

Dean's Annual Report
Waldron College of Health and Human Services
2014-2015 Academic Year

I joined Radford University in 2002 as a faculty member. Since then, I've had the opportunity to serve as a classroom instructor, clinician, clinic director, department chair, and associate dean prior to my role as academic dean. During that time I also learned an enormous amount from my colleagues and mentors about teaching and administration. I assumed my duties as dean on August 10, 2012, and continue to be inspired by working with faculty, staff and students in our College.

At the all-college meeting on August 20, 2014, I shared some of my goals with you for the upcoming academic year. I had also shared those goals with our Provost, Dr. Sam Minner earlier that month. These have been my major goals for the 2014-2015 academic year.

1. Continue to support scholarship and research in the College.
2. Continue to support diversity and equity issues in the College.
3. Re-visit College Strategic Plan.
4. Continue to support interprofessional education.
5. Develop new academic programs.
6. Continue to facilitate partnerships with other institutions.

I also had several sub goals for this year, which included the following.

1. Support accreditation and reaccreditation for programs in our College.
2. Recruit faculty for open positions in the College.
3. Continue to support alumni involvement with the College.
4. Continue teaching in the clinic.
5. Meet with faculty.

In the following sections I've described my accomplishments for the goals listed above. It is an honor to serve as the Dean of the Waldron College of Health and Human Services.

Support Scholarship and Research in the College and Interprofessional Education

There were four main objectives that I continue to focus on for this year to help facilitate scholarship and research in the College. First was to provide targeted funding above and beyond the WCHHS Research Grants to faculty to conduct their research. The second was to continue to support the WCHHS research "wall of fame" on the first floor. The third was to provide a forum to gather and interact socially while discussing research and scholarship adventures and opportunities. Finally, I wanted to continue to showcase research and scholarship in the College.

As of March 20, 2015, we have already submitted 20 grants in the College, which is consonant with our goals for this year. The Dean's Office has been helping to facilitate research by meeting with faculty and helping them develop proposals. In line with the objectives above, I have also supported research activities financially from Dean's Office funding. One such proposal that is being supported is a study through the School of Nursing by Dr. Gini Weisz entitled: *Health Problems, Health Education Needs and Sustainable Nursing Interventions for Health Workers in Southern Belize*. Another study I have funded through the Dean's Office has been in the Department of Physical Therapy, where Dr. Brent Harper is studying low back pain in a project entitled *Prospective Analysis of Fascial Manipulation for Low Back Pain*. Finally, another collaboration supported by the WCHHS was an interprofessional research project studying concussions in youth and high school football entitled: *Monitoring Concussion Risk Using Reebok CHECKLIGHT™*. This study included faculty and students from COSD, PT, and athletic training.

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Additionally, we have continued to support the research activities in the College by showcasing them on our “research wall of fame” located on the first floor of Waldron Hall. This year, Dr. Corey Cassidy and her students reorganized the formatting of the presentation of the faculty work and scholarship. Twenty-six faculty and 11 students (37 total) were featured on the wall, and their work represented 35 peer-reviewed articles and presentations.

Another avenue for supporting the WCHHS research and scholarship was the second Waldron Interprofessional Researchers Engaging in Dialogue (Let's get W.I.R.E.D) event that was held on October 13, 2014. This event hosted 12 of our colleagues from four of our five disciplines. The event had a series of five-minute “speed” interviews that allowed for faculty to talk with their peers from their own and other disciplines in the College. This provided opportunities for faculty to share the many scholarship opportunities in our College, and provided a venue for exploring possible collaboration among our colleagues.

Another major initiative in the WCHHS last year was the 1st Annual Waldron College of Health and Human Services Interprofessional Symposium & Expo (IPS&E) held on April 17, 2014. The purpose of this event was to develop relationships among faculty and students in the WCHHS programs in the areas of research and scholarship. The meeting objectives were to showcase research and scholarly work of the WCHHS faculty and students, encourage faculty to incorporate interprofessional scholarship in their course objectives and promote interprofessional scholarship and service in the WCHHS and across the University. The Expo had 15 WCHHS-based student and faculty-based tables, including student groups, international initiatives, and service/community programs. We had over 100 presentations from faculty and students in the WCHHS. Provost Sam Minner was our inaugural keynote speaker.

We are continuing with the 2nd Annual WCHHS IPS&E this year to be held on April 14, 2015. This year the committee decided that the submissions would

undergo a rigorous peer-review process. We have 84 poster presentations and podium sessions scheduled, and we have 35 programs scheduled for the Expo (15 RU organization and 20 external organizations – including faculty and students from other Colleges at RU).

