

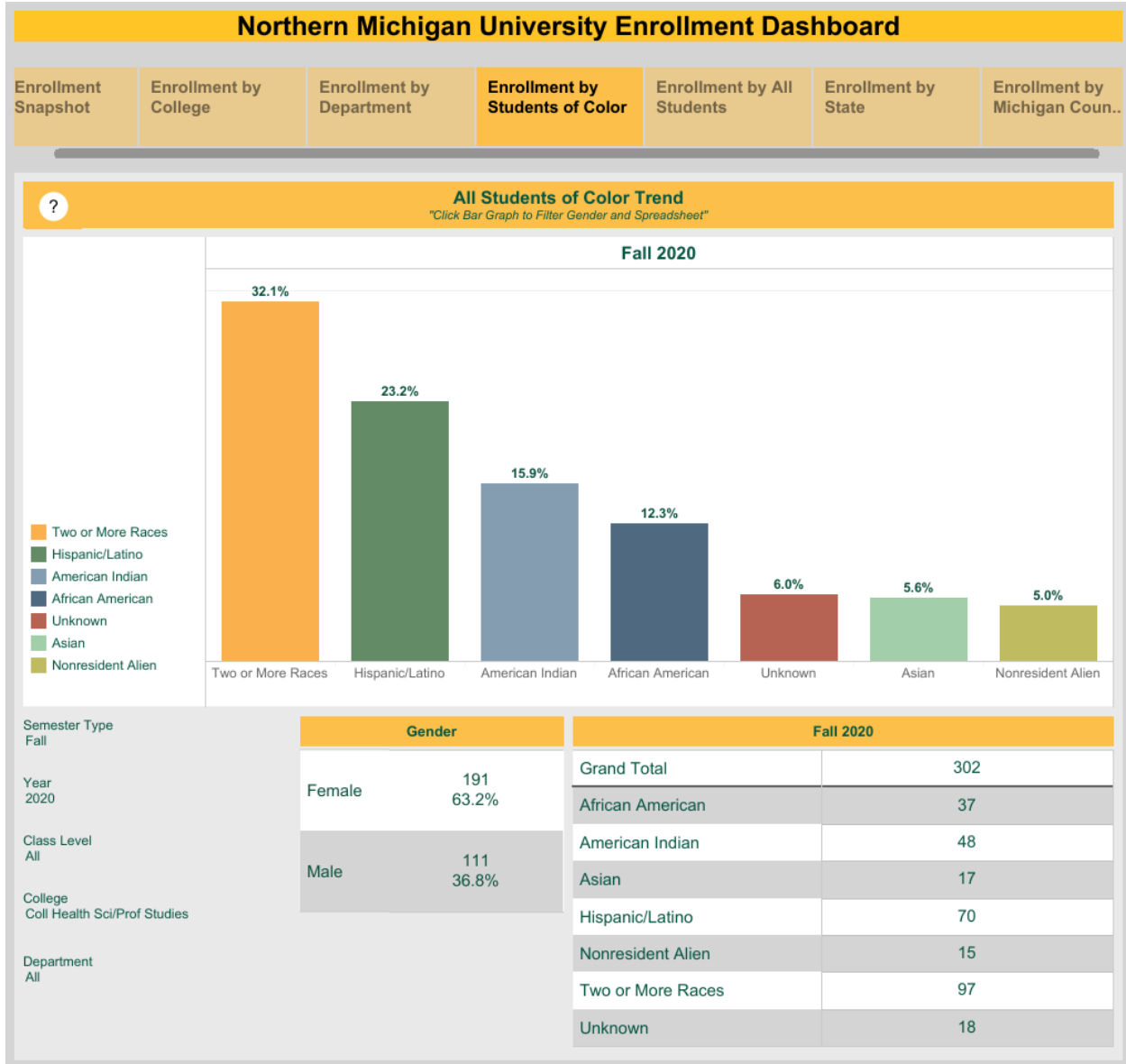
College of Health Sciences and Professional Studies

Report to the Educational Policies Committee

January 24, 2022

All data obtained from [NMU Institutional Effectiveness](#)

College of Health Sciences and Professional Studies Fall 2020 All Students of Color Trend



