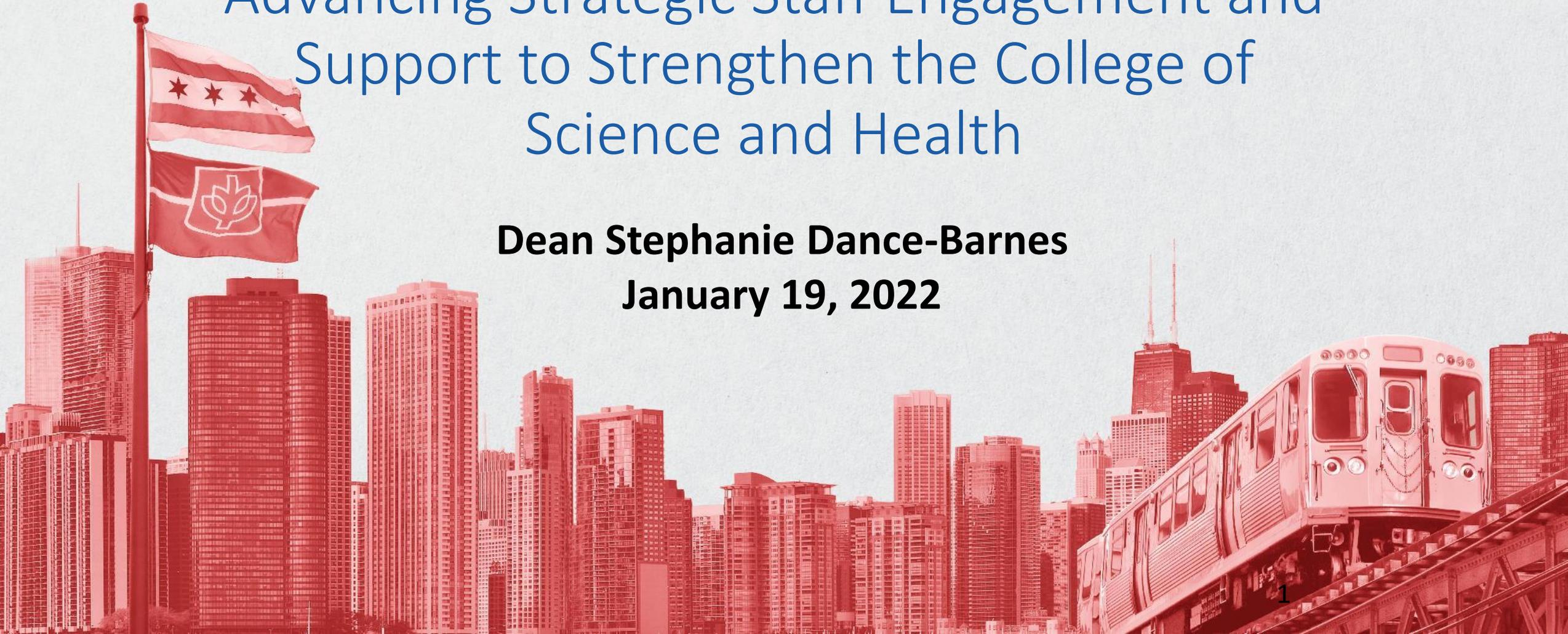


The College of Science and Health



Advancing Strategic Staff Engagement and Support to Strengthen the College of Science and Health

Dean Stephanie Dance-Barnes
January 19, 2022



Mission



The College of Science and Health at DePaul University provides high quality, personalized, and accessible science and health education to a diverse student body, grounded in the values of St. Vincent de Paul. Our teaching and research advance knowledge in service to society





