



STRATEGIC PLAN

2021-2026



College of
Human Environmental
Sciences

AREAS of EXCELLENCE



THE UNIVERSITY OF ALABAMA®



1

Quality Teaching

2

Research and Scholarly Activity

3

Excellence in Service

4

Work/Life Quality



1

Quality Teaching

Enhance teaching through innovative training and state-of-the-art strategies that challenge students to learn.

1.1

Provide and expand experiential learning opportunities for students to fully prepare for both personal and professional development.

Increase interdisciplinary experiential learning opportunities that align with revised General Education requirements.

Increase support for students participating in experiential learning opportunities.

1.2

Develop and implement mechanisms for the comprehensive evaluation of instructional quality.

Develop a process for using multiple metrics for evaluating quality teaching.

Develop a process for evaluating course development and/or revision activities as part of the quality teaching continuum.

1.3

Provide and promote opportunities for faculty and graduate teaching assistants to develop as educators.

Develop and maintain a schedule for teaching development workshops available to all faculty and graduate teaching assistants.

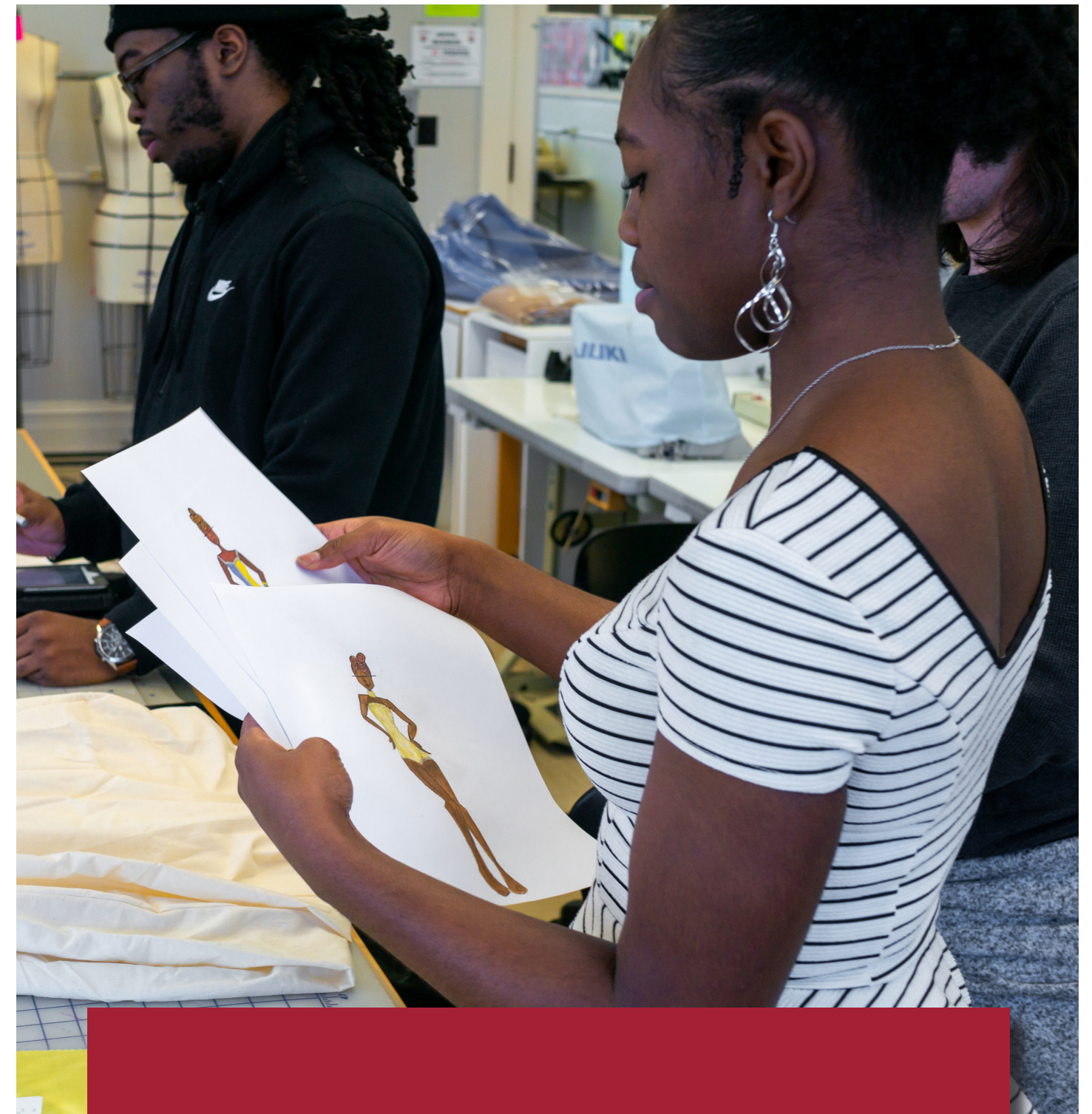
Create a mentoring program for new faculty and faculty seeking assistance in the area of teaching.