Full-Time Equivalent Enrollment by Major Fall 2019, Fall 2020, Fall 2021

Department	Major Undergraduate	2019 FTE	2020 FTE	2021 FTE	
Clinical Sciences	Clinical Assistant	3	0	0	
	Clinical Health Science	17	18	19	
	Clinical Laboratory Science	59	66	50	
	Clinical Laboratory Technology	18	17	16	
	Medical Laboratory Science	0	3	1	
	Pre-Radiography	47	35	39	
	Pre-Surgical Technology	33	30	17	
	Radiography	30	30	16	
	Speech, Language & Hearing Science	58	53	47	
	Surgical Technology	1	4	4	
	Department Total		266	256	209
Criminal Justice	Criminal Justice	245	233	220	
	Law Enforcement	9	4	3	
	Loss Prevention Management	4	3	5	
	Department Total	258	240	228	
Education, Leadership & Public Service	Applied Workplace Leadership	24	24	33	
	Cognitive Impairment Elem	13	10	13	
	Cognitive Impairment Sec	4	4	4	
	Elementary Education	47	42	42	
	Emotional Impairment Elem	10	6	2	
	Emotional Impairment Sec	6	7	5	
	Integrated Science Sec	26	22	24	
	Integrated Science Elem	19	23	14	
	Language Arts Elem	56	60	61	
	Mathematics Elem Education	20	20	16	
	Provisional Certificate Elem	3	4	7	
	Provisional Certificate Sec	7	13	12	
	Social Studies Elem	23	26	24	
	Special Education Undeclared	18	28	13	
	Department Total		276	289	270
	Engineering Technology	Computer Numeric Control	1	2	0
Computer Numerical Control Tec		4	2	1	
Electrical Engineering Tech		32	29	24	
Electrical Technology		21	19	19	
Electrical Design		12	9	12	
Industrial Tech Sec Ed		8	7	5	
Industrial Technologies		14	15	11	
Mechanical Engineering Tech		112	128	95	
Department Total			204	211	167

Health & Human Performance	Applied Exercise Sci/Health Mgmt	0	6	30
	Athletic Coaching Education	0	6	12
	Athletic Training	1	0	0
	Community Health Education	16	9	5
	Health & Phys Ed/Sec Ed	4	14	25
	Management of Health & Fitness	34	23	11
	Outdoor Rec Leadership	86	76	71
	Physical Educ/Secondary	17	3	1
	Physical Educ/Coaching	17	10	4
	Pre-Physical Therapy	9	10	2
	Sports Science	115	100	76
	Sports Science/Athl Train 3+2	12	29	40
	Wildland Firefighting	0	0	0
	Department Total	311	286	277
Health Science/Prof Studies	General University Studies	19	4	1
	Department Total	19	4	1
Native American Studies	Native American Studies	9	10	11
	Department Total	9	10	11
Nursing	Nursing	203	207	196
	Pre-Nursing	194	195	185
	Practical Nursing	18	13	1
	Pre-Practical Nursing	7	2	0
	Department Total	422	417	382
Social Work	Social Work	76	95	87
	Department Total	76	95	87

Full-Time Equivalent Enrollment by Minor Fall 2021

Department	Minor Undergraduate	2021 FTE
Criminal Justice	Wildlife Conserv Law/Policing	2
Education, Leadership & Public Service	Applied Workplace Ldrshp	1
Health & Human Performance	Community Health	1
	Dance	1
	Emergency Medical Services	2
	Health and Nutrition	2
	Nutrition	2
	Outdoor Recreation	1
	Sport & Fitness Management	3
	Sports Science/Cluster	60
Native American Studies	Native American Studies	2
Social Work	Social Service	1

Head Count Graduate Enrollment Fall 2019, Fall 2020, Fall 2021

Department	Graduate	2019 Head Count	2020 Head Count	2021 Head Count	
Clinical Sciences	Clinical Molecular Diagnostics	0	0	16	
	Clinical Molecular Genetics	15	14	0	
	Department Total	15	14	16	
Education, Leadership & Public Service	Additional Endorsement	0	1	0	
	Addl Endorse Learning Disabilities	8	7	11	
	Addl Endorse Reading	1	0	1	
	Early Childhood Addtl Endorse	2	1	0	
	Early Childhood	43	70	73	
	Educ Admin Supervision	51	51	42	
	Educational Instruction	0	17	23	
	Instruction	17	0	0	
	Learning Disabilities	26	23	22	
	Professional/Personal Develop	70	93	32	
	Reading (BT)	13	8	4	
	Reading Specialist	16	12	9	
	Department Total	247	283	217	
	Health & Human Performance	Athletic Training	4	13	17
		Exercise Science	23	19	21
Department Total		27	32	38	
Nursing	Family Nurse Practitioner	17	15	16	
	Nursing	0	0	19	
	Department Total	17	15	35	
Social Work	Social Work	21	42	38	
	Department Total	21	42	38	

Examples of CHSPS Recruitment and Retention Strategies

Electrical Power Tech Program

- Graduates from the program are highly recruited with starting salaries between \$60 – \$70,000
- Companies have come from as far away as Florida to campus to recruit
- There are 23 students in the program and believe we could easily double that number with program specific marketing similar to the enrollment success the Electrical Power Technician program saw through a federal grant

