

Human Development Institute

2017 – 2022 Strategic Map and Strategic Plan

Strategic Focus	Research & Scholarship	Diversity & Inclusivity	Graduate and Undergraduate Success	Community Engagement and Collaboration
Goals	Expand our scholarship, creative endeavors, and research across disciplines to focus on the most important challenges of the Commonwealth, our nation, and the world.	Enhance our diversity and inclusivity by engaging in diverse world views as well as through recruitment, promotion, and retention of an increasingly diverse staff and students.	Prepare students to be responsive to an ever changing world by enhancing learning opportunities for undergraduate and graduate students.	Improve the quality of life of Kentuckians through community engagement, information sharing and service.

The Human Development Institute promotes the inclusion, independence and contributions of people with disabilities and their families throughout the lifespan. We achieve our mission through education, research and evaluation, information sharing, leadership and advocacy across Kentucky and the nation.

The 2017 – 2022 HDI Strategic Plan is aligned with the University of Kentucky Strategic Plan, and emphasizes HDI's unique position within the University. The HDI Strategic Plan is composed of objectives and action steps that address how we will accomplish goals within focus areas of research & scholarship, diversity & inclusivity, graduate & undergraduate success, and community engagement & collaboration.

Research and Scholarship

Goal:

Expand our scholarship, creative endeavors, and research across disciplines to focus on the most important challenges of the Commonwealth, our nation, and the world.

Objective 1: Provide professional learning opportunities for staff to gain knowledge of and experience with research and evaluation.

Action Item 1: Over the next 5 years, establish and maintain HDI Research and Evaluation Committee (including at a minimum 2 faculty researchers) to help develop and promote HDI research.

Action Item 2: Annually, 3 researchers (within HDI and across other units) present their research at HDI staff meetings (e.g., bi-annual all staff, research forums, lunch and learns) to give staff better understanding of connections and research efforts across the university.

Action Item 3. HDI will present at 20 state/national/international conferences/workshops annually.

Action Item 4. HDI will publish 20 manuscripts and book chapters annually, with a focus on high impact journals.

Action Item 5: In 2017 – 2018, Research and Evaluation Committee will identify 5 research areas and create partnerships with UK researchers to pursue funding opportunities.

Action Item 6. Over the next 5 years, a research mentoring program will be developed and supported for HDI staff.

Objective 2: Support staff innovation through the HDI Fund for Excellence for pilot and research projects that do not have typical avenues for funding.

Action Item 1: Over the next 5 years, fund a minimum of 5 FFE projects that include UK students and/or researchers from other units as key personnel on the project.

Objective 3: Increase the capacity for successful research endeavors through partnerships across University units and centers.

Action Item 1: Identify 5 strategic research partners per year across the university for potential engagement or collaboration.

Action Item 2: Conduct planning meetings with a minimum of 3 potential research partners per year.

Action Item 3: Submit up to 2 proposals per year with identified university wide partners.

Action Item 4: Conduct yearly staff survey of research needs, infrastructure strengths and weaknesses.

Action Item 5: Create annual publication highlighting overall publication numbers and grant awards.

Diversity and Inclusivity

Goal:

Enhance our diversity and inclusivity by engaging in diverse world views as well as through recruitment, promotion, and retention of an increasingly diverse staff and students.

Objective 1: HDI will recruit and retain a diverse staff and student population.

Action Item 1: In 2017-2018, HDI will develop a document including our statement on inclusion and creating welcoming space.

Action Item 2: In 2017-2018, HDI will develop materials for all staff offering guidance around inclusive language use for projects, materials, and presentations.

Action Item 3: Over the next 5 years, HDI will hold one training annually around diversity and inclusivity.

Action Item 4: Over the next 5 years, HDI will work to develop policy, procedures and resources to ensure that all materials and presentations are accessible and employ universal design principles.

Action Item 5: All staff will participate in trainings on explicit and implicit bias provided by the university.

Action Item 6: In 2018, HDI will develop metrics used to measure recruitment, retention and advancement of staff and students at all levels with a focus on leadership to create a more inclusive work environment.

Objective 2: Engage diverse worldviews and perspectives by increasing awareness of diversity and by communications that address these issues.

