

HWS Strategic Plan

HWS STRATEGIC PLAN (short)

A. Raise awareness of HWS programs and services available to students.	B. Demonstrate impact of HWS programs and services on student success, retention, and graduation.	C. Enhance the student experience, holistically, through population health best practices.	D. Stabilize HWS infrastructure for long-term growth, resiliency and sustainability.	E. Create a culture of wellness for students, [HWS] staff, and faculty.
<ul style="list-style-type: none"> i. Maximize newly created health information on a variety of media formats. ii. Utilize technology to share information related to holistic health strategies to encourage help-seeking behaviors. iii. Work with colleges and E&G centers to integrate basic well-being and mental health programming into already established student cohorts and learning communities. iv. Increase enrollment in Mental Health Allies program. v. Increase faculty and student participation in the Collective Impact Team (C.I.T.) proposals. vi. Work with enrollment management and admissions to increase marketing efforts for incoming students. vii. Adopt a policy for the use of division-wide social media to leverage a more coordinated approach. 	<ul style="list-style-type: none"> i. Identify and/or create tools to collect and share data for improved campus-wide health goals. ii. Closely partner with Institutional Research (IR) and Student Affairs (VCSA) to access/align current (and ongoing) data collection efforts. iii. Ensure that 100% of HWS programs have established specific and measurable goals and outcomes (along with a robust program evaluation process). iv. Improve the collection of division-wide demographically representative data. v. Expand infrastructure to publish in peer-reviewed journals and Op-eds related to campus/college well-being. vi. Attend national conferences and present on HWS data and outcomes. vii. Foster partnerships to assess health status of the campus community. 	<ul style="list-style-type: none"> i. Prioritize Collective Impact strategies to highlight the importance of health and well-being across departments and units beyond HWS. ii. Integrate the Okanagan Charter which uses common language, principles, and framework to promote health and well-being on campuses. iii. Strengthen ties to the A.S. and S.A. to implement best practices related to well-being into classroom culture (e.g., syllabus statements w/ wellness resources, red folder, etc.). iv. Integrate brief intake questions during direct-service visits for appropriate (and quick) referrals to other HWS units. v. Formalize integrating inclusive and equity-focused PH strategies (e.g., ethnic, gender, accessibility, etc.) and evaluate regularly. 	<ul style="list-style-type: none"> i. Continuously review and realign resources as needed, and identify new revenue streams (grant funding). ii. Incorporate core public health competencies into all HWS job descriptions. iii. Establish a communication plan designed to improve the effective delivery of critical internal organizational communication. iv. Look for nationally recognized health organizations for departments/the division to become appropriately accredited in respective HWS units. v. Maximize financial growth in current HWS departments to help supplement funding in other HWS areas. vi. Work with ITS on improving outdated technology systems across the division. 	<ul style="list-style-type: none"> i. Embed well-being into all aspects of campus culture, including administration, operations, events, and programs. ii. Develop an orientation program that includes a “Public Health 101” module for HWS staff. iii. Broaden the campus community’s understanding of Collective Impact. iv. Incorporate health equity and diversity in all programs, services, and hiring processes. v. Create ongoing events, lectures, and interactive groups for HWS staff to connect and feel supported on their own personal well-being journey. vi. Create opportunities for an early career professional pipeline for recently graduated students interested in holistic well-being careers.

HWS Alignment with Campus-Wide Strategic Goals

(See attached "Central Campus Strategic Initiatives" document – pages 2 - 4 – for reference)

I. Build financial stability, resiliency, and sustainability.

B-iii. Ensure that 100% of HWS programs have established specific and measurable goals and outcomes (along with a robust program evaluation process).

B-iv. Improve the collection of division-wide demographically representative data.

D-i. Continuously review and realign resources as needed, and identify new revenue streams (grant funding).

D-v. Maximize financial growth in current revenue generating HWS departments to help supplement funding in other HWS units.

II. Invest in the success of the people who teach, research, work, learn, and live at UCR.

A-iv. Increase enrollment in Mental Health Allies program.

A-v. Increase faculty and student participation in the Collective Impact Team (C.I.T.) proposals.

A-vi. Work with Enrollment Management and Admissions to increase marketing efforts for incoming students.

B-i. Identify and/or create tools to collect and share data for improved campus-wide health goals.

B-ii. Closely partner with Institutional Research (IR) and Student Affairs (VCSA) to access/align current (and ongoing) data collection efforts.

B-vii. Foster partnerships to assess the health status of the campus community.

C-i. Prioritize Collective Impact strategies to highlight the importance of health and well-being across departments and units beyond HWS.

C-ii. Integrate the Okanagan Charter which uses common language, principles, and framework to promote health and well-being on campuses, globally.

C-iii. Strengthen ties with the Academic Senate and Staff Assembly to implement best practices related to well-being into classroom (campus climate) culture (e.g., syllabus statements w/ wellness resources, red folder, etc.).

C-iv. Integrate brief intake questions during direct-service visits for appropriate (and quick) referrals to other HWS units.

C-v. Formalize integrating inclusive and equity-focused [public health] strategies (e.g., ethnic, gender, accessibility, etc.) and evaluate regularly.

D-ii. Incorporate core public health competencies into all HWS job descriptions.

D-iii. Establish a communication plan designed to improve the effective delivery of critical internal organizational communication.

- E-i. Embed well-being into all aspects of campus culture, including administration, operations, events, and programs.
- E-ii. Develop an orientation program that includes a “Public Health 101” module for HWS staff.
- E-iii. Broaden the campus community’s understanding of Collective Impact.
- E-iv. Incorporate health equity and diversity in all programs, services, and hiring processes.
- E-vi. Create opportunities for an early career professional pipeline for recently graduated students interested in holistic well-being careers.

III. Expand the visibility and scope of influence of UCR locally, nationally, and globally.

- A-i. Maximize newly created health information on a variety of media formats.
- A-ii. Utilize technology to share information related to holistic health strategies to encourage help-seeking behaviors.
- A-iii. Work with individual colleges and E&G centers to integrate basic well-being and mental health programming into already established student cohorts and learning communities.
- A-vii. Adopt a policy for the use of division-wide social media to leverage a more coordinated approach.
- B-v. Expand infrastructure to publish in peer-reviewed journals and op-eds related to campus/college well-being.
- B-vi. Attend national conferences and present on HWS data and outcomes.
- D-iv. Look for nationally recognized health organizations for departments/the division to become appropriately accredited in respective HWS units.
- E-v. Create ongoing events, lectures, and interactive groups for HWS staff to connect and feel supported on their own personal well-being journey.