College of
Science and Health



Comprehensive College-Wide Strategic Implementation Plan

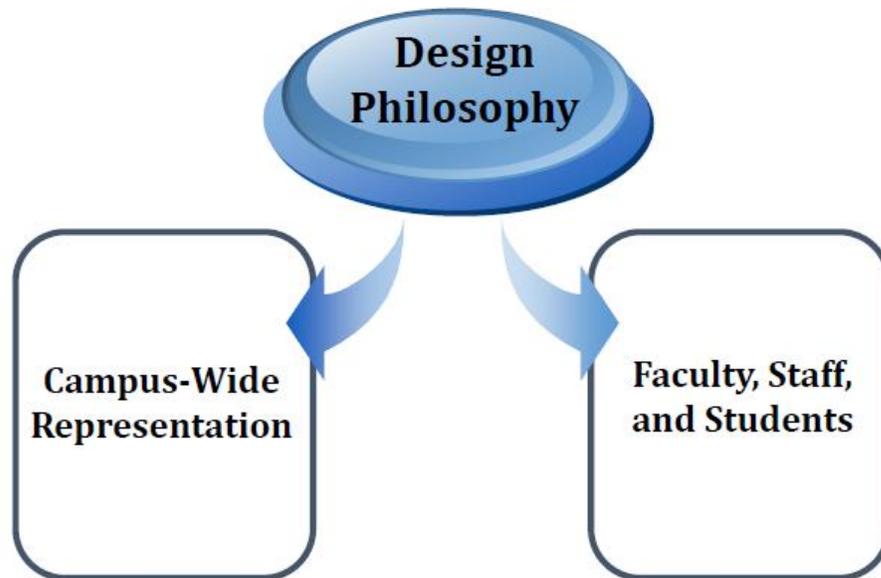
- Facilitating the achievement of objectives through the implementation of sound and intentional action plans with metrics directly aligned with the CSH strategic goals and priorities.



CSH Strategic Plan Advisory Committee

- Provide vision and guidance to support the development of overarching CSH goals and priorities associated with the strategic priorities

Committee Design and Structure



• Committee Composition

- CSH Advisory Council / Alumni
- Advising Services
- Marketing / Website
- Enrollment Management
- IS / AD of Administration
- Risk Management
- IRMA
- Career Center
- Student Affairs
- Center for Access & Attainment
- Research – AVP
- Advancement
- AD of Research
- AD of Faculty Affairs
- FC 'Health' committee
- SGA senator
- AD of Academic Programs & Health Initiatives
- Sr. AD for Student Success
- DEI Committee Representation



Intended Outcomes

Construct a College-wide strategic implementation strategy

Increase enrollment, persistence, retention, and graduation rates

Enhance policies, operational workflow, processes, and reduce barriers and silos to exceptional teaching, research, and service

Collaborate with DePaul partners to identify new revenue and expense reduction opportunities



