Florida A&M University
School of Allied Health Sciences (SOAHS)

Strategic Plan 2010-2020

**SOAHS Mission**

The mission of the School of Allied Health Sciences is to provide an enlightened and enriched academic, intellectual, moral, cultural, ethical, technological, and student-centered environment for the purpose of educating individuals to become competent allied health professionals who are capable of:

- Complex critical thinking
- Comprehensive communication skills
- Interdisciplinary collaboration
- Analysis and involvement in research processes
- Improving the health status of under-represented and underserved populations
- Lifelong learning

This mission will be accomplished through the contributions of dedicated faculty and staff that are capable of meeting student needs through inspired and creative teaching, exemplary scholarship and meaningful public, community, and professional service at local, state, national, and global levels. As a result, students will be prepared to meet existing and emerging health care needs that will benefit the citizens of Florida, the nation, and the world.

**SOAHS VISION STATEMENT**

The School of Allied Health Sciences, as an exemplary health professions entity within the Florida A&M University, views itself as a provider of the highest quality academic experiences at graduate and undergraduate levels, through excellence in student advising, teaching, research and service, in existing and emerging health care arenas, for the benefit of the citizens of Florida, the nation and the world.

**SOAHS Core Values**

The School of Allied Health Sciences considers the following to be core values for students and faculty: Scholarship, Ethics, Excellence, Openness, Collaboration, Diversity, Service, Fairness, Integrity, Respect, Collegiality, Freedom, Fiscal Responsibility, Accountability, Courage, and Honesty.
Strategic Initiative 1: Create a 21st century living and learning collegiate community

Goal 1.1: Enhance Access to the University

Strategy 1.1.1 Target associate degree prepared students with professional credentials who want to enroll in SOAHS baccalaureate degree programs.

In support of the University’s Strategic Initiative 1, Strategy 1.1.1

Performance Measures
1.1.1.1 Increase the number of students enrolled in SOAHS baccalaureate degree programs by a minimum of 25% in 5 years and by 50% in 10 years.

Strategy 1.1.2 Develop and implement comprehensive distance learning programs for SOAHS baccalaureate and graduate degree programs targeting students interested in the Health Sciences and Health Management degree to include transfers from community college associate degree programs and other 4 year institutions.

In support of the University’s Strategic Initiative 1, Strategy 1.1.2

Performance Measure
1.1.2 Increase the number of course offerings in the SOAHS distance education program by 25% within 3 years.

Goal 1.2: Continuous Enhancement and Assessment of the Student Experience

Strategy 1.2.1: Enhance critical thinking skills of undergraduate students in SOAHS

Performance Measures
1.2.1.1 Apply standardized simulations, cases, and other criterion reference assessment measures to determine undergraduate students’ improvement in critical thinking in 100% of SOAHS classes by 2011.

Strategy 1.2.2: Participate in 1st and 2nd year experiences, academic progression and workshops

Performance Measures
1.2.2.1 At least 10% of faculty and/or staff will participate in selected workshops
and/or school wide meetings developed by SOAHS and the University designed specifically for the 1st and 2nd year students as well as the upperclassmen and graduate students. These activities will include but are not limited to the areas of academic progression, retention, graduation and the school’s policies and procedures.

**Strategy 1.2.3:** Enhance critical thinking skills in graduate students in SOAHS

**Performance Measures**
1.2.1 Integrate cases situations, case studies, and clinical simulations exercises in core course activities by 2011.

**Goal 1.3:** Improve academic progression, performance and graduation rates

**Strategy 1.3.1:** Continuous assessment and improvement of student retention, academic progression, and graduation rates in the SOAHS.

**Performance Measures**
1.3.1.1: Retain 70% of the total student population enrolled a SOAHS program.
1.3.1.2: Develop and implement early intervention strategies by 2012 to motivate students to continue matriculating until the degree is conferred.
1.3.1.3: At least 75% of SOAHS students will rate the intervention strategies as Superior or its equivalent using an assessment tool for evaluation of their experience by 2014.
1.3.1.4: Graduate 70% of a cohort of students admitted into any SOAHS professional degree program.

**Strategy 1.3.2:** Continuous assessment of academic progression of SOAHS students.

**Performance Measures**
1.3.2.1: Articulate the learning outcomes included in the Academic Learning Compacts to 100% of the undergraduate students via syllabi or referencing these items and referral to the appropriate web page. *(MESSAGE – To be deleted once read: 4 measures were deleted as recommended –they were better suited as a plan of action to accomplish 1.3.2.1.)*

**Goal 1.4:** Assess and enhance current degree programs

**Strategy 1.4.1:** Enhance current academic degree programs

In support of University Strategic Initiative 1, Strategy 1.4.1

**Performance Measure(s)**
1.4.1.1 Maintain full program accreditation for 100% of all SOAHS degree programs.

**Strategic Initiative 2:** Enhance processes in the School of Allied Health Sciences
Goal 2.1: Enhance and improve accountability and communication processes in the SOAHS

Strategy 2.1.1: Enhance and improve communication within the SOAHS

In support of University Strategic Initiative 2, Strategy 2.1.1

Performance Measure(s)
2.1.1.1: Student satisfaction survey results will report at least 80% customer satisfaction with SOAHS communication processes by 2012.

Strategy 2.1.2: Improve customer relations in serving students.

In support of University Strategic Initiative 2, Strategy 2.1.2

Performance Measure(s)
2.1.2.1: Review each semester assessment of the services provided to students with at least 70% of respondents reporting “satisfactory” or “better” by 2012.