I would like to thank the committee for all of their hard work. I would like to especially thank Dr. Corey Cassidy, Associate Dean of the WCHHS, for all of her hard work and dedication to the College. Her commitment to excellence and attention to detail has made these initiatives possible. In preparation for the 2nd Annual Symposium & Expo, I decided to use college funds to help support part of the research that will be spotlighted at this year's symposium. Drs. Virginia Weisz, Sarah Smidl, and Ms. Rebecca Epperly and their students will be the spotlight presenters at the event.

This year, our highly talented group of faculty spearheaded our fourth annual Interprofessional Education and Practice Symposium. It was a huge success again, and because of the extremely important nature of the concept of inter-professional education, I encouraged the faculty committee to continue their efforts. More than 165 undergraduate and graduate students participated in the Fall Interdisciplinary Symposium held on November 7, 2014. I supported the committee's work and again suggested they apply for a QEP grant. Additionally, according to Dr. Sheila Krajnik who has been leading our efforts, the committee is preparing a peer-reviewed manuscript.

Support Diversity and Equity Issues in the College

Two years ago I laid the groundwork for faculty in the College to be leaders at RU in diversity and equity issues on campus. Following the formation of the WCHHS Equity Committee, I supported the work of the Committee to formulate a series of Brown Bag Sessions to provide an opportunity for faculty, staff and students in the WCHHS to participate in diversity and equity issues at RU. The

Equity Brown Bag series continued this year and consisted of topics ranging from free speech to defining equity (see list below). Using technology, we were able to involve participants from Roanoke campuses. Also, I would like to thank the committee for their hard work (Drs. Corey Cassidy, Sarah Smidl, Alice King Ingham, Karen Davis, Rebecca Scheckler, Deneen Evens, Renee Huth and Ms. Teresa Whitt).

The following is a summary of the Brown Bags Presentations:

How Do We Define Equity?

Tuesday, October 21, 2014.

Presentation facilitated by Dr. Corey Cassidy.
11 participants across 3 WCHHS sites.

Is Equity a Right or a Privilege?

Thursday, November 13, 2014.

Presentation facilitated by Dr. Corey Cassidy.
11 participants (including 1 student) across 3 WCHHS sites.

Are There Limitations to the 1st Amendment in a College Community?

Tuesday, March 17, 2015.

Presentation facilitated by Dr. Alice King Ingham.
13 participants (including 2 students) from Radford's main campus.

As we move forward into next year, the Committee has decided to take the program in a different direction. The new program will include a college-wide, year-long Equity in Character Campaign with the theme of "Intersectionality". According to Dr. Corey Cassidy and the Committee, the goal of intersectionality is to look at the multiple dimensions of every individual with whom we interact; in the process, we should begin to recognize where each of us has come from, including what dimensions make us the individuals we are (be it gender, race, role, education, sexual orientation, family status, etc.), and what each of us has to offer. Each month in 2015-2016, we will present a theme, based on this concept. The Committee will encourage faculty, staff, and students to participate in organized Brown Bags, book clubs, and service projects within the college, across campus, and throughout the community that address the themes. We are also planning a photo competition, in which each unit will be challenged to come up with a visual display to represent the components of each

program's code of ethics that addresses equity and inclusion and that epitomizes "professional character." The goal is for everyone in our college to be more aware of their own differences, similarities, and strengths within and between our disciplines.

Re-visit College Strategic Plan

Two years ago I tasked the associate dean with spearheading the process of revising the WCHHS strategic plan. A committee was formed and they met over the summer 2013, to develop a plan to involve faculty and staff in the initial creation of the new mission and vision statements. At the all-college meeting in August 2013, we had several activities and gathered feedback related to the statements from the faculty and staff. In October 2013, the committee met, reviewed the feedback, and created drafts of both the mission and vision statements. The associate dean met with each of the unit's faculty during January and February 2014, to share those drafts and to request feedback from the faculty and staff. The committee continued to collect feedback and had subsequent meetings in March and April 2014. The goal is to have a final plan ready in 2015.

The WCHHS vision statement and mission statement were revised and presented at the all-college meeting in August 2014.

WCHHS Vision Statement

The Waldron College of Health and Human Services is a community of clinician-scholars preparing skilled, compassionate professionals to meet the needs of southwest Virginia and beyond.

WCHHS Mission Statement

It is the mission of the WCHHS to

- Facilitate and recognize excellence of students, faculty, and staff.
- Provide a supportive environment while integrating innovative, evidence based and active teaching strategies.
- Foster culturally competent care to a diverse and global society.

