

College or Division Goal: *The Physician Assistant Studies (PAS) in the College of Health Professions (CHP) provides continuously improving, high-quality and student-focused, graduate education.*

University Goal(s)	University Objective(s)	Division Objective(s)	Metric	Strategy(ies) Action(s)	Baseline	Responsible Person/Group	Time-frame	Resources	Status as of 9/1/10
1. Master's Large	1.1 Strategic Plans	Develop consistency with GVSU's plan	Comply with GVSU's Plan	Complete Strategic Plan by September 2010	Developing	Program Director	1/10 – 4/10	Human	TBD
	1.2 Inclusion Plan	No action required	Follow CHP's plan	No action required	Employed	All PAS Faculty	Winter 2010	Human	Done
	1.3 Shared Governance	No action required	Follow GVSU's plan	No action required	Ongoing	All PAS Faculty	1/10-1/12	Human	2012
	1.4 Graduate School Policies	Represent PAS at Grad Director's Meeting	Follow Graduate Council's Plan	Attend Grad Director's Meeting	Ongoing	Program Director	1/10-1/12	Human	2012
	1.5 Secure Re-accreditation	Successful Self Study & Site Visit for 7 years	ARC-PA Accreditation Site Visit	Prepare for May 17 & 18 Site Visit by ARC-PA	Ongoing	All PAS faculty	9/09-5/10	Human	9/10
	1.6 Accreditation for unaccredited Programs		Not Relevant – PAS is accredited						
	1.7 Intent of Online Education	Represent PAS on the EdD Prospectus	Follow GVSU's Plan	Participate in the EdD committee	Ongoing	Research Coordinator	9/09-9/10	Human & Physical	9/10
	1.8 Interprofessional Activities	Represent the PAS program at all IPE groups	Follow GVSU's Plan	Recruit PAS faculty to participate in all IPE workgroups	Accomplished	All PAS Faculty	Winter 2010	Human	Done
	1.9 Charter Schools		Not Relevant						
	1.10 Community Engagement	Communicate with key GVSU office community activities for PAS	Follow GVSU's Plan	Continue to support student and faculty participation in community activities	Maintaining	Program Director	2010	Human	12/10
	1.11 Gen Ed Themes		Not Relevant – for graduate programs						

	1.12 Service Recognition	Maintain clear records of PAS Faculty service	Follow GVSU's Plan	Develop clear goals during annual workload development	Ongoing	All PAS Faculty	1/10-12/11	Human	12/11
	1.13 Staff Performance	Perform evaluations on staff working with the PAS program	Follow GVSU's Plan	Continue weekly meetings with support staff	Performing	Program Director	1/10-1/11	Human	12/11
	1.14 Campus Sustainability	Support the sustainability measures across campus	Follow GVSU's Plan	Limit the amount of waste and paper products consumed by PAS	Ongoing	All PAS Faculty	Annually	Human	2015
2. Diverse Community	2.1 Intercultural Competence among Undergraduate Students		Not Relevant – for graduate programs						
	2.2 Intercultural Competence Training	Support 100% participation of PAS faculty in training	Follow GVSU's Plan	Expand PAS faculty development funds to support expanded number of faculty	Developing	All PAS Faculty	1/10-2015	Human	2015
	2.3 Faculty Diversity	Develop consistent equal opportunity recruiting activities for faculty replacements	Follow GVSU's Plan	Continue to foster an atmosphere of inclusion for faculty replacements	As Needed	All PAS Faculty	As Needed	Human	2015
	2.4 EDPAC Implementation		Not Relevant – enrollment is program specific						
	2.5 Diversity of Student Body	Maintain increasing opportunities for recruiting diverse PAS students	Follow GVSU's Plan	Explore recruiting diverse PAS students by sending a faculty representative to an admission training in Chicago	Ongoing	All PAS Faculty & CHP Student Services	Annually	Human	2012

