



Radford
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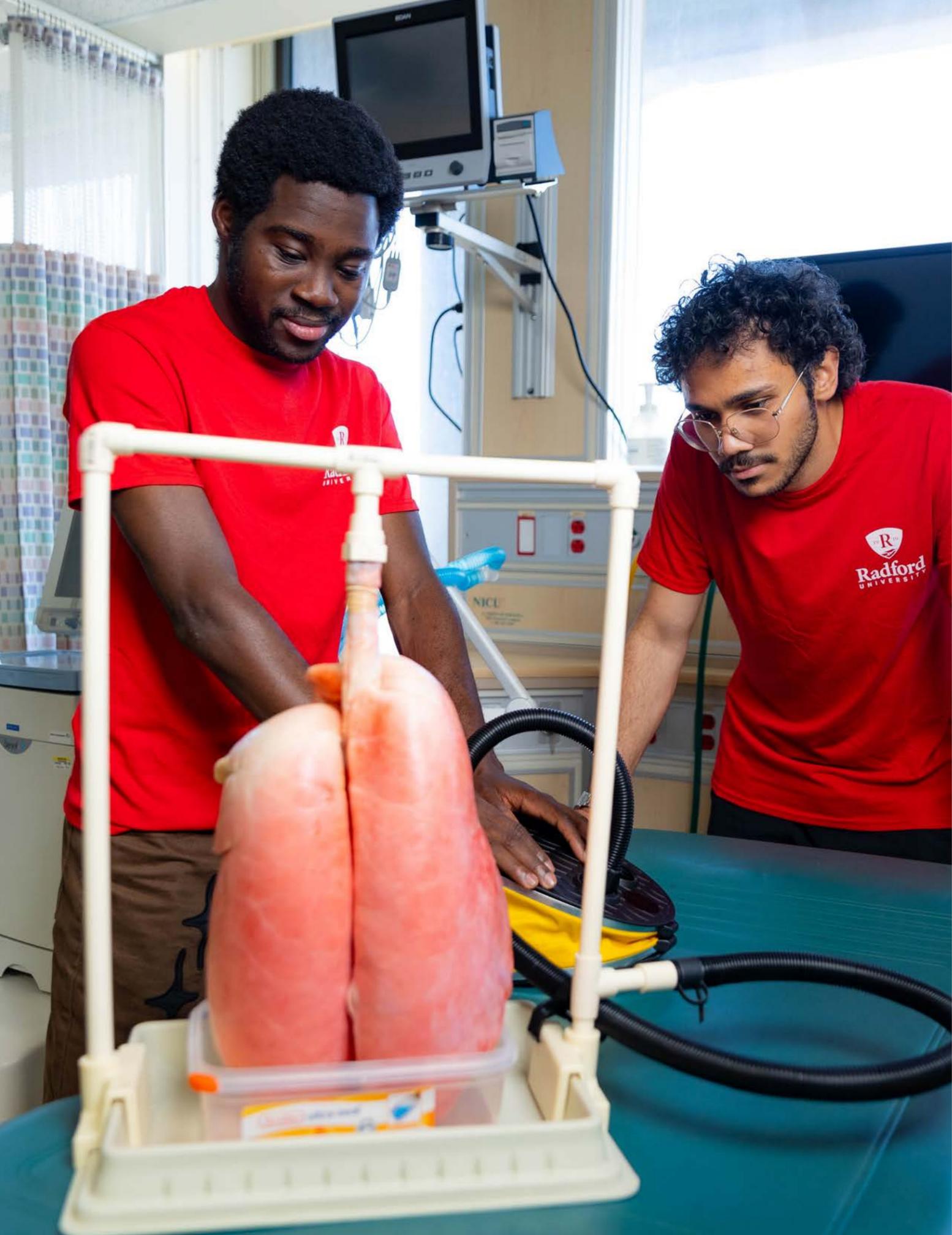
**Waldron College of Health
and Human Services**



2024-2029

Strategic Plan

The Waldron College of Health and Human Services at Radford University is a premier health and human services educational destination in the Commonwealth of Virginia and beyond.



