### Explore opportunities for TD education within CHP

**College of Health Professions**

**Begin in 2014-15**

<table>
<thead>
<tr>
<th>Code</th>
<th>Activity</th>
<th>Not Started</th>
<th>Under Way</th>
<th>Completed</th>
<th>Ongoing</th>
</tr>
</thead>
<tbody>
<tr>
<td>368.01</td>
<td>Identify TD or interprofessional education within and outside CHP</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>✅</td>
</tr>
<tr>
<td>368.02</td>
<td>Define and develop TD activities in CHP RPT and performance review criteria</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>✅</td>
</tr>
<tr>
<td>368.03</td>
<td>Redefine workload to encourage TD activities</td>
<td>☐</td>
<td>☑</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>368.04</td>
<td>Embed IPE activities within CHP programs</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>✅</td>
</tr>
<tr>
<td>368.05</td>
<td>Secure external grants that support research, creative activities, and TD studies</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>✅</td>
</tr>
</tbody>
</table>

**2015-16 Progress Narrative**

The four newly developed CHP TD courses will be offered commencing in the 2016/2017 academic year. The UG programs across CHP are conducting curricular revisions and will explore opportunities for TD course(s) which allow students from across CHP to participate.

### Expand opportunities for students to engage in research, service learning, and capstone courses

**College of Health Professions**

**Defer to a later year**

<table>
<thead>
<tr>
<th>Code</th>
<th>Activity</th>
<th>Not Started</th>
<th>Under Way</th>
<th>Completed</th>
<th>Ongoing</th>
</tr>
</thead>
<tbody>
<tr>
<td>369.01</td>
<td>Review all CHP program curricula for service learning, active learning, experiential experiences and research engagement.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>✅</td>
</tr>
<tr>
<td>369.02</td>
<td>Assess all CHP curricula to increase service learning, active learning, experiential experiences and research engagement.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>✅</td>
</tr>
</tbody>
</table>

**2015-16 Progress Narrative**

Students are actively engaged in faculty-led research, service learning and capstone projects and disseminate outcomes at college, university, and community sponsored events.

### Collaborate with community to develop external learning opportunities

**College of Health Professions**

**Defer to a later year**

<table>
<thead>
<tr>
<th>Code</th>
<th>Activity</th>
<th>Not Started</th>
<th>Under Way</th>
<th>Completed</th>
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</tr>
</thead>
<tbody>
<tr>
<td>370.01</td>
<td>Engage with the community and CHP program advisory boards to expand experiential learning opportunities and get feedback from community and advisory boards to maintain and/or revise programs</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
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</tr>
</tbody>
</table>

**2015-16 Progress Narrative**

CHP faculty and chairpersons regularly collaborate with community partners as part of their academic and co-curricular activities.
<table>
<thead>
<tr>
<th>Proposal Number</th>
<th>Proposal Title</th>
<th>College of Health Professions</th>
<th>Defer to a later year</th>
<th>2015-16 Progress Narrative</th>
<th>Not Started</th>
<th>Under Way</th>
<th>Completed</th>
<th>Ongoing</th>
</tr>
</thead>
</table>
| 371             | Grow online, hybrid, and flexible programs and courses to serve the diverse needs of our students and the region | Defer to a later year | 3.3a
| 371.01          | Identify ways in which current programs can include hybrid or online courses. | Defer to a later year | 3.3a
| 372             | Explore the capacity and expertise for competency-based learning | Defer to a later year | 3.3b
| 372.01          | Analyze all programs for ways in which competency based learning can be incorporated into the curriculum. | Defer to a later year | 3.3b
| 373             | Expand faculty ability to engage in technology enabled learning | Defer to a later year | 3.3a, 3.3b
| 373.01          | Use best pedagogical practices within all courses to include new technologies and trends | Defer to a later year | 3.3a, 3.3b
| 374             | Develop a process to determine the quality, relevance and sustainability of all CHP programs through 5 year program review | Begin in 2014-15 | 3.4b
| 374.01          | Develop a process to determine the quality, relevance and sustainability of all CHP programs through 5 year program review | Begin in 2014-15 | 3.4b
**Encourage CHP alumni interaction with students**

**College of Health Professions**

**Begin in 2014-15**

**3.4d**

- **2015-16 Progress Narrative**
  - Hosted alumni, student, faculty and community partner basketball event at BBT arena in January 2016.
  - Hosted CHP alumni event at BBT arena in support of the Homecoming basketball game in February 2016.
  - Rho Theta chapter of STTI sponsored 2 CE events for alumni, students and faculty. NIRC sponsored a full day interprofessional conference with CE for alumni, students, faculty and the community practitioners. NIRC sponsored poster presentation award ceremony for alumni, students, faculty and community partners. NACU sponsored 6 foot clinics offering the opportunity for students and alumni to work with vulnerable populations.