DIVERSITY

of people, perspectives



EQUITY

in policy, practice & position



INCLUSION

via power, voice & organizational culture



JUSTICE

with equal rights & equitable opportunities

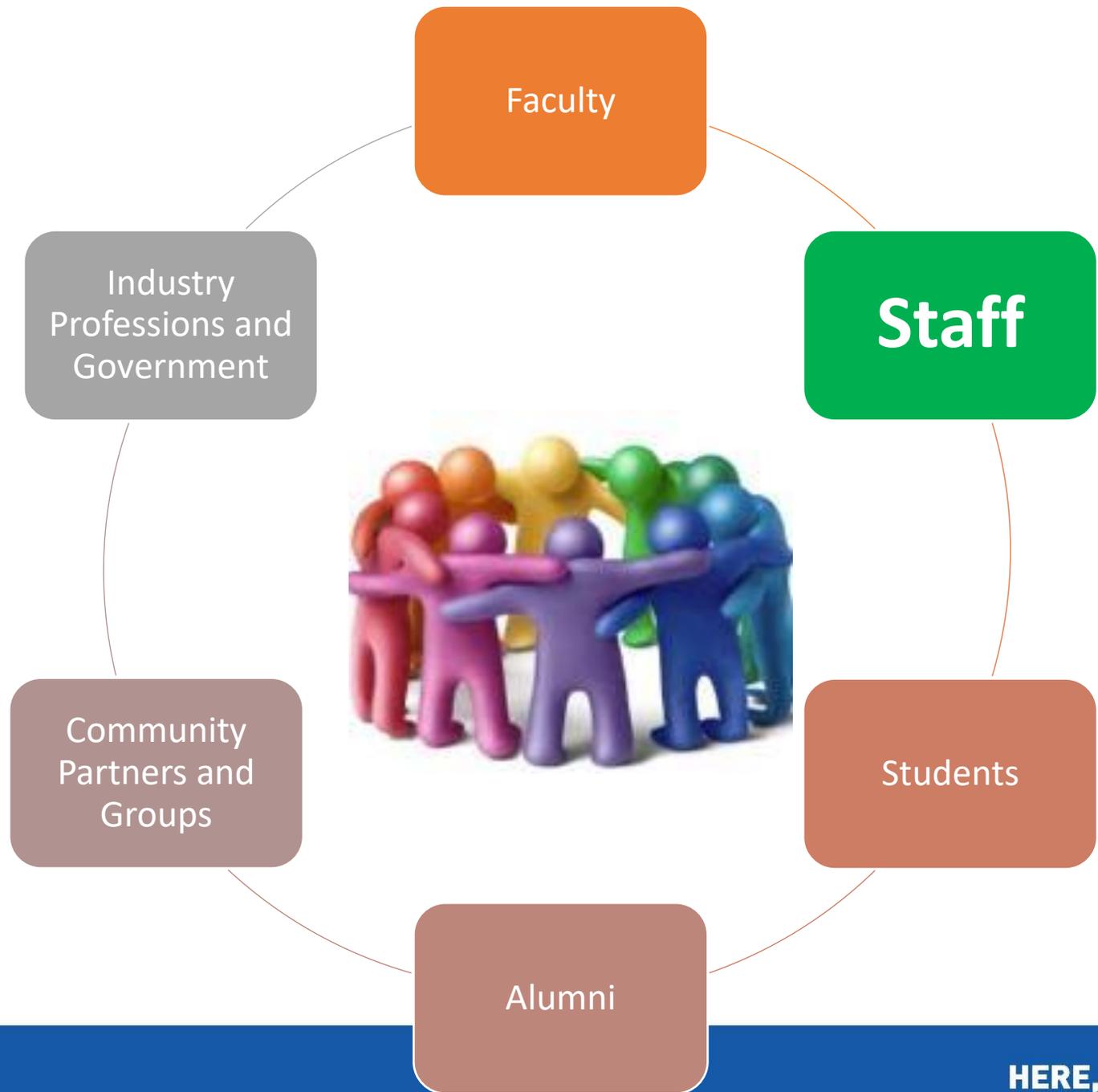


CSH Strategic Plan Implementation Dashboard

- Taking a systematic approach in how we track and monitor progress to ensure a sustained and collective commitment