Mission

The mission of the Waldron College of Health and Human Services is to educate health and human services professionals within an inclusive learning environment to provide high-quality, holistic healthcare services by incorporating cultural humility, interprofessional collaboration and evidence-based practice to promote the health and well-being of the diverse communities we serve.

Our Vision

The Waldron College of Health and Human Services aspires to be a leading, innovative, student-centered institution that educates health and human service professionals with a focus on teaching and learning, research and service.

Core Values

► **Student Success**

Waldron College facilitates students' critical thinking, communication, self-reflection and creative problem-solving for professional development and lifelong learning.

► **Academic Excellence**

Waldron College offers high-quality instruction, experiential learning, advising and mentoring to its students.

► **Inclusion and Belonging**

Waldron College fosters an accessible and inclusive learning environment, embracing social justice and diversity in its community of students, faculty and staff.

► **Integrity**

Waldron College is committed to upholding professional and ethical values, utilizing evidence-based practices in the areas of teaching and learning, research and service.

► **Community**

Waldron College engages in experiential learning and service activities with our local, state, regional and global communities through practicums, partnerships, public stewardship and altruism.

**The World Health Organization defines health as "a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity."*

Radford University Carilion Aspirational Vision (Academic Excellence and Student Success BOV meeting on June 6, 2024).

Four Core Pillars of the Disciplines in Waldron College



I. Excellence in Teaching and Learning



II. Excellence in Research
and Scholarship



III. Community Service, Outreach
and Engagement



IV. Interprofessional Education
and Practice



Pillar I: Excellence in Teaching and Learning



Goal: Waldron College will be a leader in the use of technology in teaching, evidence-based practice and creating an inclusive learning environment in health and human services.

Objective	Tactics	Measures
1. Integrate innovative teaching technology.	<p>Conduct department/school needs assessments for teaching-related technology.</p> <p>Identify funding sources.</p> <p>Collaborate with the Radford University Center for Innovative Teaching and Learning (CITL) and instructional designers to develop programming that enhances the use of technology in the classroom and lab.</p>	<p>Conduct department/school needs assessments for teaching-related technology.</p> <p>Analyze the needs assessment results and consult with CITL regarding identified needs.</p> <p>Upgrade technology in the classroom/laboratory setting(s).</p>
2. Elevate the teaching of evidence-based practice within each discipline.	<p>Inventory current practices to establish a baseline.</p> <p>Engage with CITL and other available resources to provide educational programming for best practices to enhance the teaching of evidence-based practice.</p>	<p>Conduct an inventory of current practices.</p> <p>Analyze the needs from inventory results and consult with CITL regarding identified needs.</p> <p>Increase by 10% (over baseline) the instruction used by departments/programs of evidence-based practice by the end of the fifth year.</p>
3. Foster an inclusive learning environment.	<p>Participate in SACSCOC Radford University Quality Enhancement Plan (QEP) workshops and initiatives.</p> <p>Engage with CITL and other resources to provide educational programming on methods for facilitating civil discourse in the classroom.</p> <p>Participate in sessions available from the Waldron College Health Advocacy Committee.</p>	<p>All undergraduate departments will have participated in one or more of the RISE Food for Thought program events.</p> <p>All departments will have participated in at least one scheduled activity with CITL on topics related to civil discourse.</p> <p>Three-quarters of the faculty who have participated in Health Advocacy Committee activities will agree or strongly agree that the programming is meaningful.</p>

