

NMHU Unit Strategic Planning: FY21 Plan
 Unit name: Counseling
 VP / Dean / Chair / Director / Lead: Dr. Geri Glover
 Date submitted: (09/14/2021) 09/17/2021

#NAME?										
Unit	Unit / Department Objective	Purpose of Objective	SP Goal 1	SP Goal 2	SP Goal 3	SP Goal 4	SP Goal 5	Status (New or Ongoing)	Timeframe	Measurable outcomes
Counseling	Attain full 8-year CACREP Accreditation	Increase marketability. Portability for licensure. Assurance of standardized curriculum. Continual monitoring from outside agency (CACREP).	x	x	x	x	x	Ongoing	Spring 2023	8 year full accreditation.
Counseling	Develop counseling clinics for our practicum students at all sites (RR, SF, Farmington and LV). Explore partnerships with Social Work and Psychology.	Encourage and support fieldwork while also providing a valuable service to the community and forging partnerships for aligning university and community needs and resources for mutual benefit.		x	x			New	Fall 2023/24/25	Secured start-up funding, site locations, equipment, and support staff. Work in collaboration with the Office of Sponsored Research to identify funding opportunitite to develop a structured partnership with Social Work and Clinical Psychology. Proposed structure of possible partnership with Social Work and Clinical Psychology.
Counseling	Improve KPIs/Outcomes/Objectives from skills classes, foundation/orientation class, research class and internship class.	To develop students into confident graduates with effective communication skills, professionalism that enables them to make informed decisions about lifelong learning and and professional success.	x	x		x	x	Ongoing	Spring 2023	Time saving, consistent process and reliable usable evidence.
Counseling	Provide faculty coverage at Farmington Center.	Improve student diversity, recruitment and retention.	x	x	x	x	x	Ongoing	Spring 2022 and until filled.	Counseling faculty provide outreach and advisement for students in the Farmington area.

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Counseling	Promote interdisciplinary understanding.	Increase and support interdisciplinary collaboration.						New	Fall 2022	Exit Survey; Student Learning Outcomes (SLO)/KPI Report.
Counseling	Inspire students to action	Produce graduates equipped to address regional and global issues.	x	x	x	x		Ongoing	Continuous	Exit Survey; Student Learning Outcomes (SLO)/KPI Report
Counseling	Grow program with certificates in substance use disorder, psychological trauma, child and adolescents, marriage and family therapy, vocational evaluation.	Address the need for new professional certificates and community interest programs. Increase enrollment drawing from a diverse pool of professionals.	x	x	x		x	New	Fall 2022/23/24	Certificate programs added to options.
Counseling	Convert term-contract faculty position into tenure track	Increase stability and diversity of NMHU's faculty.	x	x		x		Ongoing	Fall 2022	
Counseling	Evaluate and restructure Counseling Department to equally distribute administrative tasks and requirements.	Determine reasonable workload and distribution of administrative tasks for a Department including establishment of coordinators of concentrations.				x		Ongoing	Fall 2022/23	Organizational chart of duties.

DO - Implement Plan		STUDY - Assessment			ACT - Improve
Action(s)	Budget implication	Status (Met, Ongoing, Stop)	Outcome(s)	Challenge(s)	Improvement(s)
Proof of systematic assessment and continuous quality improvement.	Continued membership with CACREP. Need add-on Analytics for Brightspace to meet robust data collection and analysis expectations of accreditation.	Ongoing		Time and accuracy. Cumbersome data collection and analysis process currently relies on extensive and multiple levels of manual input into spreadsheets. Brightspace analytics add-on (current technological tools) needs to be instituted immediately. (We know our counseling faculty are STELLAR with no errors, but people seem to respond favorably re: risk of human error with data).	
Release time and technical support to explore and apply for grant funding in collaboration with the Office of Sponsored Research.	TBA-contingent of size of grant and number of partners.	Ongoing		Initially time to pursue grant funding and then ongoing funding, space and staffing.	
Purchase BrightSpace analytics add-on (current technological tools).	Cost of assessment and evaluation plug-in for BrightSpace - Scott Parkman is assessing this with ITS as both targeted and enterprise models.	Ongoing		Lack of efficient data collection and analysis tools.	
Recruit fulltime faculty. Rotating or assigned current faculty to meet with students in person at the Farmington Center.	Cost of travel and lodging, course release	Ongoing		Difficult to find qualified faculty for Farmington. Time. Scheduling.	
Collaborate with an interdisciplinary team of professionals e.g., social workers, psychologists and psychiatrist on working across disciplines in delivering services. Invite speakers from other disciplines to present on topics that intersect with counseling, for example, public health, psychiatry, and social work.		Ongoing		Time to meet with professionals outside of the program.	

Focus on social justice and advocacy by implementing components of social justice/awareness into assignments, inviting guest speakers who are engaged in community advocacy for the unhoused, incarceration of people with a psychiatric diagnosis, etc.		Ongoing		Non-traditional, working students struggle with time to do extra-curricular activities.	
Release time and technical support to explore development of certificate programs.	Tuition	Ongoing		Continual need to add faculty as number of students grows.	
Make request for approval from Dean & Provost.	CBA Faculty Incentives (i.e. Travel, Equipment, ETC)	Ongoing			
Evaluate and restructure Counseling Department to equally distribute administrative tasks and requirements.	6 Faculty Release (appr \$21,000)	Ongoing		We don't have a current model that meets the needs of a very large department accountable to a national accrediting body that is growing.	