	= Not Started		= In Progress		= Completed/On Track
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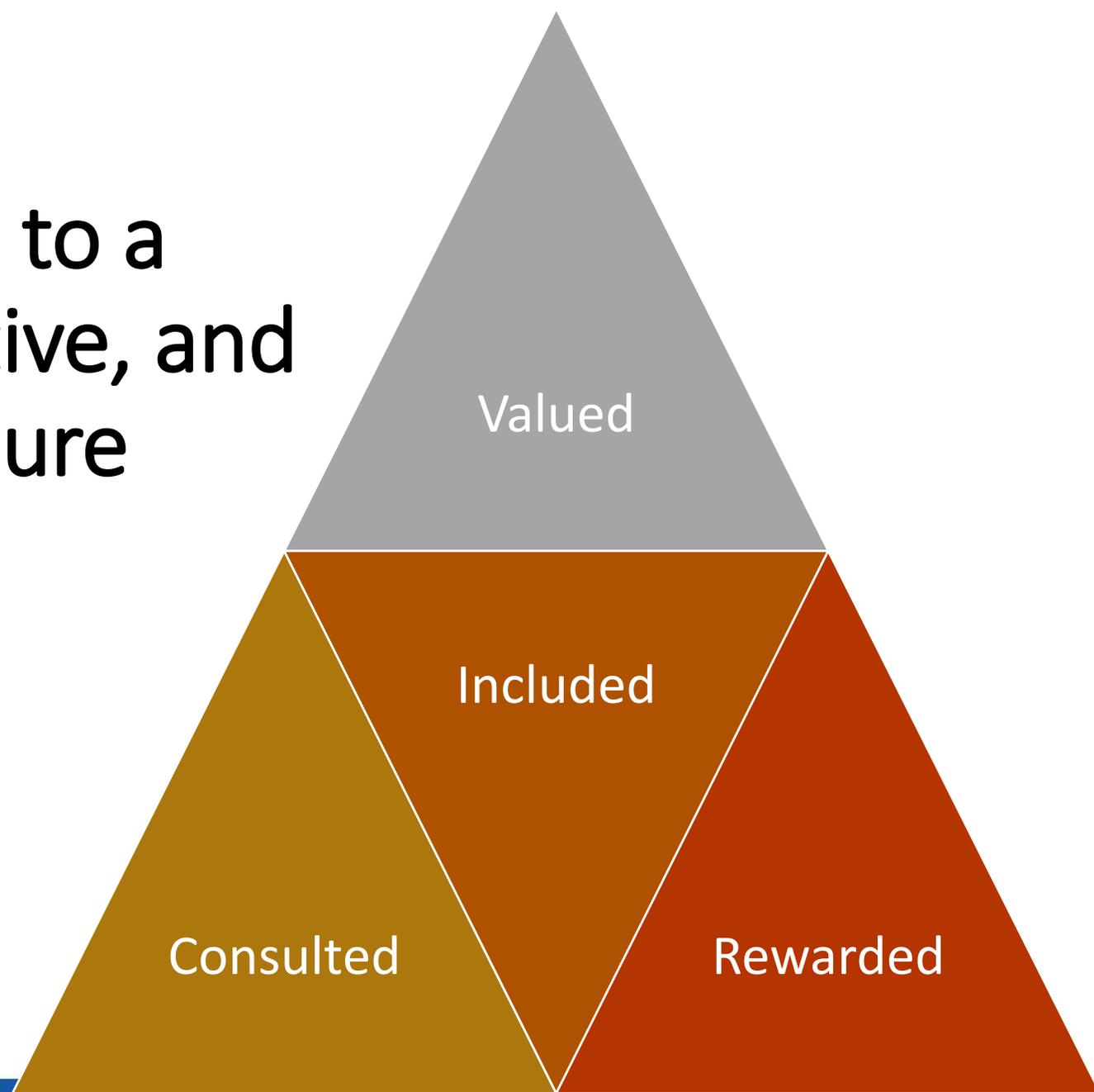
College Stakeholders



What Should We Be Doing as Leaders?



Commitment to a Positive, Productive, and Healthy Culture



Valued

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Consulted

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Why Are We Coming to Work?