Strategic Initiative 3: Develop, enhance, and retain appropriate fiscal, human, technological, research and physical resources to achieve SOAHS mission.

Goal 3.1: Enhance and develop research to retain appropriate resources.

In support of University Strategic Initiative 3

Strategy 3.1.1: Enhance, develop, and retain research resources in SOAHS.

Performance Measure(s)
3.1.1.1: SOAHS will initiate, develop, and retain secure at least 3 externally funded research grants by 2014.

Goal 3.2: Retain and recruit excellent and diverse faculty, staff, and students

Strategy 3.2.1: SOAHS will recruit and retain a diverse faculty, staff and student body as compared to other Allied Health programs in the State of Florida.

Performance Measure(s)
3.2.1.1 SOAHS will rank in the top ten in the State of Florida as having a diverse faculty, staff and student body which is reflective of the State’s general population and reported in the MAPPS survey of graduating seniors.
3.2.1.2 SOAHS will retain and recruit a diverse faculty, staff and student body by 2015 which will be reflective of the state’s general population.
**Strategy 3.2.2:** Provide professional development opportunities for faculty and staff.

**Performance Measure(s)**
3.2.2.1: At least 50% of faculty and staff will participate in at least one professional development activity annually.

**Strategy 3.2.3:** Attract, support, and retain eminent scholars, distinguished professors and others of national and international prominence biannually.

**Performance Measure(s)**
3.2.3.1: At least one distinguished professor will be retained for SOAHS by 2020.

**Goal 3.4:** Enhance visibility and productivity of SOAHS faculty in the University efforts as a Doctoral/Research University

In support of University Strategic Initiative 4, Strategy 3.4

**Strategy 3.4.1:** Establish a comprehensive research strategy identifying areas of critical importance to the University.

**Performance Measure(s)**
3.4.1.1 Develop a comprehensive research focus in the areas of critical importance to SOAHS by June 2015.

**Strategy 3.4.2:** Provide incentives for faculty, staff, and students to be aggressively engaged in research and other creative activities and to pursue federal, state, and private funding.

**Performance Measure(s)**
3.4.2.1 At least 75% of SOAHS faculty will engage in research and other creative activities and pursue federal, state, and private funding by July 1, 2012.

**Strategy 3.4.3:** Enhance all business processes to facilitate FAMU being a nationally recognized doctoral/research institution.

**Performance Measure(s):**
3.4.3.1 Implement selected business processes to enhance and promote FAMU being a nationally recognized doctoral/research institution by 2015.

3.4.3.1 SOAHS will utilize currently acceptable business practices (web cast, you tube, twitter, etc.) of publicizing the benefits of an Allied Health degree to enhance and promote the university by 2015.

**Strategic Initiative 4:** Enable excellence in University Relations and
Development

In support of University Strategic Initiative 4, Strategy 4.3

**Goal 4.3: Enhance the services provided to local, state, and national communities**

**Strategy 4.3.1:** Engage the University in economic development in Tallahassee and throughout the state of Florida.

**Performance Measure(s)**
4.3.1.1 SOAHS will engage in at least one economic development initiative in the Tallahassee or surrounding communities 2020.

**Strategy 4.3.2:** Enhance the University’s involvement with Leon County K-12 public schools.

**Performance Measure(s)**
4.1.2.1 SOAHS will form partnerships with K – 12 public schools to develop selected programs for students who exhibit interest and altitude for Allied Health professions. These partnerships will serve as feeders to SOAHS who will develop K – 12 public school scholarships.

**Strategy 4.3.3:** Enhance the University’s involvement and service with community organizations throughout the state and region.

**Performance Measure(s)**
4.3.3.1 SOAHS will participate in at least 3 regarding health wellness and health promotion activities locally or regionally by 2015.

**Strategic Initiative 5: Enhance and sustain an academic and social environment that promotes internationalism, diversity and inclusiveness.**

In support of University Strategic Initiative 5, Strategy 5.1

**Goal 5.1: Produce diverse and culturally astute graduates for the global workforce**

**Strategy 5.1.1:** Maintain SOAHS position as a top producer of African American baccalaureate degree recipients in the allied health professions.

**Performance Measure(s)**
5.1.1.1 SOAHS will recruit, retain and graduate at least 70%-80% of all students entering SOAHS by 2015.
5.1.1.1 SOAHS will graduate a diverse, community aware, culturally astute and sensitive student body by 2015 as reflected on the MAPPS survey for graduating seniors.

**Strategy 5.1.2**: Implement the strategies to assist the University in maintaining its position as a top producer of African American with graduate and professional degrees in health profession disciplines during the next 10 years.

**Performance Measure(s)**
5.1.2.1 SOAHS will increase by 10% its number of African American students in graduate degrees programs by 2015.

**Strategy 5.1.3**: Promote diversity and inclusion among faculty, staff, and students.

**Performance Measure(s)**
5.1.3.1 SOAHS faculty, staff and students will collaborate to enhance and promote diversity and inclusion by 2015 through selected activities, events and publicity opportunities by 2015.

In support of the University’s Strategic Initiative 5, Strategy 5.2

**Strategy 5.2.1**: Enhance the international dimension of SOAHS academic and research programs.

**Performance Measure(s)**
5.2.1.1 SOAHS will increase enrollment opportunities for prospective international students by implementing at least 3 distance learning programs by 2015.

**Strategy 5.2.2**: Keep FAMU brand highly visible throughout the international community

**Performance Measure(s):**
5.2.2.1 SOAHS will use resources provided by the University to become visible to the international community by 2015.

**Revisions:**
8/18/10
9/14/10
9/16/10
11/8/10
12/15/10