	2.6 Graduation Rates for Undergraduates		Not Relevant – for graduate programs						
	2.7 Non-traditional Student Services	Explore grant opportunities to develop new services at GVSU	Follow GVSU's Plan	Support faculty work in grantmanship	Developing	Research Coordinator	1/10-1/12	Human & Fiscal	2012
	2.8 Climate Study	Maintain involvement with inclusion and equity initiatives	Follow GVSU's Plan	Continue to support university initiatives	Ongoing	All PAS Faculty	1/10-12/10	Human	12/10
3. Liberal Education	3.1 Annual Graduate Surveys	Create ways to increase PAS graduate survey response rates	Follow GVSU's Plan	Explore methods through alumni relations to improve alumni participation	Developing	Program Director	1/10-12/12	Human & IT	12/12
	3.2 Bi-Annual Survey of Undergraduates		Not Relevant – for graduate programs						
	3.3 Well Prepared Survey	Encourage active participation of alumni in follow up surveys, and continue to modify program	Follow GVSU's Plan	Develop stronger alumni relations through the appointment of an active alumni association president.	Ongoing Assessment	All PAS Faculty	1/10-12/12	Human	12/12
	3.4 Experimental Learning Opportunities	Develop appropriate learning for PAS student experiences	Follow GVSU's Plan	Continue to develop varying clinical placement opportunities	Ongoing	All PAS Faculty	1/10-12/15	Human	2015
	3.5 High Impact Experiences	Maintain and develop new clinical placement opportunities, stateside and internationally	Follow GVSU's Plan	Explore new clinical placement opportunities, stateside and internationally	Ongoing	Clinical Coordinator, Medical Director, & Program Director	1/10-12/12	Human & Fiscal	12/12

	3.6 Service Learning Experiences	Develop a service learning requirement for the elective rotation experiences	Follow GVSU's Plan	Work with MDCH grant to develop a service learning requirement for the elective rotation experiences	Analyze	Clinical Coordinator & Medical Director	1/10-2015	Human	2015
4. Assessment Results	4.1 Institutional Processes	Maintain a systematic review process for all PAS program activities through PERC	Follow GVSU's Plan	Continue to provide bimonthly meetings for Program Evaluation and Review	Ongoing	All PAS Faculty	1/10-2015	Human	2015
	4.2 Student Learning Outcomes	Review systematically the implementation of the new PAS curriculum	Follow GVSU's Plan	Implement the new PAS curriculum by developing new survey instrumentation	Developing	All PAS Faculty	1/10-12/12	Human & IT	12/12
	4.3 Student Advising Structures		Follow GVSU's Plan		Done				
	4.4 Unit Self-Study	Completed GVSU PAS' self study for upcoming accreditation visit	Follow GVSU's Plan	Submit Self Study to accreditation commission in March 2009	Done	All PAS Faculty & Self Study Committee	9/09-3/10	Human	3/10
	4.5 Gen Ed Assessment		Not Relevant – for graduate programs						
	4.6 Expand all University Assessment Data Systems	Submit all necessary program assessment data as requested by GVSU	Comply with GVSU's Plan	Comply with university timelines and policies	Developing	Program Director	2015	Human & IT	2015

	4.7 Assess State & Regional Needs	Maintain ongoing relations with key community stakeholders regarding supply and demand for PA services	Follow GVSU's Plan	Meet regularly with key hospital administrators within the West Michigan community.	Ongoing	All PAS Faculty	2015	Human & Fiscal	2015
	4.8 GVSU Accountability Report	Report to the appropriate GVSU Administrative office	Comply with GVSU's Plans	Comply with university standards	Developing	Program Director	2015	Human	2015
	4.9 Dashboard Report	Report to the appropriate GVSU administrative office	Comply with GVSU's Plans	Comply with university standards	Developing	Program Director	2015	Human	2015
5. Pedagogy Infrastructure	5.1 Increase Tenure Track Faculty	Communicate effectively with GVSU administration regarding PAS needs	Follow GVSU's Plan	Maintain open communication and relations with university administration	Performing	Program Director	2015	Human & Fiscal	2015
	5.2 Academic Space Expansion	Transition to become the PAS Department	Follow CHP's Reorganization	Maintain representation of PAS on the Transition Task Force	Developing	Program Director & All PAS Faculty	1/10-1/12	Human & Fiscal	2015
	5.3 New & Current Pedagogy	Increase PAS faculty development monies to support increased number of faculty	Comply with GVSU's Plan	Continue to submit to the Provost for increase in base-funding to support the PAS faculty development needs	Requesting	Program Director	1/10-1/12	Fiscal	2013

