



CALIFORNIA STATE UNIVERSITY

LONG BEACH

College of Health and
Human Services

A graphic for BEACH2030 featuring a white L-shaped bracket on the left side of the text. The background is a green-to-yellow gradient with a network of white lines and dots, and a pattern of overlapping triangles in various shades of green.

BEACH2030

A ROADMAP FOR THE NEXT DECADE

2022-2023

Strategic Plan

CHHS Strategic Priorities Alignment with University Priorities

CHHS strategic priorities and their alignment with the university strategic priorities are reflected in Table 1 below.

CHHS strategic priorities were derived from AY 18-19 input from CHHS units, community partners, CHHS Faculty Council, and CHHS faculty, staff, and community partner input from the Imagine Beach 2030 event.

Each academic year, CHHS will evaluate the previous AY strategic action steps, evaluate goal achievement, and develop new AY goals and related action steps to advance each strategic priority.

Table 1

University Strategic Priorities	CHHS Strategic Priorities
1. Engage All Students	1. Define, Support & Assess Student, Faculty, and Staff Success (aligned with strategic priorities 1,2&3)
2. Expand Access	2. Develop and Implement Innovative Course and Program Delivery Methods (aligned with strategic priorities 1,2&3)
3. Promote Intellectual Achievement	3. Broaden Community Engagement and Advance Community Partnerships (aligned with strategic priorities 2,4&5)
4. Build Community	4. Facilitate and Support Interdisciplinarity (aligned with strategic priorities 3&4)
5. Cultivate Resilience	5. Designed Climate & Culture (aligned with strategic priority 4)
	6. Promote Financial Growth & Stability (aligned with strategic priority 5)

Strategic Priority 1 - Define, Support & Assess Student, Faculty, & Staff Success

This strategic priority places student success as a primary focus for CHHS while simultaneously recognizes the relationship of student success to faculty and staff success. It is primarily aligned with the university's strategic priority [Promote Intellectual Achievement](#) and the university action plans of [Build an Equitable and Empowering Culture](#), [Be a Student-Ready University](#), [Reimagine Faculty](#), and [Reimagine Staff](#) as reflected in Table 1. This priority reflects our understanding of the need to be clear about how we define and measure the success of our students, faculty, and staff and places importance on setting annual goals and planning strategic action to meet goals.

AY 2022-2023 GOALS **Goal 1: Define and achieve student success**

Action	Actor	Timeline
<p>Determine existing data available to measure student success (attrition, Pell Grant Eligibility, first generation, gender, ethnicity, drop out, admit/enroll data, etc.)</p> <p>Explore options for post-grad survey (ex: First Destination Survey)</p> <ul style="list-style-type: none"> Identify data priorities for the Fall Create strategic partnerships between CHHS advising and departments Develop plan and needed resources for a CHHS Undergraduate Orientation 	<p>Nancy Espinosa, (plus Chrissy Franks-Sayed, Chairs and Directors</p> <p>Nancy Espinosa</p> <p>Tiffanye Vargas</p> <p>Chrissy Franks-Sayed</p> <p>Vy Le (plus Chairs/Directors, Grad Assistants</p>	<p>Fall 2022: Submit request after determining specific data desired. Clear communication between advising/depts.</p>

Goal 2: Increase staff satisfaction, retention and professional trajectory

Action	Actor	Timeline
<p>Create survey for all staff to complete in order to measure what they consider is success. Create survey for all management to determine what staff success is for their team.</p> <p>Combine surveys and analyze them. Make recommendations to Dean to create the staff success definition.</p> <p>Create pilot model for specialization efficiency for staff</p> <p>Create CHHS on-boarding welcome video for all new employees by the end of Fall Semester 2022; create on-boarding working group to increase on-boarding satisfaction,</p>	<p>Michael Clements to engage Gallup or other vendor to help with survey; Wendy to assist</p> <p>Michael Clements, retreat group, staff committee, Dean</p> <p>Michael Clements; volunteer department chairs; Staff HR Jonathan, VY, Dean, Department Chairs, staff,</p>	<p>Dec 2022:</p> <p>May 2023</p> <p>May 2023</p> <p>Dec 2022</p>

AY 2022-2023 GOALS

Goal 2: (continued)

Action	Actor	Timeline
Create a staff recognition spotlight, nominated by department chairs and managers, on CHHS website/newsletter	Jonathan and Vy; department chairs	Dec 2022
Implement welcome package for new employees (welcome CSULB gift provided by CHHS and card signed by manager)	Nora, Michael, Sharon, Jessica, managers/department chairs	Dec 2022
One huddle meeting per semester in FY 22/23 to discuss innovative ideas and it is staff led/ran	Michael Clements; Natalie and Jessica	Dec 2022 May 2023

