2) \$15,267; Medicine (1.3) \$133,273; Engineering (0.9) \$37,043.

2005-06: SHRS (0.5 applications per Academic FTE) and \$35,518 per Budgeted Academic FTE.

Dentistry (0.5) \$27,602; Nursing (0.8) \$52,863; Informatics (0.6) \$20,420; Science (0.8) \$34,840; Social Work (0.2) \$15,360; Medicine (1.3) \$144,396 Engineering (0.6) \$58,311.

2006-07: SHRS (0.4 applications per Academic FTE) and \$69,060 per Budgeted Academic FTE.

2007-08: SHRS grants submitted 11; sponsored and non-sponsored grants and contracts 15; collaborative grants submitted; External funding \$1,207,476.

2008-09: SHRS grants submitted: 16, external funding: \$2,152,707

2009-10: SHRS grants submitted: 14, external funding: \$1,035,755

2010-11: SHRS grants submitted: 11, external funding: \$2,000,000

2011-12: SHRS grants submitted: 11, external funding: \$1,912,339

Activities planned for 2012-2013:

1. Conduct periodic activity-based economic analysis to determine SHRS resource utilization for research, scholarship, and creative activities
2. Conduct yearly review of productivity in scholarly and creative activity through ongoing analysis of publications and presentations.

☒ Devise strategies to recruit doctoral faculty with unique expertise to meet programmatic goals.

Campus Planning Theme: Research, Scholarship and Creative Activity

Secondary Goals:

Sub Unit: None

Time Frame: null

Actions taken for 2011-2012:

1. Recruited two faculty and one staff for MPAS program.
 2. Provided laboratory space and start-up dollars to support research initiatives of newly recruited doctoral faculty.
 3. Continued to seek donations for endowed professorships.
 4. Implemented a school plan for distribution of salary savings and indirects from grants and contracts to the individual academic departments generating the dollars.
 5. Continued search for Chair of Health Sciences Department.
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Evidence of Progress for 2011-2012:

1. Conducted yearly review of benchmarks to monitor for ongoing competitive salaries.

Used Association of Schools of Allied Health Professions salary benchmark data to monitor competitive, market salary for faculty.

2. Doctoral faculty recruited with an adjunct appointment in other academic and research units:

2002-03: 1 faculty member total

2003-04: 2 faculty members total

2004-05: 3 faculty members total

2005-06: 5 faculty members total

2006-07: 6 faculty members total

2007-08: 6 faculty members total

2008-09: 6 faculty members total

2009-10: 6 faculty members total

2010-11: 0 faculty members total

2011-12: 2 faculty members total

3. Maintained faculty in place by Fall, 2005 for full implementation of the Doctor of Physical Therapy degree at maximal class size- 8.5 FTE PT faculty

2003-04: 3 faculty hired

2004-05: 7 FTE, 1 additional FTE on shared faculty appointment

2005-06: 7 FTE, 1 additional FTE on shared faculty appointment- Recruiting on 1 FTE

2006-07: 8 FTE, 1 additional FTE on shared faculty appointment

2007-08: 6 FTE, 1 additional FTE 50% fellow in provost office; 1 vacancy

2008-09: 8 FTE, 1 additional FTE on shared faculty appointment

2009-10: 8 FTE - no new faculty

2010-11: 8.5 FTE

2011-12: 8.5 FTE

4. Had the necessary occupational therapy faculty in place by Fall, 2006 for full implementation of the M.S. in Occupational Therapy at maximal class size- 8 FTE faculty

2003-04: 2 occupational therapy faculty hired

2004-05: 4 FTE, 1 additional FTE on shared faculty appointment

2005-06: 5 FTE, 1 additional FTE on shared faculty appointment

2006-07: 6 FTE, 1 additional FTE on shared faculty appointment

2007-08: 6 FTE, 1 additional FTE on shared faculty appointment

2008-09: 6 FTE, 1 additional FTE on shared faculty appointment

2009-10: 6 FTE, 1 additional FTE on shared faculty appointment

2010-11: 8 FTE

2011-12: 8 FTE

5. Nutrition & Dietetics

2003-04: 5 FTE

2004-05: 5 FTE

2005-06: 5 FTE

2006-07: 5 FTE

2007-08: 5 FTE

2008-09: 5 FTE

2009-10: 4 FTE

2010-11: 4 FTE

2011-12: 4 FTE

6. One endowed professorship for each academic department

Physical therapy- Professorship established in 2008.