**375.01 Encourage CHP alumni interaction with students**

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<tr>
<th>Status</th>
<th>Not Started</th>
<th>Under Way</th>
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</table>

**Develop new programs and increase capacity in CHP**

**College of Health Professions**

**Defer to a later year**

**3.5a**

- **2015-16 Progress Narrative**
  - Enrollments increased across undergraduate and graduate programs commencing with 2015/2016 AY. A new CRNA program was approved. The inaugural class will enroll summer 2017.

**376.01 Collaborate with other higher education institutions on program delivery**

<table>
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<tr>
<th>Status</th>
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</table>

**376.02 Identify possible new programs that can be started within CHP, in conjunction with region stakeholders**

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<tr>
<th>Status</th>
<th>Not Started</th>
<th>Under Way</th>
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</table>

**376.03 Identify programs in CHP that have the potential for increased capacity based on workforce needs**

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<tr>
<th>Status</th>
<th>Not Started</th>
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</table>

**Community Engagement**

**Collaborate with community partners to expand applied learning and research opportunities**

**College of Health Professions**

**Begin in 2014-15**

**4.1a, 4.1b**

- **2015-16 Progress Narrative**
  - The NKNRC name has been changed to NIRC to reflect the interdisciplinary research efforts. A CHP faculty member continues to have 50% reassigned time to serve as NIRC director and foster relationships with community partners. Current efforts include grant writing with CCHMC, the NKY Health Department and CHP. AACN - CDC Academic Practice Partnership grant was awarded to CHP and NKY Health Department.

**377.01 Develop an infrastructure to support CHP research activities and grant writing**

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<tr>
<th>Status</th>
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**377.02 Expand community research partnerships with student involvement**

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<tr>
<th>Status</th>
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</tbody>
</table>
Provide leadership, coordination, and support for public engagement activities within CHP

2015-16 Progress Narrative

Collaborating with staff in Marketing and Public Relations in highlighting CHP public engagement activities including the Sam Quinones events, Pathways to Nursing, the Mercy Awards etc. Christina Rust was awarded the 2016 CDC - Childhood Immunization Award for her efforts to address the pertussis outbreak in NKY. Cindy Foster received the NKY 2016 Immunization Champion Award. Hosted 4 recruiting events for high school students interested in the health professions.

- Catalog, review, and evaluate public engagement activities, beneficiaries, and outcomes for faculty, staff and students
- Develop an annual report which celebrates faculty/staff and student involvement in public engagement activities
- Actively promote and publicize public engagement activities to students, faculty, staff, and the community
- Promote the expertise of our faculty and staff as a resource
- Seek opportunities to lead community initiatives; Develop a model to define community engagement and scholarship within CHP.

Institutional Excellence

Attract and support talented teacher-scholars with a passion for student centered learning

2015-16 Progress Narrative

Senior faculty are paired with junior faculty of similar interest to foster collaborative teaching and research efforts. Updated CHP Practice and Professional Development BB site with information for faculty mentoring.

- Further refine orientation and mentoring program for faculty (including adjunct) and staff.
- Review peer coaching/assessment process
- Develop inclusive policy regarding faculty practice model to enhance teaching and maintain skills
- Increase scholarships available for faculty seeking terminal degrees
- Develop mechanism for part time clinical faculty to obtain master’s degrees
### 380 Match faculty and staff to the evolving needs of the College

**College of Health Professions**

#### 2015-16 Progress Narrative

Faculty and staff recruitment reflect a commitment to diversity and align with the CHP vision. CHP continues to develop joint appointments (i.e. NIRC Director, CRNA faculty).