Action	Actor	Timeline
Create a staff recognition spotlight, nominated by department chairs and managers, on CHHS website/newsletter	Jonathan and Vy; department chairs	Dec 2022:
Implement welcome package for new employees (welcome CSULB gift provided by CHHS and card signed by manager)	Nora Ortiz, Michael Clements, Sharon Cruz, Jessica Marie-McClintock, managers/departments chairs	May 2023
One huddle meeting per semester in FY 22/23 to discuss innovative ideas and it is staff led/ran	Michael Clements; Natalie and Jessica	May 2023
Staff appreciation party	Michael, Dean, Sharon, Nora	Dec 2022
Create Staff Committee	Michael, Staff	

Goal 3: Advance faculty career trajectory

Action	Actor	Timeline
Create a matrix of CHHS department's RTP requirements to allow for comparison and review	Faculty Council RTP SubCommittee	December 2022
Create an information sheet for CHHS lecturers detailing the pathways for a 3 year contract and sabbatical	AD-FAR	December 2022
Write up the process for departmental RTP document revisions	AD-FAR, FC RTP subcommittee	December 2022

Goal 4: Develop and implement a plan for providing health and wellness support for students, staff and faculty

Action	Actor	Timeline
Rename advisory board to Health and Wellness Advisory Board, understanding of commitment to board responsibilities	Dean's Office Advisory Board	August 2022
Increase awareness/decrease stigma by including a message/reminder in the Dean's monthly newsletter (Ex. Tips for health and wellness and promote beach buddies in classes or syllabi, department faculty and staff meetings, M-F messaging Mindful Monday).	Dean's office Communications team Advisory Board	August 2022 monthly Sept-Dec 2022

Strategic Priority 2: Develop and Implement Innovative Course and Program Delivery Methods

This strategic priority reflects our commitment to advancing instruction and program delivery methods to engage all students, promote student success, and create greater access to our academic programs for current and future students. It is aligned with the three university strategic priorities of [Engage All Students](#), [Expand Access](#), and [Promote Intellectual Achievement](#) and the university action plan of [Build a Growth Strategy](#) as reflected in Table 1.

AY 2022-2023 Goal

Goal 1: Ensure high quality instruction through faculty training, development and support

Action	Actor	Timeline
Renew Faculty Champions	Associate Dean of Faculty Affairs and Research, Dean	August 2022
Faculty Champions develop and submit workshop and semester plans	Associate Dean of Faculty Affairs and Research	September 2022
Action	Actor	Timeline
IT offers in-person training for specified CHHS classrooms and champions attend all trainings	IT, Jonathan, Chairs	In person 1st four weeks of semester
Develop list of all classrooms that is clickable and shows room and technology	Esteban, IT	December 2022

Goal 2: Increase accessibility of course offerings

Action	Actor	Timeline
Collect and distribute department specific data regarding modalities, enrollment, trends, upper division, etc	Nancy Espinosa, AD SSAA (T. Vargas)	October 2022
Departments and Schools submit goals for improving accessibility	Chairs, Faculty, Beach 2030 Dept Designees	March 2023

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Goal 3: Develop Metrics based college growth strategy

Action	Actor	Timeline
Develop list of metrics	Nancy Espinosa, AD SSAA (T. Vargas)	October 2022
Discuss and obtain feedback on metrics Distribute final metrics Increase number of faculty trained in QM by 1 per department	Dean, AD's Chairs, AD SSAA, AD FAR	February 2023 December 2022

Strategic Priority 3 - Broaden Community Engagement and Advance Community Partnerships

This priority is aligned with the nature of the college. Nearly every degree program in the college requires or offers student opportunities for clinical, practice, or field experience and/or internships and a significant proportion of CHHS faculty are engaged with community agencies/organizations for research and service purposes. The priority reflects our understanding of opportunities for growth in existing partnerships and the development of new ones. It is aligned with the two university strategic priorities of [Promote Intellectual Achievement and Build Community](#) and university action plan of [Advance Partnerships for Public Good](#) as reflected in Table 1.

AY 2022-2023 Goals

Goal 1: Foster mutually beneficial collaborations between college and community partners.

Action	Actor	Timeline
<p>Departments will foster existing or establish a community advisory board to advance collaborations through the development of a collaboration goals (research, applied project, student training).</p> <p>-Eryana to share board structure</p> <p>-Alumni to be engaged with students/faculty (share networks, preceptors); purpose: to foster connectivity, advance partnerships, fundraising and support program improvement</p>	Dept. Chairs	Fall 2022
Disseminate list of existing partners to all CHHS faculty to raise awareness of community partnerships and facilitate connections (social network analysis)	Dean (through newsletter)	Fall 2022: Dean provides Lauda Lecture reports to the appropriate campus action zones.

