

Western Illinois University
Academic Affairs, Annual Reporting Documents — Deans
Academic Year 2023–2024

Due to Provost's Office: **May 17, 2024**

College of Education & Human Services

The Purpose of These Documents

With this annual report, Deans and Chairpersons/Directors will align past and future work in their programs and in the colleges as a whole with wider planning in the Division of Academic Affairs, as well as with the University's larger Strategic Plan, *Higher Values in Higher Education, 2017-2027 (HVHE)*. Among other things, in the report Deans will describe what is unique about their College, document progress on enrollment, program development, and faculty development; document and develop recruitment and retention initiatives; and, finally, record and celebrate faculty, staff, and student successes and achievements.

In order to understand the context for these documents, please review the current version of the University's strategic planning document, as well as the supplemental planning documents on recruitment, retention, University distinctiveness, QC planning, and so on. All of these documents can be found at http://www.wiu.edu/aasp/university_planning/. Also, when reading the University's planning documents, please note the following vision, mission, and core values of the institution:

WIU Vision

Western Illinois University will be the leader in educational quality, opportunity, and affordability among regional public universities.

WIU Mission

Western Illinois University empowers students, faculty, and staff to lead dynamic and diverse communities. We provide student-centered undergraduate and graduate programs characterized by innovative teaching, research, and service, grounded in interdisciplinary, regional and global perspectives. We engage our students in educational opportunities guided by a professional and diverse faculty and staff in collaboration with alumni and community partners.

WIU Core Values

Academic Excellence

Central to our history and tradition is the commitment to teaching, to the individual learner, and to active involvement in the teaching-learning process. WIU's highly qualified, diverse faculty promotes critical thinking, engaged learning, research, and creativity in a challenging, supportive learning community. Western is committed to an academic environment that encourages lifelong development as learners, scholars, teachers, and mentors.

Educational Opportunity

Western values educational opportunity and welcomes those who show promise and a willingness to work toward achieving shared educational goals. WIU is committed to providing accessible, high quality educational programs and financial support for our students.

Personal Growth

Because Western values the development of the whole person, WIU is committed to providing opportunities for personal growth in an environment that supports the development of wellness, ethical decision making, and personal responsibility.

Social Responsibility

Western is committed to equity, social justice, and diversity, and will maintain the highest standards of integrity in our work with others. WIU serves as a resource for and stimulus to economic, educational, cultural, environmental, and community development in our region and well beyond.

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1. What is unique and special about your College?

The mission of the College of Education and Human Services is “to educate and empower future practitioners and leaders” by creating “a dynamic and diverse community committed to fostering authentic and innovative educational, research, and service opportunities.” We provide our students with opportunities that integrate learning with real-world experiences, critical thinking, and ethical practice to tackle complex challenges in our society. In fulfilling this promise, we are poised to create the next generation of socially conscientious leaders and practitioners who create healthy, safe, and equitable environments in their professions, organizations, and communities. Beyond the above, the College of Education and Human Services is uniquely special because we are focused on creating leaders who will in turn *serve humanity*. This focus is unique relative to other colleges on campus: though other colleges may certainly suggest some service ethic, the entirety of COEHS programing is focused on the “other”—via an essential service ethic—rather than solely on the self. Additionally, this service ethic is broadly communal in the knowledge that humans are social creatures who depend one upon the other rather than in isolation.

The College of Education and Human Services currently houses seven academic units: Department of Counselor Education & College Student Personnel, School of Education, Department of Health Sciences & Social Work, Department of Kinesiology, School of Law Enforcement & Justice Administration, Department of Military Science, and the Department of Recreation, Park, Tourism, & Hospitality. COEHS has the largest enrollment of all of the Colleges at WIU, including the largest undergraduate major, Law Enforcement and Justice Administration, and the second largest graduate program, Master of Arts in Teaching. Below are some of the strengths of the College along with some examples of how these different strengths are exemplified by our programs.

Students learn early in their programs to be strong supporters for their communities. For example, Health Sciences & Social Work students meet with legislators in Springfield to learn about the legislative process that impacts their field. Counselor Education faculty and students provide counseling support for the transgender population in the Quad Cities. The School of Education's Arlington & Arlene Seymour Center for Rural Education Advocacy, Policy, and Research is the only such Center in the state and supports the region through professional development and developing research collaborations with schools. And, the college houses the campus food pantry providing support for students with food insecurity.

Students contribute in excess of 750,000 hours to schools, businesses, and agencies within the region. For example, Counselor Education students provide the community clinical mental health therapy. Exercise Science students work with clients for a personal exercise training experience. Dietetics, Kinesiology and Health Sciences students provide diabetes resources through the Bella Hearst Center. The School of Education addresses the teacher shortage crisis through a master's degree program that fast tracks college graduates into the teaching profession.

Hands-on experiences help our students hone their skills. For example, students in the field of hospitality management operate the Knoblauch Cafe. The Emergency Operations Center and the McCamey Crime Lab serve as educational labs for Law Enforcement, Fire Science, and Emergency Management. The Recreation, Park, Tourism and Hospitality Department's Horn Field Campus, which houses an outdoor climbing tower and high ropes and team building courses, helps students develop leadership, facilitation, and communication skills. The School of Education houses the Macomb Infant and Preschool Center; the Reading Center; The Kellogg Science Center; the Social Studies Center; and, the Curriculum Library (not housed by SOE) is available for our students in Horrabin Hall.

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From curriculum to internships, our students are immersed in the field from the beginning of the WIU experience. For example, Fire Protection Services students can graduate with both their degree and a paramedic certificate. Social Work students, in partnership with Illinois Department of Children & Family Services (DCFS), complete more than 75% of the requirements for their Child Welfare Employee License. Emergency Management students learn competencies related to the Federal Emergency Management Agency (FEMA), the Department of Homeland Security, the National Incident Management System (NIMS), the Army 525 and Air Force 10-2051 training expectations, as well as GIS, drone, and next generation 911 technology. Recreation, Park, & Tourism Administration majors' experience includes a 480-hour internship, small-group conversations with industry leaders during field trips, and the ability to earn industry desired certificates—an effective combination garnering the department an average 90% job placement rate for their graduates. Finally, our Master of Arts in Teaching Program requires a two-year paid teaching residency which not only addresses the catastrophic teacher shortage but also provides our students with two years of on-the-job training.

2. Enrollment growth possibilities in your College

Include in this description, where possible, market data, audience profiles, national trends, employment data, and other indicators of market potential.

The College of Education and Human Services has enormous growth potential, and some of that is ongoing. Below is a non-exhaustive list of areas of ongoing and potential future growth:

Current Programs:

Bachelor of Science in Nutrition and Dietetics

We believe this program can be grown if we are allowed to revisit our potential relationship with the external agency—*Testing and Training International*—per a draft MOU outlining an agreement to provide a 10% tuition reduction in exchange for a guarantee to enroll 17 students per cohort. If they do not meet the minimum student enrollment, WIU pays nothing. Additionally, the program received very positive feedback on its accreditation self-study and site visit and we are confident the program's accreditation will be reaffirmed for the next seven years. Finally, there is evidence that the labor market for graduates of this program is growing stronger particularly as the post-pandemic national health and well-being movement continues to expand.

Bachelor of Science in Exercise Science

As of Spring of 2024, there were 104 active students in the Exercise Science Program—an enrollment jump of 12 students. We believe these numbers will grow with the creation of 2+2 degree arrangements with our 2-year partner colleges and with the development of an integrated BS in Exercise Science/Master of Science in Kinesiology.

Bachelor of Science in Education, Paraprofessional-Focused Teacher Licensure Programs

Two years ago, the School of Education launched a program focused on recruiting working paraprofessionals seeking to get full Professional Education Licenses in Early Childhood, Elementary, and Special Education. Elementary and Special Education cohorts will start each summer and, per current state legislation, Early Childhood students can begin any semester. Since its inception, this program has grown to approximately 180 students, an additional 30 students from last spring.

Bachelor of Social Work

We believe that this program will grow very quickly with the creation of an MSW (see below in the “looking forward section). With the creation of an MSW, we can attract a much higher number of students into the BSW because they will then know that they can move immediately into an MSW

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program at a place they feel comfortable—here. There would also be an opportunity to make the BSW/MSW an integrated degree program.

Master of Science in Kinesiology

As noted above, we believe there is growth potential in the creation of relationships developed around 2+2 agreements and an integrated Exercise Science/Master of Kinesiology program. Additionally, our relationship with Universidad Autonoma de Nuevo Leon to recruit students to WIU's program is succeeding: we had a first graduate earn his degree this spring semester.

Master of Public Health (Public Health or School Health Options)

As of spring of 2024, this program has 93 students and we expect it to grow particularly if we get the additional Public Health position filled.

Master of Science in RPTA (Practitioner Option)

This new option of the MS in RPTA is tailored to meet the needs of practitioners with at least two years of full-time experience in public recreation and/or non-profit administration and courses are offered synchronously via zoom in the evenings.

Master of Science in Education, Counselor Education

The Counseling MS program had 77 students as of Spring of 2023 and I understand nearly a third of them graduated. In addition to there being shortages of teachers, principals, and school social workers, there is also a shortage of school counselors. We believe that because of that shortage, we can grow/replenish this program going forward.

Master of Arts in Teaching

Over the last 3 ½ years since the MAT program officially kicked off, we have added numerous licensure areas to the original three, including a P-12 Art option most recently approved by ISBE. This spring we expect to have approval for additional licensure options in PE, Spanish, and French. As of Spring 2024, there were 284 active students in the program. We expect to have as many as 350 active students in the MAT by Fall of 2024. These enrollment numbers make it the largest graduate program on campus.