Learning Disabilities

Leverage the Michigan Department of Education (MDE) school district tuition grant for enrollees in school districts with 60% or more FTE free and reduced lunch

Propose an experimental program through the MDE forgiving the initial general education certificate as a requirement supporting initial endorsement in this area (would be the only program in the state with initial endorsement)

Athletic Training (Graduate)

Reduce the number of credit hours so the program is more competitive with similar programs in the state

Masters of Social Work

DEPARTMENT OF SOCIAL WORK

STRATEGIC FOCUS: ACADEMIC EXCELLENCE

- Recruit and **retain** qualified, **diverse** faculty, staff & students
- Increase **retention** and **graduation** rates
- Increase opportunities for **research, scholarly** and **artistic work**

Faculty & Staff Roster

2014	2021

Student Enrollment

Since its start in 2019 to date, the **MSW program** has enrolled:

- 97** new students
- 45** new applications started for 2022/23

Native American Studies

- Completed federal grant to develop all courses as online hybrid to allow for recruiting of student participation from university and college partners
- Embedding NAS coursework into fall 2022 revisions to teacher education programs
- Continue authentic research, teaching, and service partnerships with the Social Work Department



STRATEGIC FOCUS: INVESTMENT & INNOVATION

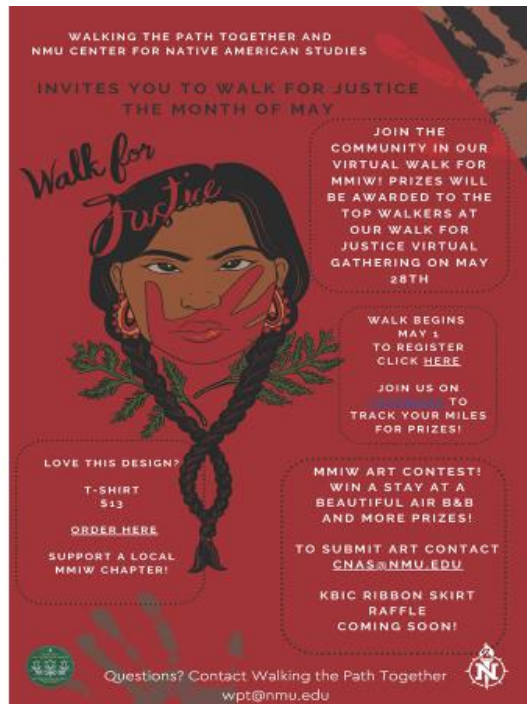
Proactively collaborate across operational silos

STRATEGIC FOCUS: DOMESTIC AND GLOBAL ENGAGEMENT

Increase student & faculty engagement with different

global and domestic communities

Identify and train diversity and inclusion liaisons for each college



Criminal Justice

- Exploring formal partnerships with corporate partners in Loss Prevention
- Working to reestablish internships through Criminal Justice program; two (2) winter 2022 interns with the Michigan State Police

Counseling and Consultation Services

- Leverage studies that link counseling to retention and completion (One report showed a retention rate of 85 percent for students involved in counseling compared to 74 percent for the general student body)
- Counseling experience is found to be significantly associated with student retention measured by third semester registration
- Use analytics already available in existing software to enable data-driven decision-making to do a better job of tracking

Staffing Plans 2022-2023 Academic Year

Department	Program	Replace/Enhance	Type of Appointment Initial Request	Status as of 1-24-2022 Report
School of Health and Human Performance	Health and Physical Education/Athletic Coaching Education (ACE)	Enhancement	Term (1, 2, or 3-year term)	Not approved.

School of Health and Human Performance	Outdoor Recreation Leadership and Management (ORLM)	Enhancement	Tenure Track or 3-year term	Approved 1-year term extension.
School of Nursing	MSN	Replace	Tenure Assistant or Associate	Approved.
Social Work	BSW and MSW	Replace	Term 2 year	Approved 3-year term search.
Social Work	BSW and new Substance Use Disorder minor	Replace/Enhance	Term 2 year	Approved 1-year term extension.
CLS	Lab Director	Replace	Term 3-year - Staff	Approved.
CLS	Department Head	Replace	Tenure Earning	Approved. Current faculty member assuming dept head role.
CLS	Instructor/Lab Manager/Clinical Education Coordinator	Replace	Term 3 year	Approved
CJ	Undergraduate	Replace	Term (1,2, or 3)	Approved 3-year term search.
SELPS	El Ed Undergraduate	Replace	Term 1 year	Term expires as planned.
SELPS	Early Childhood Grad	Replace	Term 1 year	Pending annual evaluation process
SELPS	Foundations/Ed Psych	Replace	Tenure Earning	Approved.
SELPS	Literacy	Replace	Tenure Earning	Approved. Position began 1-4-2022.