Action	Actor	Timeline
<p>Obtain more robust alumni information for each department to conduct outreach and engagement through the establishment of a CHHS subcommittee through invitation to chair and directors meeting.</p> <p>-Eryana: faculty advisor, alumni association</p> <p>-Students may be able to help with engagement</p> <p>-Linkedin</p> <p>-Risk Management data</p> <p>Share best practices from each department including list, emails, contact methods</p> <p>Maximize S4 platform to inform list of partnerships and track alumni</p> <p>Identify existing community boards in the city and agencies (government level boards) to have faculty serve to improve engagement and community presence.</p>	<p>Dean/Directors and Chairs Council</p> <p>Dept. coordinators</p>	<p>Fall 2022</p>

Goal 2: Create/Develop a CHHS position “Community Engagement Specialist to facilitate internships, service learning and other community engagement

Action	Actor	Timeline
Develop Position Description	Dean/ADs	Fall 2022
Departments and Schools submit goals for improving accessibility	Chairs, Faculty, Beach 2030 Dept Designees	March 2023

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Goal 3: Engage community members to inform meaningful initiatives to promote health and educational equity

Action	Actor	Timeline
<p>Identify existing partnerships and initiatives to inform and identify areas of gaps.</p> <p>Identify current needs through an updated health needs assessment to be proposed to the LBDHHS.</p> <p>Identify ways to build a stronger pipeline of students coming in through the LB College Promise. (ADTs, Dual Credit, Peer Mentoring)</p>	<p>Dept Chairs Council of Center Directors</p> <p>Dean’s Office Council of Center Directors AD Student Success</p>	Fall 2022
<p>Re-promote economic impact and plan an updated study</p> <p>Identify best practices of other universities to establish a joint space for CHHS student training and programs (RLS, health, social, education)</p>	<p>Dean’s Office</p> <p>Council of Center Directors</p>	Fall 2022

Strategic Priority 4 - Facilitate and Support Interdisciplinarity

In recognition of the need to support multiple disciplines working together to solve the most pressing health and human service problems of our time, the college has undertaken substantial efforts to encourage and support a culture of interdisciplinarity in our education and research enterprises. It is aligned with the two university strategic priorities of [Promote Intellectual Achievement and Build Community](#) and the university plan of [Advance Partnerships for Public Good](#) as reflected in Table 1.

AY 2022-2023 GOALS

Goal 1: Create Interdisciplinary interactive database of research/teaching interests and working projects and community partnerships

Action	Actor	Timeline
Investigate existing resource at University level. Work with IT to create a form to collect data from faculty: Research interests Google Scholar Page Place to upload current CV Link to ORCID Website	Associate Dean of Faculty Affairs Research Committee, CHHS IT AD FAR	September 2022- December 2022.
Action	Actor	Timeline
Work with IT to create database that will be accessible to all and searchable by field, keyword, etc. #tootyournhorn campaign	CHHS IT; AD Faculty Affairs; Research Committee Research Committee, Communications	Spring 2023 December 2022

Goal 2: Pilot the creation of an interdisciplinary seminar comprised of 3-4 faculty from across the college

Action	Actor	Timeline
Gauge faculty interest and select topic Recruit faculty to teach	Dept Chairs + Retreat Team (Sam and Maria)	October 2022- December 2022

Action	Actor	Timeline
Get course on schedule + advertise for students Explore possibility of Freshman Seminar co-teaching	Dept Chairs + Retreat Team + Communications + Advising + Faculty Affairs,	February- April 2023 October 2022

Strategic Priority 5 - Designed climate & culture

This strategic priority reflects our acknowledgment of our agency in the design of CHHS climate and culture. The priority reflects CHHS commitment to devoting time and resources to the design and ongoing maintenance of CHHS climate and culture. It is aligned with the university strategic priority of [Build Community](#) and university action plan of [Build an Equitable and Empowering Culture](#), [Reimagine Faculty](#), and [Reimagine Staff](#) as reflected in Table 1.

AY 2022-2023 GOALS

Goal 1: Increase CHHS cultural competency and diversity to improve faculty, staff and student experience

Action	Actor	Timeline
Continue departmental DEI action plan work	Beach 2030 Fellow Dept. designees	
Encourage/provide implicit bias training for faculty and staff	Dean's office, Chairs/Directors	
DEI training for Search Committees	Grace R. has info (Alex Washington, Rudie Roy)	
Explore strategies to increase staff diversity	Michael Clements	

Goal 2: Advance inclusive experience for students, faculty, staff in CHHD

Action	Actor	Timeline
Increase sense of belonging and pride in CHHS	Dean, Chairs/Directors, Faculty	
Develop mechanism to collect and promote CHHS successes Develop CHHS specific welcome orientation for new faculty (TT and lecturers)	Jonathan Murrietta Grace, FDC, ASM	