Student Success

Offer educational programs that prioritize independent thinking and lifelong learning.
- Develop students’ critical thinking and effective communication skills.
- Provide classroom and clinical experiences that emphasize diversity, inclusion and professional ethics.
- Teach research and evidence-based methods that promote best practice.
- Support student experiences with continuing professional education.

Provide sufficient resources to support student success.
- Ensure quality advising for students’ timely academic progression and career preparation.
- Promote students’ use of campus-based academic support services and technology.
- Further develop new and ongoing fieldwork partnerships.
- Establish a Summer Undergraduate Research Institute.
- Provide opportunities for meaningful faculty-student interaction outside the classroom.
- Develop alumni mentoring opportunities.
- Support professional student organizations and honor societies.

Integrate interprofessional education and collaboration as a professional standard.
- Use simulation as an effective strategy for team-building and interprofessional growth.
- Provide interprofessional education opportunities at the Institute for Well-Being.
- Support delivery of both large-scale and focused interprofessional education activities that model interprofessional practice.
- Develop college-wide interprofessional Grand Rounds.
- Establish interprofessional practice opportunities within fieldwork and capstone experiences.
- Engage in interdisciplinary outreach activities.

Quality Academic Programs

Offer academic programs that address local, regional and global workforce needs.
- Maintain sufficient faculty resources.
- Allocate faculty resources across the College based on program need.
- Collaborate across academic units for interrelated areas of study.
- Ensure professional programs meet external accreditation standards.
- Develop or revise academic programs to meet changing and emerging workforce needs.
- Establish programs that address global connections.
Deliver academic programming that demonstrates best practices in engaged student learning.
- Use technology to support best practices in course delivery.
- Implement active learning and innovative teaching methods.
- Analyze professional certification and exam pass rates for program improvement opportunities.
- Support faculty development opportunities to ensure quality in delivery of classroom, hybrid, online and distant courses.
- Use effective assessment practices for continuous program improvement.
- Explore creative and flexible educational pathways for career development.

Faculty Excellence

Create an environment that facilitates mentoring, dialogue and collegiality.
- Provide annual opportunities for networking and informal mentoring across the college.
- Sponsor college-wide meetings and workshops.
- Offer special focused meetings for specific faculty cohorts (pre-tenure, clinical, adjunct, etc.).
- Invite faculty to attend and participate in monthly College Council meetings.

Recognize and celebrate exceptional performance.
- Share accomplishments with CHP newsletter.
- Publish and disseminate annual progress report.
- Nominate faculty and staff for internal, USM and professional awards.
- Offer college-wide opportunities to highlight and share accomplishments.
- Share accomplishments with TU Marketing Division.

Recruit, hire and retain sufficient faculty to support a mission of a research supportive comprehensive university.
- Structure faculty search committees to support diverse candidate recruitment.
- Offer competitive salaries and start-up funding packages.
- Negotiate salary adjustments for compression as resources allow.
- Examine flexible workload assignments that meet USM guidelines, departmental teaching needs and faculty productivity.
- Provide resources for faculty scholarship, travel and innovation.
- Offer faculty and staff opportunities for interprofessional collaboration.
- Re-structure merit system that supports faculty success.

Provide ongoing support for professional development.
- Disseminate internal opportunities for professional development (e.g. college and university events, Provost January conference, OAI meetings, etc.).
- Offer financial support for external professional development opportunities and meetings.
• Support events across the College that enhance faculty expertise and knowledge.
• Provide support for new classroom and laboratory technology.
• Encourage faculty participation in facultydiversity.org
• Discuss leadership succession planning at departmental and college levels.
• Explore Dean’s Fellows Program.

Community Engagement and Outreach

Offer community based clinical and community service programs at the Institute for Well-being.
• Maintain programs that offer best practices.
• Develop a business plan for the IWB and each Center.
• Evaluate programming annually by tracking utilization statistics, qualitative and anecdotal feedback from students, participants and family members.
• Establish outreach interprofessional initiatives across IWB Centers and CHP Departments.
• Re-examine community needs assessment to define current and potential outreach initiatives.
• Track financial self-sufficiency and opportunities for self-support and growth.

Strengthen academic-community partnerships that support student success and faculty scholarship.
• Expand College’s community advisory board participation.
• Establish a clinical/fieldwork database to record student placements annually.
• Discuss opportunities for collaboration with community partners.
• Identify student learning assignments and clinical work requiring community placements and connections.
• Negotiate support from community partners.
• Explore grant funded activities that address scholarship and services for under-served and vulnerable populations and health disparities.
• Document partnerships within the BTU database.
• Expand professional and community educational opportunities that highlight faculty and staff practice expertise.

Strengthen College stakeholder and donor relationships.
• Expand alumni network and opportunities for involvement with Towson University.
• Provide opportunities for retiree contributions to the life of the College.
• Establish donor structure and giving opportunities.
• Offer annual events for stakeholder groups.

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