Barriers to Positive Morale

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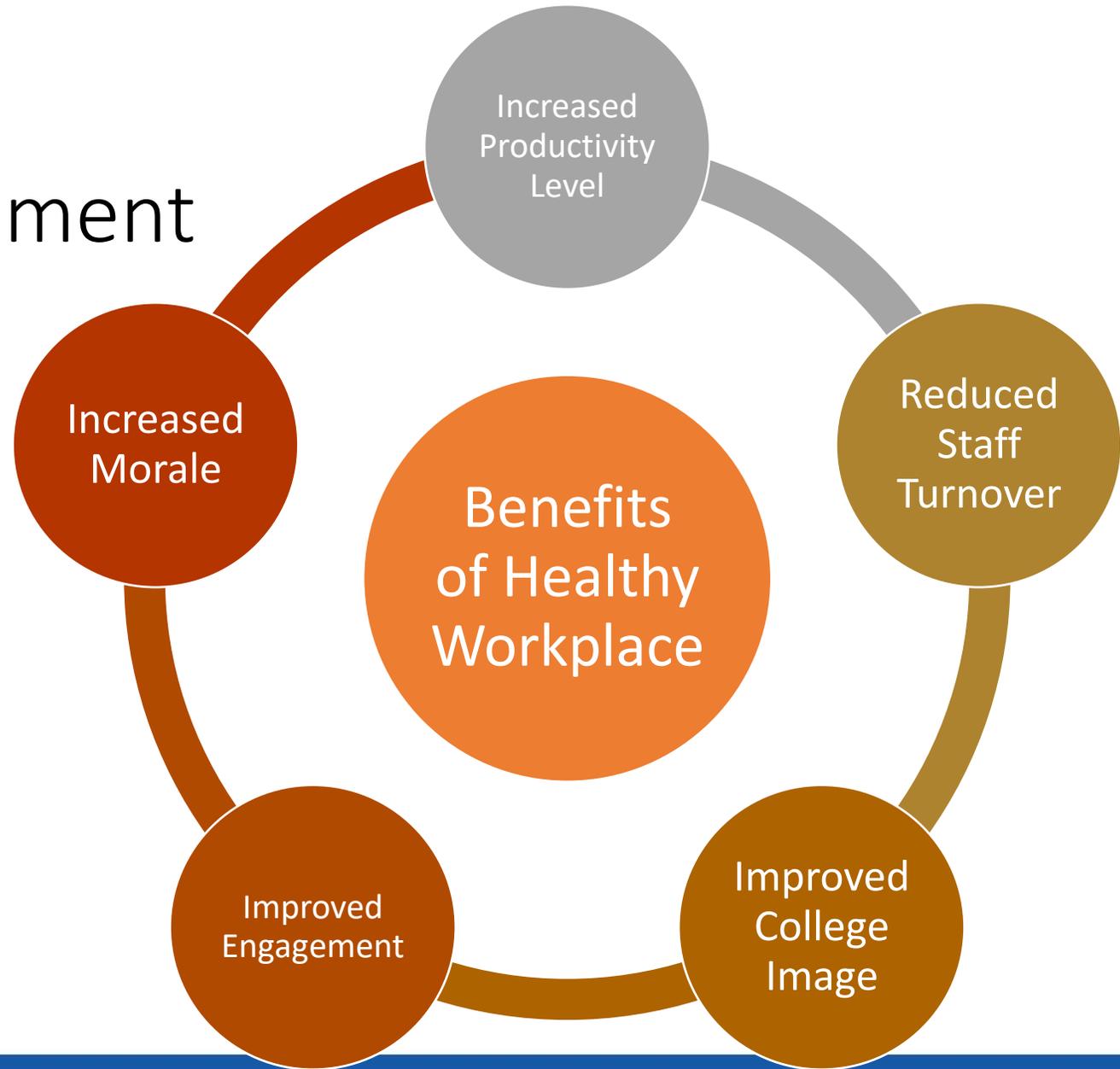
The Story of the Bricklayers...

- I'm sure you've heard the story of three men laying bricks. Each one was asked, "What are you doing?" The first man replied, 'I'm laying these darn bricks!'.
- The second replied 'I'm putting food on the table for my wife and kids'.
- The third one replied, 'I'm building a cathedral, and one day right where we are standing, the spires will rise high above us, people will come and look at it in awe, people will come inside this beautiful building to be inspired and to worship their God and feel at peace'.

What's the Takeaway?



Better Morale and Healthy Work Environment



As Dean...

- Continue to create and even clearer picture about where we are going
 - Clear communication
- Helping people feel they belong
 - Improving upon recruitment and retention of diverse faculty, staff, and students
 - Promoting self-care
- Continue to hold myself to a higher standard
- Continue even more intentional introspection and reflection
- Working to ensure that I am doing my best to get everyone focused
 - Purpose & Passion...Work without passion is punishment
- Continue to improve upon providing even more clear goals and measures
- Coach up and when necessary coach out (fit for role)