Master of Science in Education, Educational Leadership (Principal Licensure)

Because it is only teachers with some years of experience who can become certified school principals, and given the shortage of teachers, there is now a growing principal shortage. As this shortage continues, we expect our Principal licensure program enrollment to grow as well.

EdD in Educational Leadership

Since the development of what used to be called the “Higher Education” option of the EdD program—now the Organizational Justice, Equity, and Inclusion option, this program has grown to approximately 100 students (including the P-12 option of the program). That growth has been spurred mostly by international student interest. We believe this growth can continue if we can sustain it.

Looking Forward, New Programs:

Creation of a new Master in Social Work program

As much of the country is aware, there is a catastrophic teacher shortage; what many are not aware of is that there is equally catastrophic shortage of school social workers. We believe the creation of an MSW program will be a recruiting boon for the undergraduate BSW program already in existence and serve this region's and the state's need for qualified social workers, particularly in schools. We have received permission to develop this program and that work is ongoing.

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Creation of a new MSED in Director of Special Education

Another area of concern is the growing shortage of qualified special education directors as teachers opt to leave the field. We field a relatively large number of calls inquiring about such a program. We believe such a program would grow quickly.

3. Barriers to growth in your College

The College continues to suffer from a lack of human resources. Due to the decreased numbers of faculty and staff, many individuals have taken on additional responsibilities. This makes it difficult to have time for creating new ideas for growth. Additionally, the areas where we have seen more substantial growth have not been provided much in the way of additional resources which makes it even less appealing. For example, the MAT and MPH programs continue to have increasing student numbers with limited increases in support and program resources. These programs are using more and more adjuncts which has the potential to jeopardize the quality of the programs. Additionally, and due to the nature of COEHS programs which are often connected to certification or licensure processes, we need more office and clerical staff to track those certification and licensure processes. The college simply cannot sustain such large programs on this count such as the MAT (nearly 300 students) and the MPH (nearly 100 students). Continuing the practice of giving additional responsibilities to people without additional resources and support is not sustainable. We are experiencing morale issues with our human capital as more and more faculty and staff are experiencing burnout. As we have requested on several occasions, if successful programs such as the MAT and MPH would receive a percentage return on the tuition generated to sustain/grow the program, we certainly could see higher enrollments.

Some of our programs have ideas for offering new programs (such as the MSW) or increasing current enrollments (CNED), but these programs will need additional faculty hires either prior to or as the programs are getting started.

Another barrier to our growth is our desperate need for technology solutions. Unfortunately we find ourselves spending so much time implementing systems (marketing our programs, following up with admits, etc.) by hand that there is limited time to be more innovative. As a result, we have to make difficult choices as to what to spend our time on. Additionally, we find ourselves trying to use our limited resources and to upgrade equipment so that students are learning about the equipment they will actually be using in the field. The Interactive Multimedia (IMM) lab has been under-resourced and without staff since 2017. To meet the needs of 21st-century skills for COEHS students, the multimedia lab needs hardware and software upgrades. Most of the existing IMM lab equipment is either obsolete or in the process of obsolescence. The obsolete hardware is gradually being removed from the IMM lab. We are identifying usage for the equipment for which the functionality has changed over time or with the invention of new products. The faculty want necessary technical skills and knowledge to effectively integrate technology into their teaching practice. And the students expect to learn 21st-century skills and competencies that are necessary for success in a technology-driven world.

Finally, COEHS went through a nearly year-long reorganization process. We are at the last stages of that process. Reorganizing will hopefully shore-up what is a leadership vacuum: we currently have three interim department chairs—two of whom have taken on these roles in addition to numerous other duties in both the college and the provost office. Reorganizing our departments will provide the potential to find two permanent chairs as we hope to dissolve one of our seven departments. That improvement in structural efficiency will allow for more recruitment and innovative program creation and lead to enrollment growth.

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4. Enrollment

Institutional Research will create a “College Profile” for Deans and Chairpersons/Directors. Please note that most information can be found in the Fact Book. Include the following:

- a. 5 years of headcount enrollment by new freshmen, new transfer, new graduate, and continuing undergraduate and graduate students in your College*

	2019	2020	2021	2022	2023
<i>New Freshmen Students</i>	266	289	225	251	242
<i>New Transfer Students</i>	184	216	162	179	168
<i>New Graduate Students</i>	196	195	251	261	237
<i>Continuing Undergraduate Students</i>	1385	1247	1109	1052	997
<i>Continuing Graduate Students</i>	539	504	547	615	645
TOTAL	2,554	2,451	2,294	2,358	2289

- b. 5 years of headcount enrollment by race/ethnicity, gender, and country of origin*

Fall Term	International	Black	American Indian	Asian	Hispanic	Pacific Islander	White	Two or More	Unknown	Male	Female	Total
2019												
<i>Undergrad</i>	11	327	3	21	309	-	1,084	45	35	873	962	1,835
<i>Graduate</i>	25	83	-	4	48	-	551	11	13	229	506	735
Total	36	410	3	25	357	-	1,635	56	48	1,102	1,468	2,570
2020												
<i>Undergrad</i>	7	333	5	24	297	1	1,002	52	31	766	986	1,752
<i>Graduate</i>	22	69	-	2	50	-	529	11	16	211	488	699
Total	29	402	5	26	347	1	1,531	63	47	977	1,474	2,451
2021												
<i>Undergrad</i>	21	280	4	14	247	-	867	40	23	606	890	1,496
<i>Graduate</i>	64	77	1	4	49	1	566	16	20	259	539	798
Total	85	357	5	18	296	1	1,433	56	43	865	1,429	2,294
2022												
<i>Undergrad</i>	25	293	4	15	250	1	838	40	16	543	929	1,482
<i>Graduate</i>	116	85	-	4	66	1	564	15	25	268	608	876

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Total	141	378	4	19	316	2	1,402	55	41	811	1,537	2,358
2023												
<i>Undergrad</i>	22	262	4	13	228	2	813	44	21	477	932	1,409
<i>Graduate</i>	139	89	-	9	67	-	535	13	30	270	612	882
Total	161	351	4	22	295	2	1348	57	51	744	1544	2291

c. 5 years total credit hour production by Department/School

** Data is not available in the current factbook.

d. Identify faculty-student ratio by College and Department/School, with explanation of disciplinary norms

** Data is not available in the current factbook

5. Degrees conferred

Include the following:

- a. Total number of degrees conferred for most recent academic year
- b. Total number of degrees conferred for most recent academic year per department and/or program
- c. Number of degrees conferred for most recent academic year per race/ethnicity, gender, country of origin

Undergraduate Degree Program	International	Black	American Indian	Asian	Hispanic	White	Pacific Islander	Unknown	2 or More	Male Total	Female Total	TOTAL
COLLEGE OF EDUCATION & HUMAN SERVICES												
Education	-	1	-	-	4	42	-	1	1	4	45	49
B.S.Ed. in Elementary Education	-	1	-	-	4	36	-	1	1	3	40	43
B.S.Ed. In Middle Level Education	-	-	-	-	-	3	-	-	-	1	2	3
B.S.Ed. in Special Education	-	-	-	-	-	3	-	1	-	-	3	3
Health Sciences & Social Work	-	7	-	2	11	19	-	-	3	6	36	42
B.S. in Health Services Management	-	2	-	-	1	6	-	-	-	2	7	9
B.S. in Public Health	-	1	-	-	-	1	-	-	-	1	1	2
Bachelor of Social Work	-	4	-	2	10	12	-	-	3	3	28	31
Kinesiology	-	10	-	-	4	26	-	-	1	22	19	41
B.S. in Exercise Science	-	8	-	-	3	14	-	-	1	18	7	25
B.S. in Nutrition & Dietetics	-	-	-	-	1	5	-	1	1	-	6	6

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B.S. in Nutrition & Foodservice Management	-	1	-	-	-	-	-	-	1	-	2	2
B.S. in Physical Education K-12	-	1	-	-	-	7	-	-	-	4	4	8
Law Enforcement & Justice Administration	3	22	-	3	44	131	-	6	5	112	102	214
B.S. in Emergency Management	-	1	-	-	-	4	-	-	-	3	2	5
B.S. in Fire Protection Services	-	-	-	-	-	14	-	-	-	12	2	14
B.S. in Law Enforcement & Justice Administration	3	21	-	3	44	113	-	6	5	97	98	195
Recreation, Park & Tourism Administration	-	3	-	-	3	16	-	-	1	9	14	23
B.S. in Recreation, Park & Tourism Administration	-	3	-	-	3	16	-	-	1	9	14	23
TOTAL EDUCATION & HUMAN SERVICES	3	44	-	5	66	234	-	7	11	153	217	370

Graduate Degree Program	International	Black	American Indian	Asian	Hispanic	White	Pacific Islander	Unknown	2 or More	Male Total	Female Total	TOTAL
Counselor Education & College Student Personnel	2	1	-	1	5	30	-	1	2	10	32	42
M.S.Ed. in Counseling	-	-	-	-	4	22	-	1	1	4	24	28
M.S. in College Student Personnel	2	1	-	1	1	8	-	-	1	6	8	14
Education	-	7	-	-	10	134	-	4	1	27	129	156
Alternative Licensure	-	2	-	-	-	31	-	-	-	8	25	33
M.S.Ed. In Curriculum & Instruction	-	1	-	-	-	27	-	-	-	1	27	28
M.S.Ed. in Educational & Interdisciplinary Studies	-	-	-	-	-	-	-	-	-	-	-	-
M.S.Ed. in Educational & Interdisciplinary Studies	-	-	-	-	-	1	-	-	-	1	-	1
M.S. Ed. In Educational Studies	-	1	-	-	2	9	-	1	-	1	12	13
M.S. Ed. in Educational Leadership	-	1	-	-	4	36	-	1	1	12	31	43
Ed.S. in Educational Leadership	-	-	-	-	-	1	-	-	-	-	1	1
Ed.D. in Educational Leadership	-	-	-	-	-	15	-	1	-	5	11	16
M.S.Ed. in Reading	-	1	-	-	3	11	-	-	-	-	15	15

