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Date: Friday, February 28, 2025 at 4:46 PM
To: Settersten, Richard A <Richard.Settersten@oregonstate.edu>
Subject: Update: COH Strategic Plan Implementation



Dear College of Health Faculty and Staff:

I am writing with a brief update on the implementation plan for *Health and Well-Being for All* (HWB4A).

Our working principle is to minimize administrative burden by leveraging our existing structures and operations. This plan should be alive in everything we do, daily, in every unit and committee in the college.

Different units, including programs, schools, centers, and administrative units, will naturally focus on certain goals and tactics. However, every unit has valuable contributions to make towards all goals. **Each unit should map their work onto college goals and tactics.** Reflect individually and discuss as a group: What actions can you take to bring these goals and tactics to life? To support this effort, we will provide documents to inventory our ongoing and planned activities.

There are a few other important efforts to mention:

Firstly, we are developing a **COH Diversity Action Plan** as a companion document to HWB4A. The Transforming Academia for Equity (TAE) group has created a comprehensive action plan based on their collaboration, centered around six "provocative propositions": institutional policies and practices, culture of belonging, curricula and learning environments, mentorship, research and scholarship, and recruitment and retention. A subgroup of the committee is currently mapping these actions to HWB4A. Once the draft is complete, we will invite feedback from the entire TAE group, followed by a town hall to discuss it as a community.

A complementary effort, facilitated through the Center for Healthy Aging Research, is to create an **Age-Friendly College of Health**, adapted from the Age-Friendly University movement. As a college focused on *lifelong* health and well-being, it seems imperative to also advance age inclusivity in higher education and our mission.

Secondly, we are forming a **COH Advisory Committee on Health, Safety, and Well-Being** to promote cooperative efforts in these areas, incorporating HWB4A into its charge. This will reinforce our commitment to total worker health and to policies and practices that prioritize health and well-being.

Thirdly, we have formed a **Steering Committee on Research Signature Areas**, including the associate dean for research, four center directors, and a champion for each of the three signature areas. This committee will play a crucial role in shaping the vision, strategy, and direction of the strategic areas to elevate the college research portfolio. They will foster dialogue and collaboration among faculty and students, innovation, and interdisciplinary research.

Fourthly, we have established a **Budget Model Working Group** to advise on a COH SRBM for the next fiscal year. There will be a college-wide opportunity to provide feedback on the model before it is implemented. This committee will be engaged periodically as any changes or fine-tuning of the model are necessary.

Finally, the COH Leadership Team, along with the director of assessment and accreditation, will actively monitor top targets. There will be other means for gathering and monitoring other metrics, once those are established.

This is a basic sketch of some of the key elements of our implementation plan. There'll be more to come as we make our way.

A reminder that you can find HWB4A on our [website](#), as a [PDF](#), and as [flipbook](#). To foster collaboration across the university, it has also been shared with the president, provost, and many senior leaders, including all deans.

To aid discussion in units, I'm also attaching an at-a-glance version, which is a nice distillation of HWB4A goals and tactics.

Thank you for your efforts in advancing our plan, presence, and impact in the coming years. This is a collective lift! If you are interested in working on anything in particular, please let me know.

With everything going on in our nation right now, levels of stress are high. Take care of yourself this weekend — and care for one another.

Warmly,

Rick

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