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<tr>
<th>Activity</th>
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<th>Under Way</th>
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</thead>
<tbody>
<tr>
<td>Explore alternative faculty hiring models: joint appointments, shared position etc. to address health professions faculty shortage</td>
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</tbody>
</table>

#### 381 Expand professional and leadership development opportunities for faculty and staff

**College of Health Professions**

Erin was nominated for and selected for participation in the NLN LEAD program. Julie Hart was nominated for and was selected for participation in the WILD Women program. Fran Knox-Kazmierczuk was nominated and selected for participation in the Health Equity Leadership Institute. Gannon Tagher was nominated for the NKU Alumni Association Board (pending). She was also nominated as an Emerging Leader in the Mount St Joseph Nursing Leadership Awards Program (pending).

<table>
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<tr>
<th>Activity</th>
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<th>Completed</th>
<th>Ongoing</th>
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</thead>
<tbody>
<tr>
<td>Increase the number of faculty who are certified in simulation education or as nurse educators</td>
<td></td>
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<td>✔️</td>
</tr>
<tr>
<td>Provide opportunities for faculty and staff development, including educational pedagogy</td>
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</table>

### 382 Sustain a college culture that values civility, health and wellness

**College of Health Professions**

For the 3rd consecutive year, CHP was awarded the NKU Wellness Award. A team building activity is planned for summer 2016.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Not Started</th>
<th>Under Way</th>
<th>Completed</th>
<th>Ongoing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conduct an biannual CHP Faculty/Staff Cultural Survey to identify areas of strength and those areas needing improvement</td>
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<td></td>
<td></td>
<td>✔️</td>
</tr>
<tr>
<td>Monitor faculty and staff attrition rates</td>
<td>✔️</td>
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<tr>
<td>Design and recommend a formalized faculty and staff recognition program, e.g. performance awards, showcase faculty and staff contributions</td>
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<tr>
<td>Identify and implement interdepartmental team building opportunities and activities</td>
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<td>✔️</td>
</tr>
<tr>
<td>Wellness committee identifies and offers programs and activities that promotes the sense of CHP community</td>
<td>✔️</td>
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</tbody>
</table>
Support research, scholarly and creative activities to support our mission and goals.

College of Health Professions

Begin in 2014-15

5.1b

383

2015-16 Progress Narrative

43 CHP faculty/students participated in poster or platform presentations at the local, state, national and international level. 10 CHP faculty published in refereed professional journals. Six faculty/students were awarded grants.

383.01 Develop support programs to assist faculty in writing, research and scholarly activities

Under Way

Ongoing

Completed

Not Started

Create a culture of philanthropy and stewardship among alumni, faculty, staff, and students leading to increased donations

College of Health Professions

Begin in 2014-15

5.2a, 5.2b, 5.2c

384

2015-16 Progress Narrative

January 2016 CHP development officer hired and housed within CHP DEAN suite. Development Officer has focused efforts on assessing and cultivating prospective donors to CHP (individuals, alumni, businesses and foundations). CHP alumni now hold positions on the NKU Alumni Association Board. Discovery and engagement with prospective donors focused on scholarships and specific program needs. Efforts to increase student engagement are in process.

384.01 Implement a comprehensive and continuous development and fund raising program in collaboration with development office

Under Way

Ongoing

Completed

Not Started

384.02 Increase scholarship monies for students

384.03 Student participation in State Legislative Day

384.04 Work with development to increase donor donation to CHP scholarships

384.05 Work closely with the Advancement Director to develop CHP fund raising goals

Engage in entrepreneurial activities that generate additional revenue

College of Health Professions

Defer to a later year

5.2d

385

2015-16 Progress Narrative

Partnering with health care organizations to recruit and enroll cohorts into post-licensure programs (Mercy-NEL, St. Elizabeth-NEL & RN to BSN, CCHMC-NI). Exploring opportunities for revenue generation through simulation training first responders, law enforcement and health care professionals.

385.01 Explore possibility of accreditation for the simulation center
Develop a transparent budget process which aligns resources with strategic goals

2015-16 Progress Narrative

The new incentive-based budget model will commence in AY2017. Meetings with faculty and staff were initiated in 2015-16 and will remain in effect to inform key stakeholders.

386.01 Develop a CHP business plan to forecast and project long-term growth and opportunities as well as fiscal needs

386.02 Develop, prioritize and recommend annual budget for the College to address growth

Steward resources wisely and efficiently to achieve goals

2015-16 Progress Narrative

In collaboration with department chairs and budget officer, forecast efforts will provide regular update on resource allocations.

