



# *College of Health, Education, and Social Transformation (HEST) Transition Advisory Committee*

*~ Reporting Out ~*

Prepared by: Joan Wilson, Ph.D., Communication Disorders (each committee member will take responsibility for preparing a monthly report out).

The HEST Transition Advisory Committee completed its first meeting on September 1, 2021. The Advisory Committee is made up of the following individuals:

- Joan Wilson (Communication Disorders; CD)
- Gladys DeNecochea (Counseling and Educational Psychology; CEP),
- Larissa True (Kinesiology, KIN),
- Jill McDonald (Public Health, PHS),
- Juanita Hannan (Research and Budget Center; RBC),
- Teresa Keller (School of Nursing; SON),
- Anna Nelson (School of Social Work; SSW),
- Cecilia Hernandez (School of Teacher Preparation, Administration, and Leadership, Curriculum and Instruction; TPAL-C&I),
- Denise Rodriguez-Strawn (School of Teacher Preparation, Administration, and Leadership, Curriculum and Instruction, Educational Leadership and Instruction; TPAL-ELA), and
- David G. Ortiz Canseco (Sociology; SOC)

The Committee is a two-year commitment charged with advising the Dean in transitioning the people and programs involved in the merger to establish our new College and create oneness among its members. That is, for first year of the commitment, we will adhere to the following:

*The Charge of the Transition Advisory Committee is to guide and assist with various projects at the direction of the dean, including but not limited to:*

- (i.) the development of goals and a college mission statement that reflect the aspirations that motivated the establishment of the new college;*
- (ii.) the development of an organizational leadership and administrative structure for the new college, which could include development of job descriptions for newly created positions;*

*(iii.) the development of a workplace culture that reflects the goals, mission, values, and aspirations of the new college, and fosters a sense of belonging and cooperation throughout the new college; and*

*(iv.) undertaking a college SWOT analysis (strengths, weaknesses, opportunities, and challenges).*

It is anticipated that for the second year, the committee will continue to advise the permanent dean as they develop vision and goals to lead the college.

At our first meeting, we began to identify ideas for building a culture of accountability, trust, and communication across HEST through information gathering and sharing. For example, we discussed options for engaging in listening sessions, focus groups, surveys, symposiums (on topics such as social justice, social transformation, and critical issues), working groups for brainstorming collaborations, task forces to focus on specific initiatives, speed-dating type events to discuss research opportunities/synergies, and developing an online presence where members of the HEST community can stay updated and provide feedback on the transition. The results of these information exchange efforts will also be utilized to complete a full analysis of HEST's strengths, weaknesses, opportunities, and threats (SWOT).

In addition to discussing options for information sharing and gathering, the Committee initiated conversations on how HEST can engage in projects that are accountable to the community, such as addressing critical shortages of teachers and healthcare workers, which are critical for social transformation. The Committee examined ways to increase awareness of shared research interests across HEST members to facilitate collaborations to address these critical needs in our community.

For our next meeting in two weeks, September 15 at 1:00 p.m., we hope to settle on our tasks and develop a timeline for completing them. Committee members will be preparing for this meeting by analyzing multiple reports on the critical needs of our community and use these analyses to ground our future discussions. Also, to ensure a broad representation of perspectives on the Committee, we will be discussing adding three new members from HEST staff, students, and community members (nominations by committee members due September 7).

Next HEST Transition Advisory Committee Report Out is due: October