- Incorporate the use of state-of-the-art technologies in both didactic and clinical work.
- Promote interprofessional collaboration among the faculty, staff, and students in teaching, scholarship, and service.
- Facilitate health promotion and wellness in the community.

Develop New Academic Programs

Developing new programs was another one of my major goals for this year. The doctorate in occupational therapy (OTD) is currently under development. We hired a tenure track faculty member to support the new program. The OTD proposal has been reviewed and approved the WCHHS Curriculum Committee and is under review by the Graduate Affairs Council. In addition, we have approved two new concentrations in the DNP program: Psychiatric Mental Health Nursing and Adult Gerontology. We have also approved a Gerontology Certificate program.

Continued conversations with the department chairs and school directors have led to several new programs being put forward over the past 2 years. Ideas have been submitted to the state, as well as the RU Board of Visitors. As I've said several times before, I will continue to advocate for new programs but with both fiscal and physical resources to implement such programs.

The RU administration and the Board of Visitors (BOV) continue to be very supportive of the WCHHS. During November 2014, the Provost asked me to present to RU Board of Visitors on opportunities for expansion of the School of Nursing. Dr. Tony Ramsey and I presented on the complexities of nursing education, and the challenges of expansion of the on campus undergraduate nursing program (because of clinical placements and other issues). Our presentation raised several questions by the BOV, and Dr. Ramsey and I spent considerable time in November, December and January preparing documents to

answer questions from the BOV regarding nursing expansion. Several options were put forward and presented by the Provost at the February BOV meeting. The BOV has formed a sub committee, which is in part reviewing programs at RU. I am confident that WCHHS will continue to have strong support from the BOV.

The School of Nursing continues to expand the RN-BSN program. A new faculty member has been hired in a tenure-track position, and Dr. Katie Katz is doing an outstanding job in recruiting students and leading the efforts on that domain. We have a phased in plan for expansion over the next 2 years.

Develop Partnerships with Other Institutions

The WCHHS has a long-standing history of being collaborative and has worked with several organizations, institutions, community entities, and practices due to the clinical nature of our disciplines. Last year Provost Sam Minner, Dr. Ed Swanson and I partnered with Jefferson College of Health Sciences (JCHS) and Carilion VT Medical School to develop a joint anatomy laboratory on the 8th floor of Carilion Community Hospital in Roanoke. Construction has begun on this state-of-the-art lab that will provide opportunity for our students in PT to gain hands-on anatomy instruction, and facilitate collaboration between faculty at the three institutions. Dr. Kristen Jagger is spearheading the involvement of the PT program in this regard. On December 3, 2014, I presented a poster on the collaboration with JCHS, VTC and RU on the Anatomy and Physiology Lab at the inaugural *Leading Change Through Innovation and Collaboration* conference, sponsored by the Council of Presidents, Council of State Senior Business officers, and the Virginia Business Higher Education Council.

On January 2015, Dr. Tony Ramsey, Robyn Porterfield and I met with Mr. E.W. Tibbs, President and CEO of Centra Health System in Lynchburg, VA. The

meeting was productive and we were able to establish a relationship and clinical placements for DNP students.

Sub goals for the year

During my third academic year as dean I have been able to carve out time for “coffee with Ken.” However, only a few faculty have met with me during this time. Others have met with our associate dean. I welcome ideas about how we can facilitate meetings with faculty in the College.

In April 2014, the Commission on Collegiate Nursing Education (CCNE) accredited the BSN in the School of Nursing through 2024. The Society for Simulation in Healthcare (SSH) fully accredited our Clinical Simulation Centers at the RU Corporate Park and the Roanoke Higher Education Center. We are now one of only 34 accredited Sim Centers in the country, and the first and only accredited program in Virginia.

On April 30, 2014, the Council on Accreditation in Physical Therapy Education (CAPTE) granted accreditation to our Doctor of Physical Therapy program.

The School of Social Work received word on March 9, 2015, from the Council on Social Work Education (CSWE) that the BSW and MSW programs are reaffirmed for accreditation through 2022.

I know how much time, effort and energy goes into accreditation and I sincerely appreciate the work of the faculty and staff in continuing to make RU excellent by maintaining our rigorous professional accreditations.

We've had continued challenges in the College filling critical open positions. I have provided additional financial support to the units for recruiting faculty. We have been able to cross the finish line on many of those positions, and are

poised to fill most if not all of them by the end of the academic year. I am proud to report that Dr. Kristen Jagger was hired as the new Chair of Physical Therapy.

The School of Nursing at RU has been training nurses in Roanoke for 25 years. On Friday April 25, 2014, the School of Nursing held an event to recognize the 25 years and to thank Carilion Clinic for their support of our program. Two commemorative plaques were presented honoring the relationship.