Occupational therapy- Professorship established, securing funding

Nutrition & Dietetics- Ongoing

Health Sciences - None

Activities planned for 2012-2013:

1. Provide start-up funds for new faculty
2. Recruit Chair - Health Sciences Department
3. Recruit faculty - Physician Assistant Program
4. Maintain size of faculty.

☑ Explore creating a Center of Excellence in research

Campus Planning Theme: Research, Scholarship and Creative Activity

Secondary Goals:

Actions taken for 2011-2012:

1. Phased out the Indiana Center for Rehabilitation Sciences and Engineering Research (ICRSER).
 2. Allocated funds to support the Center for Translational Musculoskeletal Research.
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Evidence of Progress for 2011-2012:

2003-04:

- Indiana Center for Rehabilitation Sciences and Engineering Research established
- Interim Director hired
- U.S. Department of Defense identifies \$1,000,000 in federal earmarks

2004-05:

- 21st Century Fund approved- awaiting funding decision

2005-06

- Department of Defense grant funded- \$800,000
- Research Associate hired

2006-07:

- The proposal submitted to 21 Century Fund was approved, but not funded.
- Received a Department of Defense grant in the amount of \$800,00

2007-08:

- Department of Defense grant was renewed

2008-09:

- Department of Defense grant was renewed

2009-10:

- Department of Defense grant was renewed
- Decision made to suspend activities - Indiana Center for Rehabilitation Sciences & Engineering Research
- Submitted two signature center applications

2010-11:

- Secured funding for a Signature Center (i.e. Center for Translational Musculoskeletal Research

2011-12:

- Phased out ICRSER
- Allocated funds to support the Center of Translational Musculoskeletal Research

Activities planned for 2012-2013:

1. Allocate funds to support Center for Translational Musculoskeletal Research

☒ Generate 25% of the SHRS funding base from external sources to include those related to research, scholarship, and creative endeavors and independent of tuition.

Campus Planning Theme: Research, Scholarship and Creative Activity

Secondary Goals:

Sub Unit: None

Time Frame: ongoing

Actions taken for 2011-2012:

1. As necessary and appropriate, faculty were supported in their development of grants through protected time for research and writing and attendance at events that increase their competitiveness for extramural funding.
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Evidence of Progress for 2011-2012:

1. Gradual increase in external funding to achieve goal of 25% by 2009:

2003-04: 7%

2004-05: 8%

2005-06: 17%

2006-07: 28%

2007-08: 19%

2008-09: 28%

2009-10: 18%

2010-11: 25%

2011-12: 22.7%

2. Percentage of total school compensation supported by external funding at 10%

2003-04: 9.6%

2004-05: 9.6%

2005-06: 9.6%

2006-07: 9.6%

2006-08: 9.6%

2007-08: 9.6%

2008-09: 15%

2009-10: 12.8%

2010-11: 16.1%

2011-12: 11.4%

3. Gradual increase in grant submissions

2003-04: 5 grants submitted totaling \$1,661,245

2004-05: 9 grants submitted totaling \$ 883,716

2005-06: 10 grants submitted totaling \$1,703,806

2006-07: 14 grants submitted totaling \$2,112,954

2007-08: 19 grants submitted totaling \$2,283,637

2008-09: 16 grants submitted totaling \$3,297,112

2009-10: 14 grants submitted totaling \$2,636,888

2010-11: 11 grants submitted totaling \$2,720,704

2011-12: 11 grants submitted totaling \$1,912,339

4. Sponsored and non-sponsored grants and contracts

2003-04: sponsored (\$150,068), non-sponsored (\$158,487), total (\$308,555)

