

SHP Strategic Alignment Process Template

2024-2026

Aligning with Forging Ahead & Growth with Purpose

VISION, MISSION AND VALUES

Vision: Improving the health and well-being of people everywhere through exceptional, collaborative, and innovative teaching, research, and service.

Mission: To be recognized as a global leader in teaching, research, and service that develops new scientific knowledge, removes barriers and disparities, and develops leaders who help individuals, organizations, and communities to achieve their highest potential in a changing world.

Values:

SHP Shared Values

- Collaboration
- Compassion & Caring
- Diversity, Equity & Inclusion
- Excellence & Achievement
- Integrity
- Respect
- Service
- Social Responsibility
- Stewardship

PILLARS

Education

Strategic Goal: Deliver a comprehensive, dynamic portfolio of innovative, high-quality educational programs that are valued by the healthcare industry, prepare graduates for career success, and reward faculty for excellence in teaching, scholarship, and service.

Strategic Objective 1

Each program in the School of Health Professions will maintain or increase student headcounts.

Activities:

1. Partner with Undergraduate Enrollment Management and University Marketing to increase recruitment strategies.
2. The school will support/host unique recruitment opportunities that target prospective students from nontraditional populations for the programs in SHP.

3. Create program specific retention plans.

Strategic Objective 2:

Provide high quality learning opportunities and practical experiences that develop relevant knowledge and skills that prepare SHP graduates to succeed in diverse and changing professional and academic environments.

Activities:

1. Encourage increased use of SHP departmental resources to provide high quality interprofessional learning experiences (e.g., Metabolic Kitchen usage by faculty, staff, and students expands knowledge of food preparation; Healthcare Simulation and Research Collaborative opportunities).
2. Incorporate more service-learning and research opportunities within the curriculum in collaboration with university (e.g., Research Collaborative) and community partners working with programs, projects and research related to disability and inclusion
3. Provide faculty release to update course materials, assignments and learning tools to reflect evidence-based practices, scientific advancements, and innovative ideas every 3-5 years.
4. Encourage Education Abroad activities in the School of Health Professions providing exposure to various cultures and healthcare delivery models in Africa and Europe.

Strategic Objective 3:

Support and recognize faculty and staff for excellent performance.

Activities:

1. Each department will create a taskforce/committee to help department chairs nominate SHP faculty and staff for high level UAB and national/international discipline awards each year.
2. The school and departments will provide mentorship to help faculty and staff qualify for high level UAB and national/international discipline specific each year.
3. Acknowledge faculty and staff who engage in the Scholarship of Teaching and Learning and other engaged scholarship activities.
4. Develop promotion criteria for all faculty and staff to have a career ladder.

SMART Criteria for Dashboard Metrics for Education Pillar – By 2026:

1. **Related to objective #1:** Maintain cohort program enrollments and increase eligible programs enrollments to increase SHP total enrollments by 2% from 2024-2026.

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| 2. Related to objective #2: Establish a baseline for the number of non-traditional learning experiences for engaging in interprofessional activities. |
| 3. Related to objective #3: Gather data on award winners for 2023 with a goal of increasing the number of SHP faculty and staff receiving UAB and national/international awards annually. |

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