1.4

Create an atmosphere where students receive instruction that reflects an awareness and acknowledgment of their innate differences and the strengths that those bring to the educational setting.

Curate and provide resources for faculty on elements associated with an inclusive classroom (physical or virtual).

Provide annual development opportunities about inclusive teaching for all faculty and graduate teaching assistants.



Quality Teaching

Goals & Objectives

2

Research and Scholarly Activity

Advance the quantity and quality of College research endeavors by supporting productive research and creative activities that increase the scholarly impact and benefits to society.



Research & Scholarly Activity

Goals & Objectives

2.1

Disseminate faculty research findings in high quality outlets to advance the researcher's field of study.

Increase the average number of published manuscripts by CHES research faculty in peer-reviewed journals or peer-reviewed design works for exhibition each year.

Develop field-specific performance measures to assess quantity and quality of research and creative activities.

2.2

Actively seek external funding for projects that address individual, family, consumer, and health issues that are important to society.

Increase the number of grant proposals submitted for funding to external sources.

Increase the amount of research awards from external sources.

2.3

Broaden the endeavors of research faculty to include more interdisciplinary collaborations and student engagement.

Increase the number of grant proposals involving interdisciplinary research teams.

Increase the number of undergraduate and graduate students involved in research activities in the College.



3

Excellence in Service

Enhance the impact of service to the UA campus and broader community through the outreach activities and participation of faculty, staff, and students.

Excellence in Service

Goals & Objectives



3.1

Promote excellence in academic citizenship within The University of Alabama community.

Maintain or increase levels of faculty and staff service to the College and its departments through service on committees, work groups, and other service-related activities.

Maintain or increase levels of faculty and staff service to the University through leadership or participation on committees, interprofessional collaborations, or other service-related activities.

3.2

Lead and participate in community-based engagement and outreach efforts enhancing the quality of life for citizens of Alabama, the nation, and the world.

Increase faculty, staff, and student engagement and participation in community-based organizations and outreach efforts.

Identify and support needs-based projects, programs, and initiatives to build partnerships for expanding outreach and engagement.

3.3

Actively participate in professional organizations and associations within CHES-related disciplines.

Increase membership and engagement in professional organizations and associations within our College disciplines.

Increase the level of service and leadership to boards, committees, sections, councils, etc. within professional organizations and associations.

Attend at least one discipline-relevant professional conference or meeting at least once every other year.



4

Work/Life Quality

Enhance work/life quality by intentionally promoting a culture of respect, equity, and inclusivity; and supporting development and engagement opportunities for faculty, staff, and students.

4.1

Establish equitable policies and an inclusive environment where minoritized faculty, staff, and students can thrive.

Develop a comprehensive, strategic diversity, equity, and inclusion plan with measurable benchmarks for annual assessment.

Develop and enhance processes to recruit minoritized faculty, administration, staff, and students.

Develop processes designed to retain minoritized faculty, administration, staff, and students.

Increase scholarship and/or assistantship support for highly-qualified students, particularly historically underrepresented and non-traditional students.

Provide culturally-relevant programs and services to support and promote a welcoming and inclusive environment for faculty, staff, and students.

4.2

Facilitate student engagement that enhances classroom learning with real world problem solving.

Encourage student participation in campus-wide activities designed to promote external learning experiences and enhance career opportunities.

Motivate CHES student organizations to sponsor student events that include the local community and industry partners.

4.3

Empower a culture that fosters development, transparency, accountability, and work/life balance.

Promote and support professional development opportunities for both faculty and staff.

Enhance communication through regular emails, newsletters, and social media.

Promote college-wide equitable procedures to increase accountability.

Provide opportunities and resources that promote overall well-being and show appreciation.



Work/Life Quality

Goals & Objectives



Thank you to the College of Human Environmental Sciences' faculty and staff for contributing to the development of the 2021-2026 Strategic Plan. A special thanks goes to the CHES Strategic Plan Committee for their hard work and dedication to its creation and completion.