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M.S.Ed. in Special Education	-	1	-	-	-	4	-	-	-	-	5	5
PBC in TESOL	-	-	-	-	1	-	-	1	-	-	2	2
Health Sciences & Social Work	16	-	-	-	3	4	-	-	-	7	16	23
M.S. in Health Sciences	-	-	-	-	-	-	-	-	-	-	-	-
PBC in Health Service Administration	4	-	-	-	-	1	-	-	-	1	4	5
Master of Public Health	12	-	-	-	3	3	-	-	-	6	12	18
Kinesiology	8	6	-	-	-	24	1	1	-	30	10	40
M.S. in Kinesiology	4	1	-	-	-	10	-	1	-	8	8	16
M.S. in Sport Management	4	5	-	-	-	14	1	-	-	22	2	24
Law Enforcement & Justice Administration	1	7	-	-	1	19	-	3	-	17	14	31
M.A. in Law Enforcement and Justice Admin	-	-	-	-	-	1	-	-	-	1	-	1
M.A. in Public Safety Administration	1	7	-	-	1	17	-	3	-	15	14	29
PBC in Police Executive Administration	1	-	-	-	-	1	-	-	-	1	-	1
Recreation, Park & Tourism Administration	2	-	-	-	-	10	-	-	-	7	5	12
M.S. in Recreation, Park & Tourism Administration	2	-	-	-	-	9	-	-	-	7	4	11
PBC in Event Planning & Management	-	-	-	-	-	1	-	-	-	-	1	1
TOTAL EDUCATION & HUMAN SERVICES	29	21	-	1	19	221	1	9	3	98	206	304
TOTAL DEGREES CONFERRED												674

6. Retention of students

Our 1st annual New Student Welcome drew 117 undergraduate students on the Friday before the semester began (August 18, 2023). Our programming had one clear purpose—create an environment and the opportunity for new students to begin the process of building connections with their classmates and faculty. The following sessions were hosted by COEHS faculty, staff, and departmental student clubs:

- Meet Your Major,
- Speed Friending,
- Breathwork & Stress Management Tips,
- Self Care Strategies That Work,
- Inflatable Climbing Wall & Obstacle Course,
- Make & Take WIU Memorabilia,
- Conversation & Board Games, and
- Yard Games & Water Rockets.
- The post-event survey confirmed wide-spread student engagement with peers and faculty, and 100% support for hosting the event again in 2024.

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To ensure that our online, Quad Cities, and graduate populations are being served as well, we hosted five Q&A sessions via Zoom during the first week of the 2023-2024 academic year.

For the remainder of the academic year, our retention and student success efforts were centered on the concept of bringing resources to the students rather than asking them to come to us. This approach was successful because we joined the spaces where the students are situated during their daily activities, and they see us supporting their academic and professional goals. This approach also brings synergy among the administrative staff, faculty, and student clubs within COEHS by being in the same space at the same time for informal conversations, brainstorming, exchanging information about students who might need help, etc.. (See more about the student success implications in that section of this document.) Here are a few illustrative examples of COEHS administrative staff and faculty being in the same spaces/events as students:

- #SnacksOnUs: Soda Bar - Brophy and Horrabin Halls (multiple sessions)
- Summer Opportunities Fair (RPTH event in the Grand Ballroom)
- Department of Alcohol, Tobacco, Drugs, and Firearms (ATF) Panel Presentation (LEJA)
- Education Career Fair (Teacher Education Office event in the Heritage Rooms)
- Co-hosting COEHS departmental student clubs events (during their regular meetings times/locations)

Below are a few specific student retention highlights from COEHS academic departments.

School of Education

Educational Leadership MSED: Out of only 100 scholarships granted, the School of Education had 2 program candidates receive the prestigious *School Leader Pipeline Grant* alongside only 18 other universities in Illinois. The purpose of this State of Illinois funded initiative is to identify, develop, support, and sustain a diverse cohort of aspiring leaders as they work through a principal preparation program. Ultimately, this initiative will facilitate further administrative leadership within Illinois. The grant covers two academic years of programming for a total of \$15,000 in tuition costs. Recipients receive 20 hours of mentoring from a current or recently retired school leader who is a member of the *Illinois Principal Association (IPA)*, a \$500 stipend for conference travel expenses, as well as an IPA membership. School of Education faculty members Dr. Monica Rouse, Dr. Bridget Sheng, and Dr. Pam Rockwood played critical roles in assisting with the review process for the award, including being part of a team of nearly 15 reviewers.

Health Sciences and Social Work

The Master of Public Health (MPH) program hosted monthly journal club events. Students learned about different types of research from alumni of the program. The MPH program also hosted orientation events, one in the fall and one in the spring, to update students and answer questions. Additionally, the Health Sciences Graduate Student Association worked on becoming a formal student organization which included inviting all MPH students to become members.

The Social Work (SW) student organizations [Social Work Student Association (SWSA), Diversity Council, and Phi Alpha] in collaboration with their faculty hosted a number of events to support SW students. Examples of these events included: New Student Orientation, Social Work Connections (Self-Care in Social Work, Social Workergiving), shopping for CASA children, street clean up, Soda Bar and Study Session, a Bowling Event, and a Movie Night, a Senior SW Panel and Pizza Party for all SW students. SW students also participated in a number of fundraisers including shopping for CASA students, supply drive for Samaritan Well, Big Brothers Big Sisters Bowl for Kids Sake and Music Trivia fundraisers. Additionally, faculty conducted monthly Exploring Your Future in Social

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Work sessions for the students.

Kinesiology

- Had the Student Success Center in Brophy Hall 200A painted.
- Refreshed the entrance way to Brophy Hall with new paint and graphics.
- Graduate Students Expectations seminar and survey during the Fall 23 semester.
- Participated in all of the Summer 23 Leatherneck Launch events.
- Working with the COEHS Global Community and Social Justice Committee that focuses on strategies to improve retention for international students.

LEJA

The School also hosted their own welcome to LEJA event for all freshman and transfer students on 8/23. The event provided students with the opportunity to meet the Director and most of the faculty in an informal manner to show the breadth of experience and careers available within the arena of public safety.

Retention specific efforts also included:

- Advising and actively engaging with LEJA students in professional fraternity organizations within the School, to include:
 - *Alpha Phi Sigma (National Honor Society for Criminal Justice)*
 - *American Society for Industrial Security (ASIS)*
 - *Concert Safety Corps*
 - *Corrections Club*
 - *IESMA -Illinois Emergency Services Management Association*
 - *Investigator's Club*
 - *Lambda Alpha Epsilon (The American Criminal Justice Association)*
 - *Minorities in Blue (MIB)*
 - *Omega Gamma Phi a fire studies association*
 - *Mock Trial Team*
 - *Phi Alpha Delta – a Pre-law club.*
 - *Delta Tau Delta a Social Fraternity*
 - WEMS, our professors assist with the club's training and activities.
- Each of these fraternities engage in conferences and events. For example, in the past year, these events have occurred:
 - Touring the Illinois State Police Academy
 - Visiting the McDonough County Sheriff's Office and County Jail.
 - Hosting guest speakers and employers
 - Visiting the State Emergency Operations Center in Springfield and the IESMA Training Summit
 - Participating in Veteran related events
 - Mock Trial Team Competitions - Racher Invitational at Pella College in Pella, Iowa from December 1-3, 2023, and at the American Mock Trial St. Louis Regionals at Wash U in St. Louis from February 17th to 18th.
 - Fire Fraternity: Monthly trips to Carthage Fire Dept for joint training
 - Quincy Day - field trip to Quincy Regional Training Center for hands-on fire training

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- Fire students conducted smoke detector event in Macomb (with Red Cross) and installed 49 smoke detectors in low income housing
- Assisted with the planning and implementation of the Alzheimer's Association Walk in Macomb. Had over 20 club members participate in, set-up, tear-down, and fund-raising.
- On 9/13/23, LEJA Students and fraternity faculty adviser of the National Criminal Justice Honor Society Alpha Phi Sigma [Epsilon Omicron Chapter] volunteered at the Good Food Collaborative, unloading and stocking over 10,000 pounds of food and sundries.
- On 10/26/23, the LEJA Criminal Justice Honor Society's [Alpha Phi Sigma] adviser coordinated with the Office of Public Safety and Kinesiology Department to host a Mock Police Officer Wellness Evaluation Report [POWER] test for students interested in the fitness testing process for hiring law enforcement personnel.
- Spring, 2024, Fire Department Instructors Conference – FDIC A group of 8 students and the adviser spend 1 week at the conference, helping to staff the event and network with programs across the country. Students have the opportunity to serve as classroom hosts and introduce guest speakers, collect evaluations and take attendance. In exchange, all expenses are paid for the week and students get to spend a portion of the time attending fire service training for free.

Recreation, Park, Tourism & Hospitality

- Multiple Food Centered Events creating opportunities for faculty, staff and students to engage informally.

7. Recruitment of students

Our departments participated in University-Sponsored recruitment events:

- Discover Western,
- Grad Expo,
- Majors & Minors Fair,
- Transfer Articulation Event, and
- Western Express.