2004-05: sponsored (\$379,500), non-sponsored (\$110,829), total (\$490,329)

2005-06: sponsored (\$775,196), non-sponsored (\$40,000), total (\$815,196)

2006-07: sponsored (\$1,558,381), non-sponsored (\$7,500), total (\$1,595,881)

2007-08: sponsored (\$1,207,476), non-sponsored (\$0)

2008-09: sponsored (\$2,152,707), non-sponsored (\$0)

2009-10: sponsored (\$1,035,755), non-sponsored (\$0)

2010-11: sponsored (\$1,545,740), non-sponsored (\$0)

2011-12: sponsored (\$1,185,700), non-sponsored (\$0)

Activities planned for 2012-2013:

1. Review and monitor trends of funds obtained from external sources
2. Review and monitor the number of proposals submitted to external funding agencies

☒ Promote collaborative research, scholarship, and creative activities on campus, regionally, nationally, and internationally

Campus Planning Theme: Research, Scholarship and Creative Activity

Secondary Goals:

Sub Unit: None

Time Frame: ongoing

Actions taken for 2011-2012:

1. The School continued to support faculty efforts to secure internal and external funding from national agencies, and faculty members continued to be recognized for their contributions in their disciplines. The school received \$1,630,568 in funding for 2011-12. Of the 11 grants that were submitted 7 were funded.
-

Evidence of Progress for 2011-2012:

2008-09: Continuation of Dr. Ernst's grant

2009-10: Additional funding of \$166,284 for FY 09 and \$373,716 for FY 10.

2010-11: Continuation of Dr. Ernst's grant

2011-12: Additional funding of \$322,522 for Dr. Ernst's grant

1. Peer-Reviewed Presentations:

2008-09: 56

2009-10: 70

2010-11: 41

2011-12: 49

2. Publications:

2008-09: 95

2009-10: 110

2010-11: 155

2011-12: 165

Activities planned for 2012-2013:

1. Continue to support the Nutrition-Kenya research project
2. Document faculty presentations at professional meetings
4. Encourage faculty to attend research and grant development workshops

▣ To develop a comprehensive plan that will enable the school to increase the amount of funding obtained from diversified third stream revenue sources

▣ A new strategic plan for 2008-13 was endorsed by faculty, staff and students.

Campus Planning Theme: Best Practices

Secondary Goals: Strategic Planning

Sub Unit:

Time Frame: Ongoing

Actions taken for 2011-2012:

Consistent with the school's strategic plan, several third stream revenue sources were explored at the SHRS annual retreat.

Evidence of Progress for 2011-2012:

Strategic Plan continues to be monitored and reviewed

Activities planned for 2012-2013:

1. Continue to monitor the implementation of the SHRS strategic plan.
2. Develop a new 5-year strategic plan

▣ Broaden the donor base of all potential categories - new donors, new corporations, foundations, alumni, and new contributors

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. Employed a Director of Development.
 2. The School ran a very successful employee IMPACT campaign in the spring of 2011.
-

Evidence of Progress for 2011-2012:

1. The School had 381 donors including 282 alumni, 83 friends, and 13 corporations in FY 2012.
2. Secured donated equipment and supplies from vendors.
3. The Corporate Partnership program was developed and implemented with input from the Dean's Advisory

Board.

4. Received donations from alumni, faculty and staff.
 5. Continue to solicit donations from alumni and others.
-

Activities planned for 2012-2013:

1. Include goal to increase revenue from third stream sources in 2013-18 SHRS Strategic Plan
2. Continue to engage in active gift solicitation

☒ Secure funds to support student research, student organizations, fellowships and assistantships, and faculty and staff development

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

Engage in fundraising and related activities.