387.01 Advocate for College and department priorities at the University level.

387.02 Ensure CHP faculty and staff have input into the budget.

Policies and procedures are in place to guide College actions and activities

2015-16 Progress Narrative

CHP committees regularly review and update college policies and procedures.

388.01 Revise, develop and compile up to date policies for CHP.

Strengthen ongoing accreditation processes

2015-16 Progress Narrative

The 2014-15 progress update indicated this item as completed. Accreditation repository on the CHP K drive- all paperwork associated with accreditation activities have been scanned and included there, including email.

389.01 Develop data repository for accreditation requirements

Enhance internal communication

2015-16 Progress Narrative

CHPCHAT is produced and disseminated monthly during the academic year. NKU quarterly e-blasts highlight CHP accomplishments. Meetings with Marketing and Communications are scheduled every 3 weeks to communicate faculty and student accomplishments, and academic program updates.
390.01 A leadership succession plan is defined and implemented for the College, including college committees, advising director, chairs, and dean(s), CHP committees have clearly delineated roles, responsibilities, and succession planning

390.02 Identify and provide opportunities for faculty/staff to engage in leadership activities

390.03 Revise organizational chart to clearly communicate and integrate committee and leadership positions

<table>
<thead>
<tr>
<th>391</th>
<th>Define and implement succession planning</th>
<th>College of Health Professions</th>
<th>Begin in 2014-15</th>
<th>5.3c, 5.4d</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16 Progress Narrative</td>
<td>Strategies are in development to delineate succession planning at the dean, chair and director levels. The first CHP associate dean was hired and begins work on 07/01/16.</td>
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</tbody>
</table>

391.01 Produce, publish and maintain a list of all projects and their status yearly as well as final report of outcomes

391.02 Utilize the CHP CHAT as a means to keep all faculty and staff informed

391.03 Assess and modify administrative and support services for quality, relevance, and sustainability every 3 years

<table>
<thead>
<tr>
<th>392</th>
<th>Increase public awareness of CHP strengths and contributions to the region and beyond.</th>
<th>College of Health Professions</th>
<th>Begin in 2014-15</th>
<th>5.5a, 5.5b</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16 Progress Narrative</td>
<td>Plans are underway to for a healthcare device fair involving faculty, staff, alumni, students, local health providers, vendors and community partners.</td>
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</tbody>
</table>

392.01 Coordinate internal and external marketing and promotion activities

392.02 Develop marketing strategies for all CHP programs, including online programs in conjunction with the NKU Office of Marketing and Communication

392.03 Strengthen student recruitment efforts: develop up to date materials for all programs identify and recruit new students- including cohorts

<table>
<thead>
<tr>
<th>393</th>
<th>Enhance external communication</th>
<th>College of Health Professions</th>
<th>Begin in 2014-15</th>
<th>5.5b, 5.5c</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16 Progress Narrative</td>
<td>Updated CHP website will launch in May 2017.</td>
<td></td>
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</table>

393.01 Engage alumni as advocates for NKU

393.02 Alumni magazine will be produced annually.
### 394 Support all initiatives for the Health Innovation Center

**College of Health Professions**

**Defer to a later year**

<table>
<thead>
<tr>
<th>394.01</th>
<th>Develop strategic partnerships that will help advance the proposed Health Innovations Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>394.02</td>
<td>Identify and engage University and Community advocates</td>
</tr>
<tr>
<td>394.03</td>
<td>Encourage all faculty/staff to identify opportunities to advocate for building needs</td>
</tr>
</tbody>
</table>

**2015-16 Progress Narrative**

Collaborated with college deans and Office of the Provost on events supporting HIC including groundbreaking (Oct 2015) and Sam Quinones (April 2016).

### 395 Maximize use of current facilities and technology to meet the needs of CHP

**College of Health Professions**

**Defer to a later year**

| 395.01 | Ensure ongoing opportunities for faculty, students, and staff input and involvement in the HIC planning process |

**2015-16 Progress Narrative**

Current facilities do not support current enrollment and projected enrollment for 2016-17. Faculty and staff space needs exceed current resources.