We also use COEHS events and avenues as recruitment opportunities to either connect directly with students or K-12 administrators. Below are a few examples.

- Book Author Reading & Discussion - all admitted education prospects received a special invite
- Administrators' Roundtable: Education Law Conference - 60 attendees received updates about COEHS and SOE; additionally, Doug Freed and Justin Shuch presented their direct-admit program to the participants
- Education Fair - COEHS table and staff stopped by every table to distribute
- Horn Field Campus - Mind Phiffer regularly invites students, faculty and staff to lead sessions that promote WIU to visiting groups of high school students
- Seymour Center for Rural Education dedication, lunch, and tour for donors and K-12 administrators
- Future Teachers Day - area high school brought 180 students with an professional interest in teaching to campus for this inaugural event
- Outreach to admitted prospective students about departmental resources and

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opportunities—Exercise Science, Social Work, Special Education, Education in general

COEHS faculty, staff, and students also recruited prospective students through presenting and/or exhibiting at externally organized off campus events:

- High School Wellness Days
- College Fairs at High Schools and Community Colleges
- High School Career Fairs
- TRiO Program Presentations
- Discover Wellness Summit at Carl Sandburg Community College
- Illinois Scholars Fairs

Below are a few specific departmental highlights.

Counselor Education & College Student Personnel

- Graduate Coordinators for both programs (CNED & CSP) participated in campus visits by prospective students, the WIU Grad Expo, and are responsive to student email inquiries.
- CNED Program hosted a Virtual Open House event and this will likely be an annual event.
- CNED Program provided a half-day interview experience for program applicants.
- Program faculty attending conferences to recruit students.
- Develop partnerships with area colleges and universities to encourage undergraduates to pursue graduate degrees at WIU. This includes the increase of external assistantships.
- International students in doctoral programs to reach out to students in their home countries as part of recruitment efforts.
- CSP Program had virtual info sessions on Oct. 10 and Nov. 8, 2023. We plan to continue those.
- CSP Program participated in the grad fair at Eastern at Student Affairs 101 on Oct. 27, 2023.
- CSP Program has sent out recruitment emails to WIU students and our alumni.
- CSP Program held socials at the NASPA conference in Seattle on March 12, 2024 and the ACPA convention in Chicago on March 20, 2024 and asked alumni to help us recruit.
- CSP Program adopted a new recruitment strategy this year of CSP Months rather than CSP Days where we gave personalized attention to candidates to recruit them to WIU. Several students told us this is why they chose our program versus others.

Education

- Discover Western Events
- Future Teachers Day 180 participants
- Community College Visits - Sauk Valley, etc.
- Letter writing campaign by current students to admitted prospective students
- Book Author Reading - invited prospective students
- Revitalized Administrators' Roundtable in April 2024 with the Education Law Conference gathering 60 area K-12 school administrators, teachers, and school board members for a half-day event.
- Illinois Science Olympiad brings middle and high school students to participate in STEM related competition at the Western Illinois University Regional Science Olympiad. This event draws between 12-15 school participants from neighboring counties in the west-

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central Illinois region.

- The [Great River Teacher Corps](#) (GRTC) scholarship program recruits and awards scholarships to students who will become teachers in a rural school district after graduating from Western. Over \$180,000 is available to participants in the GRTC program. We are actively encouraging prospective students to apply for these funds as a means of recruitment.

Over the span of 2021-2024 academic years, eleven programs have been approved through the channels of the department, college, university, and the *Illinois State Board of Education* (ISBE). The School of Education expects for the 3 additional programs to be approved Summer 2024. Since its inception, the program has gained over 200 participants, with “goal” enrollment predicted to peak in 3-5 years at nearly 500. The Master of Arts in Teaching (MAT) - Alternative Licensure is a two-year residency program wherein candidates are hired by a school district on a provisional teaching license, are paid a beginning teacher salary, and take courses over the two years. Upon successful completion of the program, graduates will receive an Illinois Professional Educator License in one of the following areas listed below.

- Early Childhood (Birth-Grade 2)
- Elementary Education (Grades 1-6)
- History (Grades 9-12)
- Middle Grades Education - English/Language Arts; Mathematics; Science; Social Studies
- Music (Grades K-12)
- Physical Education (Grades K-12) [ISBE approval expected June 2024]
- Secondary English (Grades 9-12)
- Secondary Mathematics (Grades 9-12)
- Secondary Science (Grades 9-12): Biology, Chemistry, Physics, Earth & Space Science, Environmental Science
- Special Education (K-Age 22) - Learning Behavioral Specialist (LBS1)
- Visual Arts Education (Grades PK-12)
- World Languages: Spanish (Grades K-12) [ISBE approval expected June 2024]
- World Languages: French (Grades K-12) [ISBE approval expected June 2024]

Early Childhood Workforce, Special Education, and Equity Work Projects: In partnership with the Center for Best Practices in Early Childhood Education team, School of Education faculty, Teacher Education Office and Office of Sponsored Projects, Dr. Lindsay Meeker has authored/co-authored, and currently oversees nearly a dozen projects (~\$3,000,000) designed to promote various pathways to the teaching profession in early childhood education, special education, as well as multilingual and elementary education. The recently added “Paraprofessional Track” within the Elementary Education major has enrolled over 100 students in the program since its beginning in the summer of 2022. With much of the emphasis being directly related to early childhood education initiatives mandated by the State of Illinois (Early Childhood Access Consortium for Equity Scholarship Program [ECACE]), Dr. Meeker, along with faculty members Dr. Carla Paciotto, Dr. Gloria Delany-Barmann, Dr. Sharon Stevens, and Dr. Boh Young Lee are advancing several objectives, not limited to the following: (1) Promoting inclusive practices for children with disabilities and their families across the western Illinois region by offering professional development, technical assistance, communities of practice, and family events through various means of delivery; (2) Relating project scopes for credentialing, upskilling the current early childhood workforce, training and parent-support mentor programs in public school settings; (3) Implementing and sustaining “grow your own” programs for parent mentors and other diverse teacher candidates; (4) Piloting and implementing Gateways Spanish modules for ESL/Bilingual options in education; (5) Piloting PLA Gateways Level 2 Assessment and; (6) Work on funding of capital projects for an ECH center (Rocky’s Play Space/Área de

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Juego de Rocky - A Bilingual Early Learning and Family Empowerment Center for the Community) on the Quad Cities campus.

Educational Leadership MSED: Out of only 100 scholarships granted, the School of Education had 2 program candidates receive the prestigious *School Leader Pipeline Grant* alongside only 18 other universities in Illinois. The purpose of this State of Illinois funded initiative is to identify, develop, support, and sustain a diverse cohort of aspiring leaders as they work through a principal preparation program. Ultimately, this initiative will facilitate further administrative leadership within Illinois. The grant covers two academic years of programming for a total of \$15,000 in tuition costs. Recipients receive 20 hours of mentoring from a current or recently retired school leader who is a member of the *Illinois Principal Association* (IPA), a \$500 stipend for conference travel expenses, as well as an IPA membership. School of Education faculty members Dr. Monica Rouse, Dr. Bridget Sheng, and Dr. Pam Rockwood played critical roles in assisting with the review process for the award, including being part of a team of nearly 15 reviewers.

Health Sciences and Social Work

The Social Work program sent individual email updates to admitted students and also sent some handwritten note cards. Social Work students and faculty participated in several Wellness Day events at local high schools. They presented on self-care and affirmations. One of our current students chose to come to Western because of the Wellness event she had attended as a high school student.

Kinesiology

- Approximately a 15% enrollment increase from the Fall 23 semester to the Spring 24 semester.
- About 1,500 digital recruitment postcards sent to prospective students, freshman admits and transfer students by April 10, 2024.
- Assigned a graduate teaching assistant to manage and post items to department social media accounts and track analytics: Since January 22, over 9,000 Instagram accounts have been reached (duplicates included.) There have been more than 3,500 content interactions, the number of followers has grown from 247 to 375, and the two largest age groups are 18-24 and 25-34. For Facebook, there have been over 17,000 posts engagements, and almost 56,000 post reaches. The number of Facebook followers has grown from 446 to 538.
- Mailed graduate program flyers and applications to over 50 colleges and universities in the region.
- Mailed graduate program flyers and applications to about 40 prospects.
- Tours of Brophy Hall with numerous prospective Exercise Science students during the F23 and SP24 semesters.
- Sent out personalized, handwritten notes to all registered Exercise Science students.
- Emailed the entire list of accepted Exercise Science prospective students on over five occasions; over 300 students each mailing.
- Participated in the Discover Western Events during the Fall 23 and Spring 24 semesters.
- Participated in the Fall 23 and Spring 24 WIU Grad Program Expos.
- Ongoing email contacts with every batch of accepted students interested in undergraduate programs.
- Developing strategies to partner with community colleges for a 2+2 agreement.
- Membership on a university committee to recruit underrepresented students.
- Recruited a Graduate Teaching Assistant for the Fall 24 Spring 25 semesters to teach the SCUBA classes.

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- Participated in Health Fairs in the community.
- Participated in Career Fairs at area high schools.
- Physical Education Teacher Education Program developed a recruitment video for YouTube.
- Frequent posts on the WIU Physical Education Teacher Education Facebook page.
- Ongoing email contacts with every batch of accepted students interested in graduate programs.
- Promotional presentations in undergrad Sport Management courses in nearby community and 4-year colleges and universities (e.g., Quincy University, Culver-Stockton College).
- Attended career fairs.
- Attended academic conferences to promote the programs.