Evidence of Progress for 2011-2012:

1. Awarded ____ Fellowships
 2. Developed a Corporate Partnership program
 3. Developed strategies to cultivate new donors
-

Activities planned for 2012-2013:

1. Work with Dean's Advisory Board to identify potential corporate partners
2. Continue outreach to major donors
3. Continue to cultivate new donors

☒ Strengthen existing partnerships with alumni, friends, and businesses and industry to improve fund-raising efforts

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. The new procedures for acknowledging gifts and donations was used as intended
 2. Acknowledged gifts and donations in a timely manner
 3. Selected donors received a phone call from the Dean
-

Evidence of Progress for 2011-2012:

1. Gift acknowledgement letters were mailed within one week
 2. Selected donors received a "thank you" phone call from the Dean
-

Activities planned for 2012-2013:

Continue to monitor all processes to make sure gifts and donations are acknowledged in a timely fashion

▶ To develop new high quality undergraduate and graduate professional programs and undertake initiatives to enhance the stability, visibility, and reputation of all academic programs housed in the School

☑ Develop and implement administrative structures that support student retention, progression and graduation

Campus Planning Theme: Teaching and Learning

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. Conducted search and filled vacant Director of Student Enrollment staff position
 2. Conducted search to fill a new staff position for Admissions Coordinator.
-

Evidence of Progress for 2011-2012:

1. Exceeded enrollment target for BS in Health Sciences students - current enrollment 252
2. Hired candidate to fill vacant Director of Student Enrollment position
3. Admitted a full class of students in N&D, OT, & PT
4. No attrition in N&D, OT & PT
5. Hired Admissions Coordinator (Aug. 2012)

Activities planned for 2012-2013:

1. Review admission requirements for the BSHS program
2. Evaluate the adequacy of academic advising

☒ Enhance the capacity of the School to offer online undergraduate and graduate courses

Campus Planning Theme: Teaching and Learning

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

Monitored e-learning and online courses.

Evidence of Progress for 2011-2012:

1. Offered 35 online courses
 2. Increased in the number of students enrolled in online courses
-

Activities planned for 2012-2013:

1. Continue to allocate funds to provide technical support for e-learning and online course offerings
2. Review tuition for the online courses

☒ Establish programs to complement or enhance existing academic programs

Campus Planning Theme: Teaching and Learning

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

Prepared and submitted application for Master of Physician Assistant Studies program (MPAS) for provisional accreditation

Evidence of Progress for 2011-2012:

1. The MPAS program received provisional accreditation from ARC-PA

Activities planned for 2012-2013:

1. Admit the first class of MPAS students
2. Develop proposal for Doctor of Occupational Therapy
3. Develop undergraduate and graduate Certificate in Nutrition & Wellness

- ☒ Increase tuition revenue by offering three undergraduate certificate programs and a degree in Health Sciences

Campus Planning Theme: Teaching and Learning

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

Offered 21 certificate and undergraduate courses

Evidence of Progress for 2011-2012:

Tuition revenue from certificate and BS degree - (\$198,767)

Activities planned for 2012-2013:

Offer online courses listed in the certificate and BS in Health Sciences program and monitor tuition revenue.

- ☒ Prepare graduates to provide high quality and culturally competent health care in a complex and dynamic health care environment

Campus Planning Theme: Teaching and Learning

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. Offered one cultural competency professional development workshop for faculty, staff and students
 2. Obtained and reviewed documented evidence that program curriculum content and pedagogical strategies reflect commitment to diversity and issues regarding health disparities
-

Evidence of Progress for 2011-2012:

Sponsored diversity-related workshops for faculty, staff and students.


2010: Professor Nathaniel Wesley, Jr. delivered a lecture on Black Hospitals.


Students participated in learning activities aimed at increasing their sensitivity and awareness.

2011: Dr. Charolette Neumann delivered a lecture on international perspectives on pediatric nutrition.

Activities planned for 2012-2013:

1. Offer at least one diversity-related and cultural competency professional development workshop for faculty and staff
2. Obtain and review documented evidence that program curriculum content and pedagogical strategies reflect commitment to diversity and issues regarding health disparities

 To encourage and support the efforts of faculty to conduct research, engage in scholarly activities, and attract internal and external funding for multidisciplinary translational research.