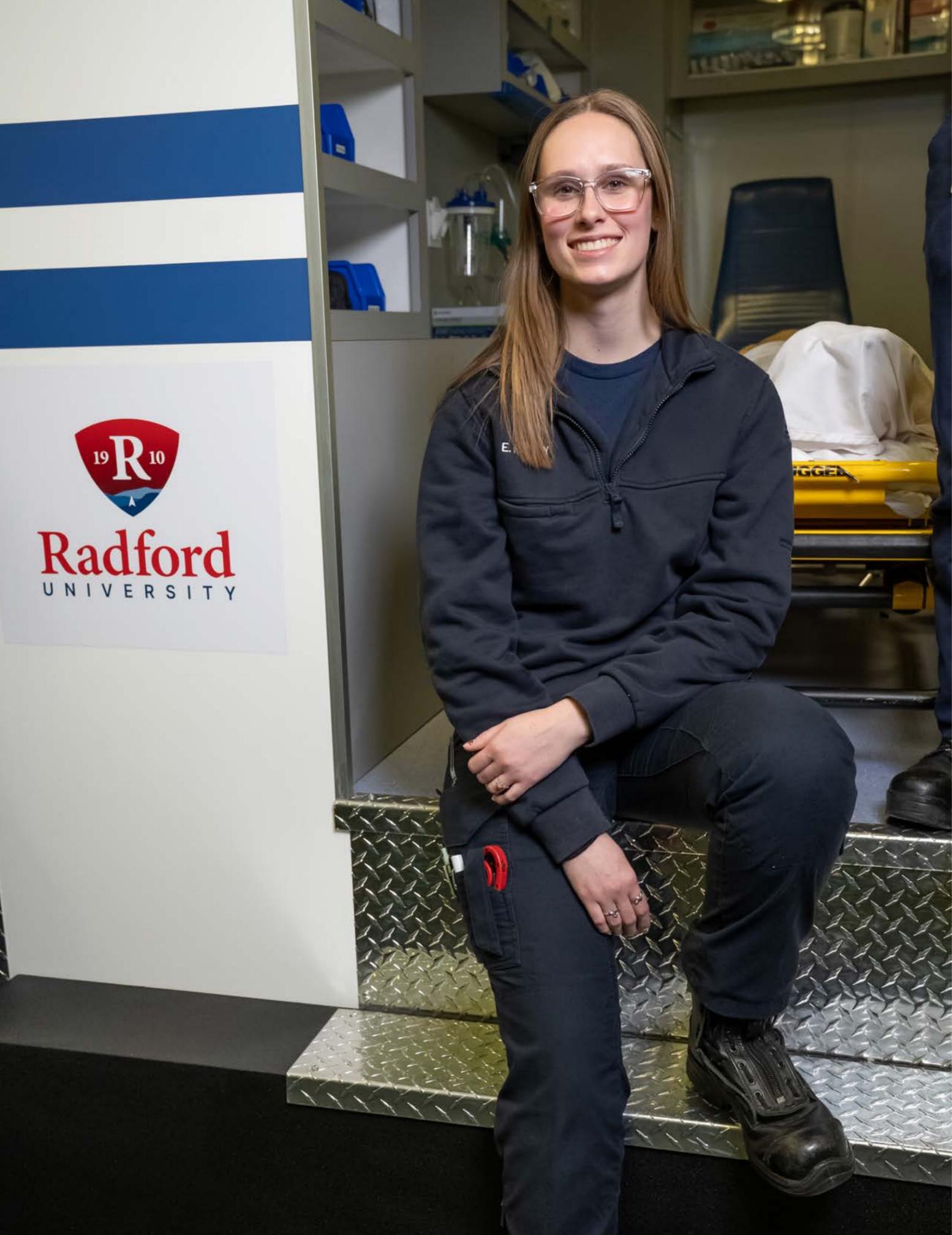


Pillar II: Excellence in Research and Scholarship



Goal: Waldron College will elevate the productivity and engagement of students and faculty in research and scholarship.

Objective	Tactics	Measures
1. Increase faculty and student participation at the Waldron College Symposium.	<p>Enhance participation from each discipline by providing incentives.</p> <p>Invite additional disciplines outside Waldron to participate.</p>	<p>All departments will participate in at least one session of the symposium.</p> <p>Invite at least two new partners and/or disciplines outside Waldron to participate in the symposium each year.</p>
2. Increase the number of faculty engaged in research and scholarship.	<p>Assess the number of currently active research and scholarly works.</p> <p>Create a recognition and rewards system for faculty and students who participate in research.</p> <p>Provide development opportunities for faculty to establish and maintain research and scholarly efforts.</p> <p>Provide faculty development opportunities for mentoring and partnering with students on research and scholarship activities.</p>	<p>Conduct a survey to assess faculty members' current level of scholarly engagement and areas of interest.</p> <p>Review and modify the Waldron College Distinguished Faculty Award as it pertains to scholarly activity.</p> <p>Increase the number of grant submissions (internal and external) by 10% over five years.</p> <p>Increase scholarly work production (i.e, presentations, publications and creative works) by 15% over five years.</p> <p>Establish an associate dean for research and scholarship position.</p>