Law Enforcement and Justice Administration

All Discover Westerns events were attended by Director Myers and Chief Henning. Professor Johnson joined in on many occasions. Additionally, the Director and the Graduate Adviser, when appropriate, attended all other mandatory Undergraduate and Graduate recruitment events.

Beyond the university sponsored events, the School of LEJA has hosted 2 major School of LEJA Open Houses, one in September and one in March. Each had approximately 300 admitted and interested students attending from the states of Illinois, Missouri, and Iowa.

Other Recruitment Events:

School Visits 2023- 2024 where we provided in-class instruction and demonstrations

- LaSalle-Peru
- Fox Valley
- Technology Center of DuPage
- Indian Valley
- Sandwich IL, (April)
- Illinois Valley Central District Career Fair
- Rushville-Industry Career Fair
- Pittsburgh Public School District to reduce juvenile delinquency and promote the importance of an education. (2023)
- Macomb High School
- Peoria High School
- Western Express
- Will County Technical School
- Woodruff Tech Center

Recruitment Events:

- Get-A-Taste - recruiting event for potential fire protection students set for April 1st at the Quincy Regional Training Facility.
- Public Safety Career Fair September 19, 2023 Grand Ballroom and alumni social
- Public Safety Career Fair April 23, 2024 Grand Ballroom and alumni social
- Director Myers and Professor Walton presented at the Impaired Driving Symposium in Itasca, IL for Traffic Enforcement and Insurance Agencies as a potential recruitment for master level students.
- Professor Henning participated with the Illinois Risk Reduction and Illinois State Fire Marshal Group Meetings to promote our Fire programs

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- Fire and Emergency Services Higher Education – FESHE national committee meeting attended by Chief Henning to promote the fire program and identify curricula updates through the Master level. This year's annual meeting was held at the National Fire Academy Emmitsburg, MD January 4-6, 2024.
- Scholastic Bowl Judge for Regional High School Event (Jan 2024) Promoted WIU programs (Director Myers)
- Met with research representatives from the Ukraine concerning international partnership (Jan.2024) (Director Myers and Randy Glean)
- Participated in the Writing in the Disciplines Event with WIU English Department for recruitment of regional area students (2/24) (Director Myers)

Recreation, Park, Tourism & Hospitality

- Discover Westerns
- Major/Minor Fairs
- 2+2 Agreements with College of DuPage and Scott Community College
- 2+2 negotiation with Joliet Community College
- Transfer Articulation Conference
- Career day at SRC
- Career Day at Rushville-Industry High School.
- Hospitality WACS program

8. Recruitment and retention of faculty and staff

Describe the following:

a. Initiatives to retain faculty and staff

Schools/departments were asked to establish mentoring partnerships with new faculty. Information regarding tenure and promotion was shared with new faculty early in the fall semester to help prepare them for the portfolio process.

Interim Associate Dean Polubinsky helped to facilitate the Research Colloquium. Although we were only able to get a couple of presentations implemented, Dr. Polubinsky was successful in creating a small ad hoc committee to assist with brainstorming ideas for increasing participation. We did have one undergraduate student present. We plan to work at reinvigorating this endeavor going forward.

The COEHS Faculty Advisory Council continued making progress this academic year. The group finished editing the Constitution, provided valuable feedback on the College Workload Equivalent document, and began reviewing existing policies and procedures. In addition, they streamlined the process for faculty to apply for the college level Faculty Excellence Awards. We anticipate that they will continue this work next academic year.

The COEHS Dean will be partnering with several faculty and staff across the university to assist in revising the new faculty orientation process as well as creating a similar process for new adjunct faculty.

b. Plans to hire faculty and staff

Adequate staffing has been and continues to be a challenge for the College. This academic year is no exception. The College has had some success with reducing administrative, faculty, and office support needs through an effort to reorganize and receiving permission to hire in areas of greatest need.

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Firstly, after an internal search, we hired a new Interim Dean. With this hire, the dean’s level staff remained intact from the previous academic year. This hire required some shifting of some responsibilities within the office, but we feel this dean’s level team works incredibly well together and we look forward to removing the interim tag from the Dean and Assistant Dean positions later this spring/summer. However, the dean’s level work was made more complicated because the Interim Assistant Dean was also serving as Interim Department Chair of CSP/CNED and as an Associate Provost; the Associate Dean was also serving as Interim Department Chair of the HS/SW department.

We were also successful in hiring a new School of Education Director.

The College embarked on a year-long reorganization endeavor in the early fall of 2023. We are currently finalizing that work. Assuming all goes according to plan, we will have one fewer department which alleviates the need for one Department Chair position and one Office Manager position. We are currently running a search for a permanent Department Chair of what will be a new Kinesiology/Health Sciences Department and hope to do the same for what will be another “new” department consisting of CSP, CNED, and SW.

We have also had some success in additional staff and faculty hiring. Due to reorganization efforts in upper administration, we were able to “hire” an existing office manager (UTech) to support our advising office. We also received permission to hire an additional staff position in our Teacher Education Office for the specific purpose of supporting the burgeoning Alternative Teacher Licensure MA program—we are currently negotiating with a candidate and hope to have that position filled in the coming weeks. We are finishing up the process to hire a new office manager. That position has been vacant for the entire year. And, we hired a new Office Manager for the School of Education.

On the faculty side, we had three faculty members who were previously hired as ABD doctoral candidates who successfully completed their terminal degree programs and transitioned into “new” unit A faculty. Finally, we received permission to search for two Unit A faculty members to shore up faculty needs in two of our largest programs (MAT/MPH). We have succeeded in filling one and hope to do the same for the second position in the next few weeks.

Going forward, we will work to eliminate the “interim” tags from the Dean, Assistant Dean, and three current Department Chairs. There will also be a need to hire faculty and staff in growth areas, while simultaneously hoping for some retirements in areas that are struggling with enrollment.

9. Courses (Lisa?)

Include the following:

- a. Total number of general education courses*
- b. Total number of FYE courses*
- c. Total number of major courses*
- d. Total number of independent study, internship, and other courses*
- e. Total number of graduate courses*
- f. Number of courses offered through Macomb campus*
- g. Number of courses offered through QC campus*
- h. Number of courses offered through Online campus*

	Spring	Summer	Fall
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Gen Ed Courses	42	9	46
FYE Courses	1	0	3
Major Courses	224	47	243
Independent Study	23	16	18
Internship	33	20	28
Other	183	85	88
Graduate Courses	198	100	236
		0	
# Courses-Macomb Campus	267		279
# Courses-QC Campus	55	8	29
# Courses-Online	235	95	240

10. Number of new and revised academic programs

Include the following:

- a. *New major options (include audience for the program and aspect of mission served by the program)*

Alternative Licensure – Master of Arts in Teaching

- The Master of Arts in Teaching/Alternative Licensure Program was developed to address the ongoing teacher shortage. Paperwork has been submitted to the state board of education requesting approval for the following programs. The programs will be evaluated for approval on June 7, 2024.
 - K-12 Physical Education
 - K-12 World Languages – Spanish AND French

An Integrated Baccalaureate and Master’s Degree was approved between the Fire Science and Public Service Administration programs.

- b. *New minors (include audience for the program and aspect of mission served by the program)*

COEHS did not create any new minors during 2023-2024.

- c. *New certificates, emphases, or other (include audience and aspect of mission served)*

COEHS did not create any new certificates or emphases in 2023-2024. However, we are currently exploring a certificate of completion for community health workers in collaboration with Memorial Hospital in Carthage.

11. Eliminated academic programs

List eliminated majors, minors, other

COEHS did not eliminate any majors or minors.

12. Faculty activities

Include the following:

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a. Achievements

Dr. Haley Wikoff was named the 2023 Toni Tollerud Illinois School Counselor Educator of the Year by the Illinois School Counselor Association, which was presented at the November 2023 conference in Tinley Park, IL.

Dr. Tracy Davis was awarded the 2023 Provost Award for Multicultural Teaching.

Dr. Minsun Doh was awarded the 2023 Provost Award for Excellence in University & Community Service.

Dr. Hollie Mason was awarded the 2024 COEHS Award for Excellence in University & Community Service.

Dr. Haley Wikoff was awarded the 2024 COEHS Award for Excellence in Multicultural Teaching.

Megan Owens received the American Camp Association, Illinois “Visitor of the Year” award.

Jeremy Robinette was named as one of the Top 40 Veteran Champions Of The Year in Higher Education by G.I. Jobs magazine

Jeremy Robinette received the Clyde Cronkhite award for his significant and continuous contribution to community members’ quality of life from the McDonough County Quality Of Life Committee.

Jill Myers was awarded the 2024 Adjunct Professor of the Year award at Spoon River College for her role in teaching and promoting criminal justice, legal, and cyber investigative education and careers.

b. Professional development

Drs. Carrie Alexander-Albritton and Matthew Beck partnered with the WIU-QC Grad Center and provided a clinical supervision workshop for clinical mental health and school counseling clinical supervisors. This workshop focused on critical incidents and ethical considerations in clinical supervision (October 27, 2023).

Dr. Matthew Beck and Dr. Haley Wikoff have been working with the Illinois School Counselor Association to develop a Clinical Supervision credential training. The 12-hour training will be held Friday, February 9th and Saturday, February 10th at the Tinley Park Convention Center. This training is designed to provide supervisors with skills to address and design meaningful clinical supervision for school counselors. This is pilot training that is fairly uncommon in the field of school counseling.

Drs. Matt Beck and Carrie Alexander-Albritton offered a professional development opportunity that focused on Theory and Creativity in Supervision for School Counselors and Mental Health Counselors (QC Campus, April 5th).