 Create administrative infrastructure to enhance the capacity of faculty to seek and obtain funding, and administer awards consistent with all federal, state, and institutional requirements and policies

Campus Planning Theme: Research, Scholarship and Creative Activity

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. Continued the appointment of the interim Associate Dean for Research.
 2. Continued agreement with School of Nursing to provide support to help faculty identify internal and external grant opportunities and assist faculty with grant preparation and submission.
 3. Signed contract with a grant writer.
-

Evidence of Progress for 2011-2012:

1. Faculty had 49 peer-reviewed presentations.
 2. Grant writer assisted one faculty member to secure an external grant.
-

Activities planned for 2012-2013:

1. Continue to provide staff support to handle pre-award and post-award budget and fiscal issues.
2. Continue to compile and disseminate annual report on student involvement in research activities, publications, and presentations at professional conferences

presentations at professional conferences.

3. Renew contract with grant writer.
4. Hire a permanent Associate Dean for Research.

☒ Provide a supportive environment that encourages and fosters excellence in research, teaching, and scholarship

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. Department Chairs allocated funds enabling faculty to attend professional conferences.
-

Evidence of Progress for 2011-2012:

1. Supported faculty efforts to attend workshops offered by the Center for Teaching and Learning.
 2. Provided travel funds to enable faculty to present papers at professional meetings.
 3. 77 students presented papers at local and national professional meetings.
 4. N&D, OT and PT students presented their research at the SHRS Interdisciplinary Research Conference.
-

Activities planned for 2012-2013:

1. Continue to encourage faculty to attend campus-wide research and grant workshops.
2. Continue to provide travel funds.
3. Continue to encourage students to attend professional meetings.
4. Continue to encourage faculty and student involvement in the SHRS Interdisciplinary Research Conference.

☒ To ensure that the school's existing facilities are attractive and being used to maximum efficiency and that additional space and facilities are available to accommodate anticipated growth.

☒ Develop short-term and long-term plans to meet instructional and administrative space needs

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. Completed the process to lease space for MPAS program.
-

Evidence of Progress for 2011-2012:

1. Leased and renovated space for the MPAS program
 2. Secured donated equipment and supplies from ENOCHS and ATI
-

Activities planned for 2012-2013:

1. Continue to review space needs to accommodate present and future growth of current and future endeavors.
2. Update SHRS space plan.
3. Secure office space for faculty and staff.

- ☒ Ensure effective and efficient use of available space and facilities

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

None

Evidence of Progress for 2011-2012:

None

Activities planned for 2012-2013:

1. Work with the office of Facilities to conduct space utilization study.

- ☒ Review space utilization policies and practices

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

None

Evidence of Progress for 2011-2012:

None

Activities planned for 2012-2013:

None

☒ To establish and promote an environment that is conducive to an open exchange of ideas and information which will enhance the awareness and image of the School

☒ Create an environment in which faculty and students collaborate across department to enhance excellence in research, teaching, and service

Campus Planning Theme: Best Practices

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

None

Evidence of Progress for 2011-2012:

None

Activities planned for 2012-2013:

Monitor student satisfaction with the learning/research space in the basement of Coleman Hall.

☒ Dissemination of news about faculty and student involvement in local, national, and international research and service-learning activities

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

Published the fourth edition of IMPACTS, the magazine for the School of Health and Rehabilitation Sciences

Evidence of Progress for 2011-2012:

1. 650 copies of IMPACTS magazine mailed to alumni and friends of the school
 2. PT and OT departments created Facebook pages visited by students, alumni, prospective students, and professionals across the country
-

Activities planned for 2012-2013:

Continue to publish and distribute school-wide and department newsletters to alumni, partners and friends either by mail or email, and via website link.