On Saturday October 11, 2014, the Department of Communication Sciences and Disorders held their 40th Anniversary Celebration. Dr. Jim Nicely, Founding Chair of COSD was honored at the event. Dr. Raymond Linville and I were there as former Department Chairs. Several alumni were in attendance, and over \$17,000 was raised for scholarships.

Other Activities

- Taught COSD 640: Advanced Practicum in Speech-Language-Hearing spring 2015
- Guest lecture in Dr. Raymond Linville's DPT class on Servant Leadership
- Participated in the Academic Affairs Leadership Team (AALT) meetings
- Provided guidance and counsel to chairs and directors
- Supported applications for tenure and promotion
- Supported staff attending professional conferences
- Provided support for refining the WCHHS Student Ambassadors program
- Met with candidates for various positions in the College
- Participated in commencement activities
- Provided closing remarks for the Nursing Pinning Ceremony
- Attended the OT Pinning Ceremony
- Met with candidates for the Director of International Education Position
- Met with candidates for the Dean of CEHD
- Served on the University Academic Program Review Committee

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- Served on the University Academic Policies and Procedures Review Committee
- Reviewed and approved one-time and ETF requests
- Provided letters of support for faculty research grants
- Supported an application for faculty sabbatical
- Provided reports for the RU Board of Visitor meetings
- Continue to see audiology patients as part of my Carlot grant
- Assisted with facilitating agency contracts
- Evaluated chairs, directors, associate dean, assistants to the dean and College staff
- Continued to oversee medical records management from RU Family Health Clinics closure
- Served as reference for faculty
- Coordinated thank you letters to College donors
- Counseled faculty on tenure, promotion and career opportunities
- Participated in New Faculty and Service Recognition Luncheons
- Initiated and attended the WCHHS Holiday Reception in December
- Provided materials for RU Public Relations on stories about WCHHS
- Met with the personnel from University Relations
- Attended regular (monthly) meetings with the Provost
- Met with donors and RU Advancement personnel
- Met with HR regarding staff issues
- Continued to support the WCHHS Staff Team and their initiatives
- Met with the School of Nursing Advisory Council (NAC)
- Provided comments for the Department of Physical Therapy white coat and pinning ceremony
- Supported appointing a new associate chair in the Department of Physical Therapy
- Met with PMG Consultants
- Participated in RU Veterans Day activities

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- Submitted new initiative requests for the College to the Provost
- Met with RU personnel regarding clinical contracts
- Attended Noel-Levitz meetings on student retention
- Attended the RU Diversity and Equity Reception in the Covington Center
- Met with Dean of Students and personnel from Student Affairs
- Participated in the AALT professional development activities
- Worked with University Relations to develop a college newsletter
- Led regular WCHHS Leadership Team meetings
- Attended the annual Scottish Rite Luncheon
- Approved the WCHHS summer school budget
- Hired a temporary staff member for summer 2014 in the WCHHS Dean's office
- Attended thesis defense in COSD
- Attended training on Activity Insight
- Met with the Provost's leadership intern
- Met with University Advancement personnel and donors
- Met with Dr. Ebenezer Kolajo regarding SACS accreditation
- Attended the holiday reception at President Kyle's house
- Met with the Rector of the RU BOV, Mr. Michael Wray
- Attended presentation on new student affairs software, OrgSync
- Met with candidates for Director of Institutional Research
- Met with candidates for Director of Assessment
- Met with Vice Provost to discuss international program offerings
- Attended the RU Career Services day-long retreat featuring Andy Chan
- Met with the Faculty Senate Executive Committee re: plans to increase faculty travel
- Attended EPAF training
- Spoke at the kick-off event for Dr. Vicki Bierman's HRSA grant in September 2015
- Attended meeting on educating nontraditional students

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- Attended grant goals meeting with sponsored programs
- Attended recruiting event at NRCC
- Attended inaugural Institutional Effectiveness Day, September 25, 2014
- Met with consultants for the branding and marketing efforts at RU
- Met with Brooke Chang in the office of Diversity and Equity
- Met with site visitors from the accrediting agencies
- Attended joint meetings between the President's Cabinet and the Dean's Council
- Participated in Diversity Dialogue events in October 2014
- Met with the Dr. Orion Rogers, Dean of CSAT and faculty regarding pre-PT and pre-OT advising

In summary, I believe we have had a wonderful year in the WCHHS and I look forward to the opportunity to continue to serve as dean.

Sincerely,

A handwritten signature in black ink, appearing to read "Ken Cox", written in a cursive style.

Ken Cox