Ms. Julie Eggleston hosted annual RPTH Professional Development Conference,

Dr. Maureen Bezold and alumni Bethanie Albrecht hosted a full day training in March 2024 for

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the Medical Reserve Corps of Illinois.

c. Outreach and significant service

Dr. Julie Brines is serving as the Vice President of UPI and served on the Negotiating Executive Committee.

Dr. Tracy Davis is serving on both the University Diversity Council and the Anti-Racism Task Force.

Dr. Leslie O’Ryan had her CN 521 Standards of Management and Care class partner with local agencies to submit grants for funding as a way to teach them about grant writing. The students have partnered with their agencies and are now completing grants for funding.

In preparation for our Annual Interview Day February 16th, CNED hosted a Virtual Open House on January 24, 2024. This event connected prospective students with faculty to learn about graduate school opportunities in Clinical Mental Health Counseling and School Counseling.

Dr. Haley Wikoff is the co-chair of the Ethics Committee for the American School Counselor Association, and has been asked to lead a training for the Newark, NJ Board of Education on Tuesday, March 5th.

LGBTQ+ Clinic – On QC Campus: Dr. Haley Wikoff, Director. Spring 2024 Clinical Mental Health Internship II students now have an option to work with the LGBTQ+ clients as part of their clinical placement and provide Letters of Support for those transitioning, or those seeking hormones, or top and/or bottom surgery. Students receive supervision from Dr. Haley Wikoff, director of the LGBTQ+ Lab. This is a unique opportunity for counseling students to provide a much-needed service to this population.

Dr. Leslie O’Ryan organized the 2nd Annual Symposium in partnership with Quad Cities Wild Ones for Plants, Paths and Pizza to support her research on ecocounseling, paving a path toward finding healing and equity in a healthy environment.

d. Research (books, articles, conference presentations, other)

Dr. Brines supported and presented with students at our two international conferences this spring: American College Personnel Association in Chicago and National Association of Student Personnel Administrators in Seattle. Session was titled: “See Me: Supporting the success and belonging of international graduate students”.

Brines, J. (2024). Expectations of First-Generation Students and Continuing-Generation Students: How Faculty Can Make a Difference. *College Teaching*, 1–9.

<https://doi.org/10.1080/87567555.2024.2327076>

Drs. Alexander-Albritton, Brinser, McLean and Wikoff all attended and presented at the Association for Counselor Education & Supervision (ACES) national conference held in Denver, Colorado (Oct. 11-15, 2023).

Dr. Alexander-Albritton had a Book Chapter revision published in DSM-5-TR and Family Systems November 27, 2023.

Dr. Leslie O’Ryan attended and presented (along with one CNED student) at the Annual

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Conference of the European Branch of the American Counseling Association in October.

Dr. Julie Brines and graduate assistant Jessy Cheung presented at Student Affairs 101 at Eastern Illinois University in October

Dr. Davis submitted a chapter to a new book that is being published and edited by former student Dr. Dan Calhoun.

Dr. Haley Wikoff presented at the National School Counselor Leadership Conference in San Diego (Feb. 21-24).

Dr. Hannah Brinser presented at the ACES conference.

Piper, T., Weiman, M., Narvaez, M., & Piper, W. (2023). The Effects of Elastic Band Assistance During Pull-ups. *The Journal of Australian Strength and Conditioning*, 31(3), 13-21.

Plos, J.M., Polubinsky, R.L., Narvaez, M., & Flaherty, N.M. (2023). Helmet Fitting: One Size Does NOT Fit All!. *Strategies*, 36(4), 8-21, DOI: 10.1080/08924562.2023.2221705

Park, J. (2024). Understanding the discourse on sport and sustainability: Critical discourse analysis of sport and sustainability podcasts. ASMA (Applied Sport Management Association) Conference.

Wang, B., Chen, S. (2023). Middle school students' team cohesion development within a sport education season: A mixed methods investigation. Abstract to be presented (poster) to SHAPE America National Convention at Seattle, WA.

Wang, B. (2023). Use teaching personal and social responsibility model to facilitate social emotional learning. Lecture presented at the 2023 IAHPERD State Convention, Chicago, IL (November 30, 2023)

Wang, B. (2023). Fostering Competent, Literate, and Enthusiastic Sportspersons Through Meaningful Sport Education. Lecture presented at the 2023 WIU Physical Education Professional Conference, Macomb, IL (October 13, 2023)

Park, J., Williams, A., & Park, J. Y. (2023). Understanding sources of support for career development: Lived experiences of NCAA Division I female intercollegiate athletes in higher education. *International Journal of Sport Management*, 24(2), 115-140.

Park, J., Gang, A. C., Lee, J., Park, J. Y., & Jo, E. (June 2023). Exploring Sources of Support and Challenges for Career Transition: A Qualitative Study of Female Professional Athletes. Oral Presentation: The North American Society for Sport Management, Montreal, CA.

Gang, A. C., Park, J., Lee, J., Park, J. H., Jo, E., & Park, J. Y. (June 2023). Understanding the Field of Female Elite Soccer Players: An Analysis of Elite-based Sport System through Bourdieu's Theory on Field. Poster Presentation: The North American Society for Sport Management, Montreal, CA.

Narvaez, M. From Colin Kaepernick to George Floyd: The ambivalence of America's Sports Organizations in the broader conversation on Diversity, Equity and Inclusion". North American Society for the Sociology of Sport (NASSS) Annual Conference. November 9-12, Las Vegas, Nevada.

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Narvaez, M. Uso de Kinovea para el análisis de movimiento”. XXX Congreso Internacional FOD “Educación física, Deporte y Ciencias Aplicadas”, October 5-7, Monterrey, Nuevo León, Universidad Autónoma de Nuevo León.

Sarra, J., & Croft, C. (2023). Power 5 Conferences and Issues of Power in Sports Governance: An Examination of NCAA Governance Challenges. North American Society for the Sociology of Sport (NASSS). New Orleans, LA. November 4, 2023

McLean, D. J., & Wells, M. S. (2025). Philosophy and leisure. In Tapps, T. & Wells, M. S. (Eds.), Introduction to recreation and leisure (4th ed., pp. 45-66). Human Kinetics.

Owens, M. American Camp Association: 2 national presentations disseminating research on college student employment trends for summer seasonal work.

Owens, M. Illinois Park & Recreation: 1 state conference professional presentation focused on evaluation and survey design.

Fleming, E., Porter, R., McIlvaine-Newsad, H., Lukkarinen, M., & Doh, M. (March 2024). Where's the happy medium? Evaluating the impacts of tourism development on cultural and natural resources in west central, coastal Florida. Southeast Environment and Recreation Research Conference, Helen, GA.

Jeremy Robinette had a book chapter accepted for publication in *Understanding Leisure in the Ever-Changing World: Power, Privileges, and Promises* (1st Edition)

Schafer, J., Ekici, N., Young, D., Maldonado, K., and Karlins., M. (2023). Verbal Indicators of Deception. *Journal of Forensic Science and Criminal Investigation*; 17(1) : 555952. DOI: 10.19080/JFSCI.2023.17.555952 009

Bitner, C., Ekici, N. Daugherty, G. and Walton, P. (2023). Work climate and its relationship with officer performance. *International Conference on Social and Education Sciences conference proceedings. Vol. 1. Pp. 496-514*

Akdogan, H., Sozer, M.A., Ekici, N., Gultekin, S. and Cakar, B. (2024). The Path from Procedural Justice and Police Legitimacy to Compliance and Cooperation in the Context of Terrorism in Multiculturally Diverse Populations. *European Journal of Criminal Policy and Research* <https://doi.org/10.1007/s10610-024-09574-0>

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Allwardt, D. & Perone, K (October 2023). "Exploring Intersections of Environmental Justice, Racism, and Policy in Social Work Practicum." Council on Social Work Education Annual Conference, Atlanta, GA.

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Dr. Kristin Wiseley presented "Parents as partners in special education placement and programming decisions" at the Critical Questions in Education Conference in Chicago, IL in November 2023.

Dr. Pam Rockwood and Monica Rouse presented a paper at "A Call to Action: Imagining a Hard Reset in Educational Leadership., UCEA 37th Annual Convention, Minneapolis, Minnesota November 2023.

Dr. Melissa Stinnett presented a paper at the Association of Literacy Educators and Researchers (ALER) Conference in Santa Fe, NM, in November 2023.

Dr. Jim LaPrad co-facilitated Leading Rural: Is Anybody Listening? at the National Forum to Advance Rural Education in Chattanooga Tennessee in November 2023.

Dr. José Pavez, presenting at National Association for Research in Science Teaching 2024, March 17-20 in Denver CO.

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Dr. Abha Singh, presenting at National Association for Research in Science Teaching 2024, March 17-20 in Denver CO.

Dr. Rashmi Sharma served as program chair for the 2023 Midwest Educational Research Association annual conference.