- ☒ Improve communication with faculty, staff, students, alumni, friends, and partners

Campus Planning Theme: Best Practices

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. Published the fourth edition of IMPACTS, the magazine for the School of Health and Rehabilitation Sciences
 2. Continued to publish the quarterly "Dean's Update"
-

Evidence of Progress for 2011-2012:

1. Published and distributed IMPACTS magazine
 2. Published quarterly Dean's Updates
 3. Created listserv to communicate research opportunities for faculty
-

Activities planned for 2012-2013:

1. Continue to publish annual IMPACT magazine
2. Publish quarterly updates on faculty and staff accomplishments and departmental events for distribution to faculty, staff and students

- ☒ Promote a culture of transparency in intra and interdepartmental transactions

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

Published quarterly updates on faculty and staff accomplishments and departmental events for distribution to faculty, staff and students.

Evidence of Progress for 2011-2012:

Publication of "Dean's Updates" on a quarterly basis.

Activities planned for 2012-2013:

Continue to publish quarterly updates on faculty and staff accomplishments and departmental events for distribution to faculty, staff, and students.

☑ Promote school-wide outreach in the community

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

Monitored and documented faculty and student service learning activities

Evidence of Progress for 2011-2012:

Activities for 2011-12:

- SHRS faculty and staff contributed funds to the United Way campaign
- Deborah Abel, MS, spoke on "My Food Plate and Normal Pediatric Nutrition: at the School Nurse Symposium held at Riley Hospital for Children, July 29, 2011.
- Gaylen Kelton, MD, provided faculty oversight to the IU Student Outreach Clinic in the months of July and Spetember, 2011.
- In September, DPT students from the class of 2013 collaborated with IU Health Clinicians on researching evidence based therapy questions. The student-therapist teams discussed their findings at a full staff presentation in December, 2011.
- The MS Swim program and Senior Center exercise classes were offered in September 2011. DPT students organize and lead each of these weekly community based activities.
- Patricia Scott, PhD, MPH, OT, FAOTA, was interviewed on Web MD about her research on Recovery following transplantation.
- Amy Bayliss, PT, DPT, was interviewed by "Bottom Line Health" (Sept. 2011) on the use of foam rollers to support musculoskeletal health.
- Faculty and Students participated in PT Month activities (Oct. 2011), including the walk/run, food drive and health fair.
- Student Occupational Therapy Association (SOTA) students and faculty participated in the 2011 Alzheimer's Memory Walk. SOTA raised \$1015.60 for Alzheimer's Association.

- IU Occupational Therapy students held a canned food drive for Gleaner's Food Bank just before Thanksgiving. They collected a total of 806 items.
- The Student Occupational Therapy Association (SOTA) performed the following community outreach efforts:
 - Several members traveled to Osgood, IN to assist with Tornado Relief efforts twice in March, 2012.
 - Volunteered with Wheeler Mission to serve lunch in March 2012.
- Arlene Schmid, PhD, OTR, with the help of members of Pi Theta Epsilon, collected toiletries for homeless veterans in Indianapolis.

Activities planned for 2012-2013:

1. Continue to allocate funds for a webmaster to update and maintain SHRS webpage.
2. Continue school-wide participation in the IUPUI United Way Campaign.
3. Document faculty and student participation in Service Learning activities.

☑ Strengthen the linkage between the School and the Office of Alumni Relations and the IU Foundation

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. SHRS Leadership Team attended alumni meetings
2. Collaborated with the Office of Alumni Relations to host events

Evidence of Progress for 2011-2012:

1. First SHRS Interdisciplinary Research Conference organized by the SHRS Alumni Association
2. Presented the third Distinguished Alumni award in 2011
3. Held convocation for incoming students in August 2011
4. SHRS Leadership Team attended alumni meetings

Activities planned for 2012-2013:

Continue to work with representatives from IU Alumni Relations and IU Foundation to:

- a) write and publish IMPACT magazine;
- b) process gift agreements;
- c) produce case statements;
- d) organize distinguished alumni award event;

e) organize the SRIKS interdisciplinary Research Conference.