Pillar III: Community Service, Outreach and Engagement



Goal: Waldron College will continue to lead the university in community engagement, including clinical, fieldwork and internship placements, collaborative community partnerships and other high-impact practices that have a positive impact on the social determinants of health.

Objective	Tactics	Measures
1. Increase community outreach programs.	<p>Survey current programming to establish a baseline.</p> <p>Establish a task force to identify priorities based on existing community needs assessments conducted in the Roanoke and New River valleys.</p> <p>Design and implement targeted outreach programs to address identified priorities.</p>	Increase the number of community outreach programs by 10% over five years.
2. Enhance student involvement in community service.	<p>Conduct an assessment of student-required community service across departments.</p> <p>Integrate community service components into curricula.</p> <p>Integrate community service into co-curricular activities.</p> <p>Provide support for faculty and students engaging in community service and recognize those efforts.</p>	Increase the number of students participating in community outreach activities by 10%.
3. Foster sustainable community partnerships.	<p>Establish long-term partnerships with community agencies.</p> <p>Assess partnerships regarding effectiveness and modify as necessary.</p>	Increase the number of community partnerships (non-clinical rotations) by 10% over five years.
4. Facilitate community engagement events.	<p>Organize regular community events focused on health and wellness education (e.g., health fairs).</p> <p>Collaborate with local media outlets to increase visibility.</p> <p>Evaluate event effectiveness with participant feedback.</p>	<p>Increase the number of students who participate in community engagement events by 10% over five years.</p> <p>Conduct at least five community engagement events per year.</p>



Pillar IV: *Interprofessional Education and Practice (IPEP)*



Goal: Waldron College will continue to lead in the area of interprofessional education and practice through its Center of Interprofessional Education and Practice (CIPEP) and Health Advocacy Committee.

CIPEP Vision: Improving the health of our communities by preparing learners for collaborative practice.

Objective	Tactics	Measures
1. Increase faculty and student participation in IPEP events.	<p>Complete a needs assessment for IPEP.</p> <p>Make events accessible across campus locations.</p> <p>Invite faculty and students from departments/schools outside Waldron to participate.</p> <p>Facilitate interprofessional research and scholarship.</p> <p>Solicit donations for the center and create an opportunity for the naming of the center.</p>	<p>Increase the number of faculty participating in IPEP events by 10% over five years.</p> <p>Increase the number of students participating in IPEP events by 10% over five years.</p> <p>Acquire a minimum of \$50,000 required for the naming of the IPEP center.</p> <p>Hire a permanent associate dean for IPEP.</p>
2. Advance a culture of belonging for faculty, staff and students that enables them to reach their full potential as individuals and as health professionals.	<p>Encourage each program to have its department representative attend Health Advocacy Committee meetings.</p> <p>Actively participate in the RU QEP Realizing Inclusive Student Excellence (RISE) program.</p> <p>Review and inform faculty and students about health disparities and how we can address them in Waldron programs.</p>	<p>Increase the number of faculty participating in health advocacy events by 10% over five years.</p> <p>Increase the number of staff participating in health advocacy events by 10% over five years.</p> <p>Increase the number of students participating in health advocacy events by 10% over five years.</p>
3. Create opportunities for civil discourse discussions.	<p>Align discussion and activities with the university's civil discourse committee.</p> <p>Create a safe environment and provide training for faculty, staff and students regarding belonging.</p>	<p>Conduct at least five opportunities per year to engage in civil discourse discussions.</p>

Students in Radford University's Communication Sciences and Disorders program gain hands-on experience supporting communication development in clinical settings.





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