13. Grant activities and external funding

Center for Best Practices in Early Childhood Education:

- CIT Grant: \$25,000
- PLA Grant: \$12,000
- Moline Foundation: \$6500
- LADDERS: \$217,000
- Parent Mentor: \$737,399.00
- STAR NET: 978,00 (plus a mid-year 10,000 bump for pay equity)
- Provider Connections: \$421,000

Law Enforcement & Justice Administration:

- 024-2026 continuing the facilitation of the \$2 million provided by Senator Durbin through IEMA-HS for renovation of the EOC in Currens Hall library. Contractors should break ground by fall 2024 as the engineers are completing their plans in alliance with the SHIPO standards.
- 2/10/2024 the Director submitted an application for HSAC EM Committee Funding for over \$300,000 to IEMA-HC. Grant accepted and passed through the initial review process.
- Senator Duckworth submitted LEJA's request of \$2,511,000 for the Board of Trustees of Western Illinois University's Emergency Operations Center to Senate Appropriations. Senator Duckworth is committed to including our project in the final version of the federal budget request.
- On March 26, 2024, the Director will submit two additional requests for Congressionally Directed Funding Projects, one to Senator Durbin and one to Senator Duckworth requesting the remainder of the funding needed to complete the EOC project renovations to the Curren's facility. The total project is estimated to cost approximately \$5.2 million give or take for market increases. We have currently received \$2 million, been promised \$1.51 million pending Congress' approval, and will be seeking approximately \$1.7 million new dollars.
- Partnering with Advanced Medical Transport to receive a gift in kind of a functioning ambulance and a stretcher. Process ongoing.

School of Education:

- Grow Your Own Teachers Planning Grant: \$20,000
- Master of Arts in Teaching Residency Grant: \$150,000
- Illinois State Board of Education Career & Technical Education Grant: \$250,000
- Early Childhood Access Consortium for Equity: \$1,000,000

14. Value of programming

Explain how departments, programs, and other aspects of your College add value to the educational experiences of Western's students.

- All COEHS programs require some type of practicum, internship, or student teaching experience prior to graduation. Students are expected to apply knowledge and theory to

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- their practice prior to the transition to their careers.
- Some of our programs encourage and/or require students to participate in research projects. This is a valuable learning experience for the students as they become critical thinkers related to their content areas. Also, many of our students have had the opportunity to attend and/or present their research at local, regional, and national conferences.
 - Students in LEJA and RPTH have the opportunity to earn multiple certifications in the classes that they take. LEJA – FEMA competencies, National Incident Management and military competencies (Army 525, Air Force 10-2051), Pro-Board certification as a Basic Firefighter, and Paramedic license. RPTH – Certified Interpretive Guide, Certified Park and Recreation Professional, Certified Therapeutic Recreation Specialist, ServSafe Manager, ServSafe Food Handler, and ServSafe Alcohol.
 - Technology workshops for COEHS students aimed at enhancing their technological skills through the use of apps and software. The workshops aimed to introduce students to various apps and software tools relevant to their coursework and future profession. Sessions were organized to introduce OpenBoard software to plan lessons aligned with the Illinois State Board of Education (ISBE) standards. Other workshops aimed to empower students with the ability to effectively integrate technology into their current coursework.

15. Student success

List the following:

- a. List student clubs and organizations*
- b. Results of any student surveys in your College, including surveys on student success, program development, student satisfaction, etc.*
- c. All new initiatives in the College regarding student success*
- d. All initiatives to support underrepresented student populations in your College*

The correlation between involvement in a departmental student club and grade point average, persistence, and graduation rates is significant. However, student involvement levels in clubs and activities came to a near halt during the pandemic and WIU is not exempt from the continuing national struggle to re-engage students. Our goal in COEHS this year was to aid in the recovery of the departmental student clubs as a means of supporting student success.

Our strategy for helping departmental student clubs included co-hosting events. Highlighting the clubs in bi-weekly newsletters, helping with their membership drive, and sharing the responsibility of re-engagement with the club officers meant that we were continuously building relationships with the club officers, conducting formative assessments, and creating community within the College,

We dedicated significant time and energy to the departmental student club re-engagement goal with student success at the center of our work. Following is a list of clubs we partnered with and the number of events we co-hosted with them for a total of 27 events.

- Minorities in Blue (2)
- Social Work Diversity Council (1)
- Social Work Student Association (1)
- Phi Alpha Honor Society (Social Work) (1)
- Aspiring Educators (2)
- Council for Exceptional Children (2)
- Physical Education Majors (1)
- Exercise Science Student Association (2)

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- Omega Gamma Phi (Fire Fraternity) (1)
- Environmental Service Club (1)
- Creative Lounge (RPTH) (12)
- Education Living Learning Community (1)

Additionally, student leaders came to us for assistance with t-shirt designs, button designs and making, fundraising ideas, event materials, and other resources. This is a strong indicator that our initiative with the student clubs is gaining momentum and finding success.

Below is a list of the active and aspiring to be active student clubs.

Org Name	Major/Department	Undergraduate (UG), Graduate (G), Both (B)	QC Campus or Macomb Campus
WISPA	CSP	G	Macomb
Food Pantry	Dietetics & Nutrition	UG	Macomb
Student Association of Nutrition Education (SANE)	Dietetics & Nutrition	UG	Macomb
Kappa Omicron Nu (KONu) - Honorary	Dietetics & Nutrition	UG	Macomb
Food and Culture Club	Dietetics & Nutrition	UG	Macomb
Eta Sigma Gamma - Honorary Health Sciences	Health Sciences	UG	Macomb
Student Journal Club	HSSW	UG & G	Macomb
Sport Management Association	Kinesiology	G	Macomb
Physical Education Majors and Minors Club (PEM)	Kinesiology	UG	Macomb
Phi Epsilon Sigma (Honor Society)	Kinesiology	UG	Macomb
Exercise Science Student Association	Kinesiology	UG	Macomb
Omega Gamma Phi (Fire Fraternity)	LEJA	UG	Macomb
Alpha Phi Sigma (National Honors Society for Criminal Justice)	LEJA	UG	Macomb
American Society for Industrial Security (ASIS)	LEJA	UG	Macomb
Concert Safety Corps	LEJA	UG	Macomb
Corrections Club	LEJA	UG	Macomb
Illinois Emergency Services Management Association (IESMA) Student Chapter	LEJA	UG	Macomb
Investigator’s Club	LEJA	UG	Macomb
Lambda Alpha Epsilon (The American Criminal Justice Association)	LEJA	UG	Macomb
Minorities in Blue (MIB)	LEJA	UG	Macomb
Mock Trial Team	LEJA	UG	Macomb
Phi Alpha Delta	LEJA	UG	Macomb
Environmental Service Club	RPTA	UG	Macomb
Social Work Student Association	Social Work	UG	Macomb
Phi Alpha Honor Society	Social Work	UG	Macomb
Kappa Delta Pi - International Honors Society in Education	SOE	G	Macomb

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America Reads	SOE	UG	Macomb
Aspiring Educators	SOE	UG	Macomb
Council for Exceptional Children	SOE	UG	Macomb
Western Rocketry	SOE	UG & Graduate	Macomb
Chi Sigma Iota (CSI) Xi Chapter	Counselor Ed	G	QC
WIU QC Counseling Association	Counselor Ed	G	QC

In addition to our efforts with departmental student clubs, we continue to host the ever-popular #SnacksOnUs soda bar. These events give us an opportunity to connect with students on academic success topics such as goal setting, academic resources, self-efficacy, departmental student club engagement, self-care, etc. And, the students are not shy about directly reaching out to us to request a soda bar when they are stressed or anxious citing that the event will help the situation. We shared this tradition with Leatherneck Liftoff (summer bridge program) participants in July 2023 by hosting a study session and soda bar event.*

Another way in which we are creating a culture of academic success is through our student lounges and success centers. There are seven distinct places within COEHS for students to study, work on group projects, pick up a cup of coffee, gather with classmates before and after classes, access to office supplies, eat lunch, etc. including Knoblauch Hall (1), Brophy Hall (3), Stipes Hall (1), Horrabin Hall (2). These places continue to gain in popularity and are a hub of activity within the buildings. The Horrabin Hall options are open well into the evenings and weekends – anytime the building is open.

* COEHS faculty and staff hosted three events in July-August 2023 for Leatherneck Liftoff (summer bridge program) - Horn Field team building, study session with soda bar, and cooking in the Knoblauch Hall demonstration kitchens.

16. Alumni highlights

List notable highlights from College alumni.

College Student Personnel & Counselor Education:

- Dr. Rachel Aho (CSP alum) is the new President of ACPA: College Student Educators, International.
- Ron Pettigrew, CSP Alum and current Organizational Justice, Equity & Inclusion doctoral student just retired last Saturday from 40 years of US Navy service. He retired as a Chaplain and Captain, and will continue to serve as the Veterans Resource Center Director at WIU. WIU COEHS was well represented at the event.
- Dr. Mona Hicks, Senior Associate Vice Provost and Dean of Students at Stanford University
- Dr. Regina Hyatt Young, VP for Student Affairs at Mississippi State University now serves on the National Association of Student Personnel Administrators Board of Directors.
- Dr. Z Nicolazzo became the sixth Executive Editor for About Campus.
- Dr. Leslie Webb, Vice Provost for Campus Life University of Montana, became the latest WIU CSP alum to be awarded the National Association of Student Personnel Administrators Pillar of the Profession.