▣ To improve administrative processes and support services to ensure the achievement of timeliness, quality, effectiveness, and efficiency.

☑ Actively promote the use of evaluative methods to monitor administrative efficiencies.

Campus Planning Theme: Best Practices

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. Conducted staff performance evaluations
 2. Supported professional development for staff
-

Evidence of Progress for 2011-2012:

1. Completed performance evaluations
 2. Staff attended the following workshops: Fundamentals of Supervision (FOS), Central Association of College and University Business Officers Higher Ed Accounting Workshop, Leadership Development Institute Workshop
-

Activities planned for 2012-2013:

1. Complete performance evaluations
2. Support professional development for staff

☑ Develop and implement administrative structures and practices that encourage superior performance by all staff

Campus Planning Theme: Best Practices

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

None

Evidence of Progress for 2011-2012:

None

Activities planned for 2012-2013:

Activities planned for 2012-2013:

None

- ☒ Ensure a broad understanding and compliance with university policies and procedures.

Campus Planning Theme: Best Practices

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. Provided faculty and staff with web links to locate pertinent school and university policies and procedures.
 2. Supported requests for faculty and staff to attend professional development workshops.
-

Evidence of Progress for 2011-2012:

1. Updated documents available on a shared drive that is accessible by all SHRS faculty and staff.
 2. Developed and distributed new faculty orientation form.
 3. New faculty attended IUPUI new faculty orientation.
-

Activities planned for 2012-2013:

1. Continue to encourage faculty participation in orientation.
2. Develop and implement a formal mentor-mentee program.
3. Create a New Employee Orientation Powerpoint Presentation for faculty and staff.

- ☒ To strengthen the School's commitment to diversity and to increase cultural competency of faculty, students, and staff

- ☒ Assist faculty and students in identifying opportunities to engage in international research and service-learning activities

Campus Planning Theme: Campus Climate for Diversity

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

None

Evidence of Progress for 2011-2012:

None

Activities planned for 2012-2013:

None

- ☒ Develop and implement a comprehensive plan for increasing diversity

Campus Planning Theme: Campus Climate for Diversity

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

Compiled and submitted a diversity report to the Office of EEO

Evidence of Progress for 2011-2012:

1. Recruited a white male to fill the position of Director of Admissions
 2. Percentage of minority student enrollment increased from 32 in 2010-11 to 43 in 2011-12
-

Activities planned for 2012-2013:

1. Review the trends of admission and enrollment of minority students
2. Continue to monitor diversity of faculty and staff
3. Continue efforts to recruit a diverse faculty, staff and student body

- ☒ Develop mechanisms to ensure that students develop appropriate cultural competency to work with individuals from diverse backgrounds

Campus Planning Theme: Campus Climate for Diversity

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

1. Campus climate survey was performed Fall 2011
 2. A diversity-related workshop was well attended by students
-

Evidence of Progress for 2011-2012:

Dr. Charolette Neumann delivered a lecture on international perspectives on pediatric nutrition

Activities planned for 2012-2013:

1. Obtain and review documented evidence that program curriculum content and pedagogical strategies reflect commitment to diversity and issues regarding health disparities.
2. The SHRS Diversity Committee will develop and implement a plan to increase the capacity and ability of students' to work with individuals from diverse backgrounds.

☑ Position the school to attract undergraduate students, non-resident students, and international students

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame: Beginning 2008

Actions taken for 2011-2012:

Increased awareness of SHRS programs through recruitment and advertising and visits to targeted institutions

Evidence of Progress for 2011-2012:

1. Four international students enrolled in the PhD in Health and Rehabilitation program
 2. Number of undergraduate students increased from 137 in Fall 2011 to 243 in Fall 2011
 3. 37 out of state students enrolled in the school
-

Activities planned for 2012-2013:

1. Document and monitor enrollment trends of international students in SHRS
2. Attend recruitment events.
3. Continue to work with Ivy Tech to recruit transfer students.

Fiscal Health**Reallocation Plan****Other Question(s)**