### Student Success

#### 361 Maintain high quality academic programs.

**College of Health Professions**

**Begin in 2014-15**

| 361.01 | Define what we mean by quality (learning outcomes, teaching effectiveness, satisfaction and/or teaching strategies) |
| 361.02 | Use data to inform/guide decisions both programmatic and at the course level |

Initial accreditation was awarded by CCNE for the BSN, MSN and post-MSN programs. Re-accreditation was awarded by JCERT for the BS in Radiologic Science. KBN awarded full approval for the BSN and APRN programs and developmental approval awarded for the CRNA program.

Program graduates continue to achieve/exceed benchmarks for licensure and certification.
### 362 Enhance student progression to graduation in a timely timeframe.

**2015-16 Progress Narrative**

Pre-licensure BSN program revised the remediation at the senior level. RN to BSN and MSN graduates exceeded the established benchmarks. The pre-licensure nursing program will be a pilot for the EAB Student Success Collaborative to ensure timely program completion. Academic advisors have revised plans of study and communication efforts to ensure timely completion in all CHP undergraduate and graduate programs.

<table>
<thead>
<tr>
<th>Objective</th>
<th>Status</th>
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<tbody>
<tr>
<td>362.01</td>
<td>Monitor and track student progression. Determine what students are included in the progression tracking (i.e. pre-majors)</td>
</tr>
<tr>
<td>362.02</td>
<td>Develop specific student retention plans by dept. Evaluate and consider creation of a CHP Student Success Center that includes student recruitment, CHP Ambassadors, peer advisement and peer mentoring, advisor contact every semester</td>
</tr>
<tr>
<td>362.03</td>
<td>Coordinate with First Year programs to make Living/Learning and Learning communities available to students.</td>
</tr>
<tr>
<td>362.04</td>
<td>Ensure that all students are aware of support services (face to face and online)</td>
</tr>
</tbody>
</table>

### 363 Foster a culture that supports all CHP students

**2015-16 Progress Narrative**

Academic advisors communicate regularly with online and on-ground students to support academic and personal needs to enhance success and degree completion. The dean and department chairs communicate in person and electronically to elicit feedback about support.

<table>
<thead>
<tr>
<th>Objective</th>
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<tbody>
<tr>
<td>363.01</td>
<td>Create sense of community with shared traditions, intentional activities, robust celebrations, deliberate and frequent recognition, strong student organizations and exceptional communication and development of NKU CHP traditions</td>
</tr>
<tr>
<td>363.02</td>
<td>Assess student satisfaction with all programs annually</td>
</tr>
</tbody>
</table>

### 364 Infuse global and multi-cultural perspectives into the curriculum for all programs

**2015-16 Progress Narrative**

Cultural competency activities are embedded in undergraduate and graduate programs. Students participate in study abroad programs with CHP faculty.

<table>
<thead>
<tr>
<th>Objective</th>
<th>Status</th>
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<tbody>
<tr>
<td>364.01</td>
<td>Develop a comprehensive diversity recruitment plan based on the NKU inclusion plan</td>
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</tbody>
</table>
Increase diversity among the students, faculty and staff

2015-16 Progress Narrative
During the 2015-16 AY recruitment efforts resulted in hiring individuals from underrepresented groups.

365.01 Work with Senior Advisor for Inclusive Excellence to identify ways to attract qualified diverse students, faculty, and staff

365.02 Expand international educational experiences

365.03 Embed inclusion content into programs to include a myriad of experiences and understanding of others. Evaluate courses and programs Q3yr for inclusion and global content; conduct exit survey to determine student satisfaction

365.04 Working with the Senior Advisor of Inclusive Excellence, develop a methodology to assess CHP student’s understanding of inclusiveness and global perspectives

Talent Development

Produce skilled graduates prepared for the workforce, advanced careers, and graduate education as well as lifelong learning

2015-16 Progress Narrative
Graduates report successfully securing employment within 6 months of graduation. NIRC and NACU provide opportunities for lifelong learning and service.

366.01 Survey program advisory boards and stakeholders to assess satisfaction with graduates determine future workforce and program needs.

366.02 Maintain articulation agreements with regional postsecondary education institutions and develop clear degree pathways for transfer students.

Explore and offer programs that meet community needs

2015-16 Progress Narrative
NACU continues to provide service to underserved communities in Northern KY. NIRC provides CE programs to nursing and other health care professionals throughout the community.

367.01 Expand credit and noncredit professional development opportunities as well as CE offerings.