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- Dr. Kathy Cavins-Tull, Vice Chancellor for Student Affairs at Texas Christian University, received the Association of Fraternity and Sorority Advisors Dr. Kent L. Gardner Award.
- Dr. Gayle Spencer became the 11th President of the Council for the Advancement of Standards in Higher Education (CAS).
- Dr. Lorraine Acker became the Vice President for Student Affairs at SUNY Brockport.
- Caryl Stern became the Chief Impact Officer for LionTree after serving for 3 years as the Executive Director of the Walton Foundation and 12 years as President and CEO of UNICEF.
- The following CSP Alums are in doctoral programs:
 - Emily Bahr (Central Michigan University)
 - Kiana Asada (Miami University)
 - Jodi Hall (Northern Illinois University)
 - Sage Robles (Northern Illinois University)
 - Parker Smith (University of Minnesota)
 - Jennifer Brown (University of Missouri)
 - Brent Ploughe (DePaul University)
 - Shannon Floer (University of Saskatchewan)
 - Priscilla Ofei-Manu (Ohio State University)
 - Alicia Guzman-Riley (Northern Illinois University)
 - Anyssa Hining (Penn State University)
 - Shiori Silver (University of Illinois Urbana Champaign)
 - Jessica Strong (University of Illinois Urbana Champaign)
 - Alex Berry (Illinois State University)
 - Christopher Stone-Sewalish (Michigan State University)
 - Amanda Cashman (St. Thomas University)

CNED Alumni:

- Stephanie Reagan (2012 grad) - helped West High School to become a Special Olympics National Banner School for the Falcon Friends Club that has a unified sports program.
- Matthew Martenson - First owner and Licensed Mental Health Counselor at QC Counselor, PLC
- Autumn Gonzalez, Behavioral Health Clinical Manager at The Project of the Quad Cities
- Julie Churchill - 2023 ISCA School Counselor of the Year Nominee
- Telly Papanikolaou - CEO Alternatives for Older Adults
- Nicole Cisne - CEO Family Resources
- Chase Norris - Executive Director of Clock, Inc.
- Audrey Adamson - Executive Director of Career Center and Executive Director of Outreach and QC Operations
- Brittany Litteral, Program Director of Every Child Safe from the Start
- Dr. Bill Ivarone, Director of Counseling Services at Augustana College
- Janell McGruder, Founder of McGruder Wellness Initiative
- Megan McGruder, Director of Counseling Services at Knox College

Health Sciences & Social Work:

- The Social Work faculty met with the Social Work Advisory Board twice (once each

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- semester) to provide updates on the program as well as seek advice on skills and/or experiences important for current social workers in the field.
- Mohamad Javad Namazi has just accepted a position as a researcher in radiation oncology at the Mayo Clinic in Rochester Minnesota.
 - Dr. Oluwasegun Akinyemi (MSHS) and colleagues' work on suicide, socioeconomic class, and race was recognized by MSNBC.
 - Dr. Oluwasola Stephen Ayosanmi (MSHS) spoke at the Department of Health Sciences and Social Work Journal Club meeting in April 2024.
 - Precious Diaz (MPH) spoke at the Department of Health Sciences and Social Work Journal Club meeting in March 2024.
 - Social Work alumni were surveyed and asked if they would be interested in speaking to classes, serving on panels, and/or serving as mentors to current students. Many of the SW alumni expressed willingness to serve in these ways. Several alumni are speaking to the Introduction to the SW classes. Additionally, several alumni have been paired with students for mentoring.
 - Six SW alumni serve on the BSW Program Advisor Board.
 - Dr. Maureen Bezold and alum Ms. Bethanie Albrecht hosted a full day training for the Medical Reserve Corps of Illinois.

Law Enforcement & Justice Administration:

- Several of our distinguished alumni are now serving on our Advisory Council.
- We regularly host the alumni that attend our career fairs in the fall and spring for an evening to meet and greet.
- Director Myers met with Nathan, Tim, and Lorraine Casey, relatives of our distinguished alumni Special Agent David R. Nardella. S.A. Nardella worked for a number of governmental agencies including the U.S. Department of Commerce, Bureau of Industry and Security-Office of Export Enforcement. His career was distinguished and remarkable. He holds the distinction and undaunted honor upon his passing of having the Government fly a flag over the Capitol, a flag over the Pentagon, and renaming the Special Agent of the Year Award in his honor. We discussed not only his great accomplishments, but the potential of having another family member join our program.
- Additionally, the Director and security professors Stinson and Schweitzer met with Gary Johnson, an alumnus who worked for several decades as a leader in loss prevention. Through his connections, The School is now working with Caroline Kochman, President of the Loss Prevention Foundation on upgrading our security classes to meet the new standards in the field. He also joined the distinguished members of our LEJA Advisory Board and provided additional contacts and suggestion in that capacity.
- Kevin Larsen (class of 1993) was featured in the news after working in Asset Protection with the Kroger Corporation for 12 years. He currently holds the position of the Sr. Manager of Product Protection. Both he and his wife have been very active in their community, notably with the Columbus Zoo and Aquarium and Pelotonia.
- The Executive Director of the Advanced Law Enforcement Rapid Response Training (ALERRT.org) Center and a Professor of Criminal Justice and Criminology at Texas State University (TXST.edu).is one of our alumni of the LEJA program for both his bachelor's and master's degrees. We are working on having him present to our students while he attends an anniversary event at WIU on the last weekend of April

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(26th to the 28th). His expertise is outstanding but he will be speaking to our students about active shooter responses in general and the Uvalde experience in particular.

Recreation, Park, Tourism & Hospitality:

- IPRA Alumni and Friends Social.
- RPTA Professional Development Conference.
- Chair newsletters and quarterly updates.
- Birthday Greetings.
- Advisory Board.

17. Community and/or regional engagement from College:

List notable community and regional engagement activities.

COEHS students invest nearly 530,000 hours annually into the region through internships, practicum, volunteer, class projects. Also, our faculty are recognized for their investment in the community as exemplified by this year's awards:

- Dr. Haley Wikoff was named the 2023 Toni Tollerud Illinois School Counselor Educator of the Year by the Illinois School Counselor Association, which was presented at the November 2023 conference in Tinley Park, IL.
- Dr. Tracy Davis was awarded the 2023 Provost Award for Multicultural Teaching.
- Dr. Minsun Doh was awarded the 2023 Provost Award for Excellence in University & Community Service.
- Dr. Hollie Mason was awarded the 2024 COEHS Award for Excellence in University & Community Service.
- Dr. Haley Wikoff was awarded the 2024 COEHS Award for Excellence in Multicultural Teaching.
- Megan Owens received the American Camp Association, Illinois "Visitor of the Year" award.
- Jeremy Robinette was named as one of the Top 40 Veteran Champions Of The Year in Higher Education by G.I. Jobs magazine
- Jeremy Robinette received the Clyde Cronkhite award for his significant and continuous contribution to community members' quality of life from the McDonough County Quality Of Life Committee.
- Jill Myers was awarded the 2024 Adjunct Professor of the Year award at Spoon River College for her role in teaching and promoting criminal justice, legal, and cyber investigative education and careers.

The highlights of our local and regional departmental investments continue below.

- Big For A Day - Initiative by Social Work Practicum students for Big Brothers Big Sisters (BBBS) organization
- Special Olympics Unified Sports Festival (joins people with and without intellectual disabilities on the same activity team) (PE PK-12 program)
- Hosted George Hermann Western Illinois University Senior Olympics (Exercise Science & RPTH)
- Emergency Operation Center (EOC) hosted training for area officials

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- Food Pantry continued to be a valuable resource for students this year (Dietetics & Nutrition)
- Camp Rocky for area youth (RPTH)
- America Reads (School of Education)
- American Drug Free Powerlifting Federation Single Event Nationals (Exercise Science)
- Western Area Career System courses taught by Jill Cassady (RPTH)
- Foos for Families (RPTH)
- Horn Field has hosted over 100 groups (RPTA)
- WIU Regional Science Olympiad (School of Education)
- Increasing Cultural Competence with the LGBTQIA+ Community Conference (Social Work, Counselor Education, Counseling Center)
- Internship & Job Fairs (RPTA, LEJA, School of Education)
- Area High School Wellness Days workshops (Social Work)
- Practicum, Internship, and career-related = excess of 750,000 hours
- Academic program initiatives (2+2, etc.) Carthage Memorial Hospital
- Numerous faculty, chairs, and directors presented at area and regional schools, state boards, professional associations, training sessions.
- Dickens on the Square (RPTH)
- Transgender Clinic (Counselor Education)
- Physical Education Professional Development Conference for area educators (PE PK-12)
- Department of Kinesiology Unified Sports Festival
- Rural Health Coaches (Nutrition & Dietetics; Public Health)
- Ready to Learn Early Childhood Conference (StarNet)
- Child Care Directors Lunch & Learn Session (Best Practices in Early Childhood Education)
- The Adapted Activities for All: WIU Interdisciplinary Movement program (AAFA) to students with disabilities who are a part of the West Central Illinois Special Education Cooperative
- Plant, Paths & Pizza - tour of the native plant garden at WIU-QC campus and learn about local initiatives and efforts to create sustainable environments (Counselor Education)
- Education Summit (SOE)
- Future Teacher Day (Teacher Education Office)

18. Conclusion

As this document reflects, the College of Education and Human Services has had a very productive year. We have made a renewed commitment to recruitment and retention of our students through our various program, School/Department, and College initiatives. Our academic units have been very involved in this process and continue to develop creative strategies for improving in these areas. Our retention efforts have had a strong emphasis on helping our students to feel a greater sense of belongingness. We have continued to emphasize diversity, equity, and inclusion in our work with students. We have worked to increase our community engagement and outreach efforts. Finally, we are very proud of all of the great accomplishments of our students, faculty, and staff. They continue to do amazing work in serving our region and beyond.

At the same time, the College of Education and Human Services has had a rather tumultuous year. Much of that is connected to the broader financial context of the university. We embarked on a year-long reorganization process meant to create more efficiency, program synergies, and cost savings. The process was wholly inclusive and has resulted in a plan that we hope to finalize in the next several days. Additionally, we have had two of our academic units tabbed for removal from the college, per the Provost, as of July 1, 2024: The School of Law Enforcement and Justice Administration will move to

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being a direct report to the Provost Office and the Department of Military Science will move to being a direct report to the President.

We look to continue moving forward with a positive mindset even in these difficult times for higher education generally, and Western Illinois University, particularly.