Action Step 1: In 2018, HDI Underserved Populations Engagement Committee will identify, report out and provide a staff training on communities and activities to strengthen cultural awareness and competence.

Action Step 2: Over the next 5 years, HDI will develop resources on multiple methods of communication (e.g., languages other than English, sign language) in creation of materials, presentations, and other interactions with campus/community partners.

Action Step 3: In 2018, HDI will provide resources around principles of Universal Design to ensure that project staff and students are creating materials and presentations that are accessible to the greatest number of people.

Action Step 4: HDI staff will teach and provide lectures for 20 courses taught at the University annually.

Undergraduate and Graduate Student Success

Goal:

Prepare students to be responsive to an ever changing world by enhancing learning opportunities for undergraduate and graduate students.

Objective 1: Enhance undergraduate student learning and preparation for contribution to a rapidly changing world

Action Item 1: Over the next 5 years, HDI will offer a Universal Design certificate program, enrolling a minimum of 5 Undergraduate Certificate Students in Universal Design annually (a total of 25 students over the next five years).

Objective 2: Create undergraduate research and service learning opportunities

Action Item 1: Over the next 5 years, HDI will provide a minimum of 15 undergraduate enhanced learning activities (e.g.; undergraduate research opportunities, research mentoring, HDI student fund for excellence, undergraduate service learning trip).

Objective 3: Increase college readiness for high school students and youth with disabilities

Action Item 1: Over the next 5 years, HDI will support a minimum of 10 high school students and youth with disabilities per year to become college ready through a summer college experiential program.

Objective 4: Expand Recruitment of Outstanding Diverse Graduate Students for the Developmental Disabilities Certificate

Action Item 1: Over the next 5 years, HDI will develop a recruitment plan that includes strategies to support a diverse cohort of Developmental Disabilities Certificate students each year. HDI will track number of applicants per year to assess an increase in applicants over time, as well as track information on graduate student demographics, relationship to disability, and discipline to assess an increase in diversity over time.

Objective 5: Expand Graduate Research and Learning Opportunities

Action Item 1: Over the next 5 years, HDI will enable at least 15 graduate students per year research and learning opportunities through activities such as graduate research assistantships, research mentor program with undergraduate students, the HDI student fund for excellence (e.g., research and conference support), UCEDD exchanges, and graduate service-learning trips.

Objective 6: Enhance leadership and professional development opportunities for graduate students

Action Item 1 Over the next 5 years, HDI will enable at least 25 graduate students per year leadership and professional development experience through provision of professional development forums and seminars that demonstrate an understanding of current leadership issues in the field of developmental disability, practicum experiences, leadership projects, guest lecture opportunities, and structured volunteer opportunities.

Objective 7: Expand Family Mentors Program

Action Item 1: HDI will expand the Family Mentors Program, supporting a family mentor experience for one new departmental program over the next 5 years.

Objective 8: Improve Course Curricula through Evaluation

Action Item 1: HDI will provide opportunities for graduate students to evaluate guest lecturers, complete courses evaluations, and perform certificate exit interviews annually. Student evaluations and exit interviews will be used by HDI lead and affiliate faculty to continuously improve our course content and delivery.

Community Engagement and Collaboration

Goal

Improve the quality of life of Kentuckians through community engagement, information sharing and service.

Objective One: Enhance community access to HDI resources

Action Item 1: Annually identify and highlight project outcomes with promising practices or the greatest impact on the state and nation.

Action Item 2. Engage the HDI Consumer Advisory Council and Underserved Populations Engagement Committee in developing priorities around identified high impact community research and service opportunities.

Action Item 3. Utilize a variety of communication strategies (e.g.; press releases, website articles, newsletters, social media and broadcast media) to share relevant information with community members.

Action Item 4. Over the next 5 years, identify two avenues with which to share information via practitioner networks (e.g., public health, rehabilitation counseling, community health workers).

Action Item 5. Over the next 5 years, support robust online learning management system that provides community training for various stakeholders.

Objective Two: Enhance external recognition and funding of HDI community engagement and service through local, state, federal and philanthropic support

Action Item 1. Over the next 5 years, HDI will have at least two major, ongoing projects in each of the following areas: early childhood education, health promotion, self-advocacy leadership, assistive technology/universal design, employment and transition for youth with disabilities.