	5.4 Incentivize Creative Products	Develop a standard criteria and an exemplary criteria for PAS faculty scholarship	Adopt CHP's Scholarship Point System	Work with PAS faculty within the requirements for CHP for written criteria	Developing	All PAS Faculty	9/09-1/11	Human	2015
6. Positive Contributions	6.1 National Certification Exams	Maintain the strong track record for higher than average on NCCPA certification exam with new curriculum	Comply with GVSU's Plan	Continue to track and monitor progression of graduates on PANCE and PACKRAT examinations	Ongoing	All PAS Faculty & Alumni	1/10-2015	Human	2015
	6.2 Secure Employment	Maintain successful job placements	Follow GVSU's Plan	Continue discussion with key employers within W. Michigan	Ongoing	All PAS Faculty & Alumni	1/10-2015	Human	2015
	6.3 Secure Employment		Same as 6.2						
	6.4 Graduate Leadership Positions	Mentor PAS students who demonstrate leadership potential for future leadership	Comply with GVSU's Plan	Identify student leadership early in the PAS program, as well as maintain the GA positions to foster leadership potential	Developing	Program Director, Medical Director, & PAS Faculty	1/10-2015	Human	2015
7. Stakeholder Awareness	7.1 Reduce Risks	Maintain appropriate policies and documents regarding student exposures	Follow GVSU's Plan	Articulate to students both in written and formal documentation for exposures.	Ongoing	All PAS Faculty & Affiliation Agreements	Annually	Human	6/10

	7.2 Strategic Budgeting	Communicate effectively with GVSU Administration regarding financial needs of PAS program	Comply with GVSU's Strategies	Maintain ongoing relations and communication with GVSU administration	Requesting	Program Director	Annually	Fiscal	2011
	7.3 Institution Financial Awareness	Maintain discipline representation at University committees to bring back to program	Comply with GVSU's Strategies	Continue to support faculty engagement in university and college service opportunities.	Ongoing	All PAS Faculty	1/10-12/10	Human & Fiscal	2010
	7.4 Stakeholder Trust & Commitment	Develop communication strategies with PAS stakeholders about collaborative efforts	Follow GVSU's Plan	Maintain community relations through the Professional Advisory Committee	Ongoing	All PAS Faculty	1/10-future	Human & Fiscal	Always
	7.5 Student Tuition Rates		Not Relevant – set by the university						
	7.6 Financial Aid		Not Relevant – set by the university						
	7.7 Graduate Student Financial Aid	Develop and request additional resources specific to PAS student needs	Support GVSU's Plan	Explore additional loan repayment options for PAS students	Ongoing	All PAS Faculty	1/10-2015	Human & Fiscal	2015
	7.8 Good Teaching Awards	Support and encourage teaching excellence among PAS Faculty	Follow GVSU's Plan	Continue financial support of PAS faculty to attend the annual PAEA meeting	Developing	Program Director	1/10-12/12	Human	12/12

8. Constituency Relations	8.1 Academic Excellences	Assess and analyze the quality of the PA educational experience	Support Continued Excellence	Maintain annual program surveys of faculty and students.	Performing	All PAS Faculty	1/10-2015	Human	2015
	8.2 Essential Community Resource	Maintain networks with key constituents through the PAS Professional Advisory Committee	Support GVSU's Plan	Continue to hold three annual meetings with advisory group regarding community health care issues.	Ongoing	Medical Director	1/10-12/10	Human	12/10
	8.3 Development Efforts	Develop opportunities across CHP to better educate the public about CHP programs	Adopt CHP's Efforts	Support the development of the DVD production to include PAS activities	Developing	CHP faculty & Student Services (DVD Production)	1/10-12/11	Human & Fiscal	12/11
	8.4 Alumni Donor Increases	Secure a strong PAS Alumni Association with active participation in program and community outreach activities	Follow GVSU's Plan	Once a new Alumni president for PAS is identified, establish a timeline for implementation of possible activities	Assessing	All PAS Faculty (Preceptor / Tutor Development Dinner)	1/10-6/11	Human & Fiscal	2015
	8.5 Active Donor Base Increase	See 8.4 Above	Follow GVSU's Plan	See 8.4 Above					2010
	8.6 Comparable Reported Cash Gifts		Not Relevant – Development Office						
	8.7 Endowment Gifts	See 8.3 Above	Follow GVSU's Plan	See 8.3 Above					
	8.8 Comprehensive Campaign		Not Relevant – Development Office						
	8.9 Sponsored Agreements		Not Relevant – Development Office						

	8.10 Faculty Sponsored Creative Practices	Support faculty creative works and develop opportunities for faculty involvement in sponsored activities	Comply with GVSU's Plan	Explore a variety of relevant creative activities for PAS faculty	Developing	All PAS Faculty	1/10-2015	Human & Fiscal	2015
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