

## Strategic Plan Communication Disorders Department

### Objectives and Strategies

2023-2026

1. Objective: Foster excellence in delivery, currency, and measurement of content throughout the curriculum (Aligned with University goal: Academic & Research Excellence)

Strategies	Person Responsible	Target Date	Status
Complete professional development in the areas of pedagogic or content relevant to teaching and clinical education for 100% of faculty, annually.	All faculty	Annual*	
Infuse DEI throughout the curriculum (e.g., syllabi, professional development) as evidenced in 100% of syllabi.	All faculty	May 2024	
Infuse Research throughout the curriculum (e.g., syllabi, professional development) as evidenced in 100% of syllabi.	All faculty	May 2024	
Offer at least one research seminar per semester with an invited speaker with the aim of developing collaborative research.	Research committee	Annual	
Maintain CAA accreditation and submit Annual Review report on time, annually.	All faculty	Annual	

\*Evaluation of goals with an “annual” target will be conducted each May at the Annual Faculty Retreat.

Objective 2: Promote visibility of research and academics across faculty and students (Aligned with University goal: Academic & Research Excellence)

Strategies	Person Responsible	Target Date	Status
Update accomplishments on Digital Commons and Watermark for 100% faculty, annually.	All faculty	Annual	
Identify at least one new outlet for contributing faculty expertise within CHP, university, and community.	All faculty	Annual	
Increase undergraduate student participation in clinical experiences (e.g., hearing screenings), research (e.g., participation in faculty-led research), and departmental activities (e.g., brown bags) to 50% engagement.	All faculty	May 2026	
Identify at least one public-dissemination goal for 100% faculty members (e.g., social media, presentation, invited talk, publication, award) within CHP, university, and community.	All faculty	Annual	
Provide opportunities for UG and Grad student recognition through nominations and faculty research partnerships to ensure at least one student recognition per year.	All faculty	Annual	
Update list of Departmental expertise areas to share with Marketing, to facilitate at least one faculty response to newsworthy happenings.	UG Program Director	Annual	

Strategies	Person Responsible	Target Date	Status
Promote the department, students and faculty through highlighting accomplishments and nominating at least 2 faculty and/ or students for awards both within and outside the university (e.g., professional organizations), annually.	All faculty	Annual	

3. Objective: Expand student experiences through experiential learning and novel programs/certifications (Aligned with University goal: Student Success & Experience)

Strategies	Person Responsible	Target Date	Status
Expand simulation-based clinical experiences at undergraduate and graduate levels, in at least one course per semester.	All faculty	Annual	
Support audiology clinic growth, expand graduate student clinical hours in aural rehabilitation (AR), and explore one additional opportunity for audiology clinic community outreach.	Audiology Director	Annual	
Expand on-campus clinical offerings by one new experience, annually.	Clinical faculty	Annual	
Develop SLPA program including proposal, development and implementation.	Grad Program Director	May 2024	
Implement swing credits (UG/ Grad) for two courses.	Grad Program Director	May 2024	
Expand Dingle study abroad by one course.	UG/ Grad Program Director	Winter 2024	
Enhance Online Post-Baccalaureate Course Series (OPS) by ensuring 100% instructor coverage, standardizing delivery design across 100% classes and maintaining or increasing enrollment in 100% classes, annually.	OPS director	Annual	

4. Objective: Foster student success and satisfaction in academics, research, and clinical practice (Aligned with university goal: Student success & Experiences)

Strategies	Person Responsible	Target Date	Status
<b>Provide opportunities for UG and Grad student recognition through nominations and faculty research partnerships to ensure at least one student recognition, annually.</b>	All faculty	Annual	
<b>Achieve UG and grad students in at least one Research Seminar per semester to stimulate interest in research.</b>	All faculty	May 2024	
<b>Institute Dual degree program by 2023/2024 and implement criteria to progression monitoring, annually.</b>	Dual Degree Advisor, UG faculty	Annual	
<b>Expanded UG student experiential learning by offering at least one clinical opportunity (e.g., hearing screening) and one research opportunity (e.g. participation in faculty-led research), annually.</b>	All faculty	Annual	
<b>Achieve enrollment targets at the graduate level (40 graduate students in first year of 2-year program), annually.</b>	Admissions committee, Grad Program Director	Annual	
<b>Implement strategies to achieve retention goal of at least 80% for graduate students, annually.</b>	All faculty	Annual	
<b>Support student acclimation to graduate coursework and social networking through a weeklong academic and clinical orientation with &gt;90% student attendance, annually.</b>	All faculty	Annual	

Strategies	Person Responsible	Target Date	Status
Nominate classroom learning assistant for at least two undergraduate classes per semester.	UG Program Director	Annual	
Review undergraduate and graduate assessment plan and align 100% with any revisions to the College Plan, annually.	Assessment Committees	Annual	
Monitor 100% GPA of GAs each semester to ensure good standing at midterm to maintain position, each semester.	All faculty	Annual	

5. Objective: Expand academic and research partnerships capitalizing on faculty expertise, interests, and service (Aligned with University goal: External Engagement)

Strategies	Person Responsible	Target Date	Status
Participate in the Center of Excellence for Neurological Health to develop funding sources with University Development to support research and IP collaboration.	CENH Liaison	May 2024	
Revise and relaunch SLP specialty certificates.	Curriculum Committee	Fall 2025	
Explore relationships with community partnerships to expand clinical offerings and research collaborations at UG and graduate by one per year.	Clinical faculty	Annual	

6. Objective: Foster supportive and productive SLP alumni networks (Aligned with University goal: External Engagement)

Strategies	Person Responsible	Target Date	Status
Collaborate with University Advancement to support fundraising campaigns, create at least one alumni engagement event, annually.	Alumni Committee, Graduate Program Director	Annual	
Disseminate one CMD newsletter to alumni, annually.	Alumni committee	May 2024	
Recruit one alum to support department function (e.g., CE, instructor, guest speaker), annually	Alumni Committee	Annual	
Recognize one alum per year for their professional practice and contributions to the SHU SLP graduate program, annually.	Alumni Committee	Annual	
Identify opportunities to expand educational offerings to community SLPs at least once per semester.	CEU coordinator	Annual	



7. Objective: Capitalize on faculty, facilities, and technological resources to support department excellence (Aligned with University goal: Resources)

Strategies	Person Responsible	Target Date	Status
Identify one source of funding for research support (e.g., technology, space, staff).	Research faculty	May 2024	
Hire at least 4 GAs through OPS revenue-sharing, annually.	OPS Coordinator, Graduate Program Director	Annual	
Provide support professional development to augment Dean's office support for 100% full-time faculty through OPS revenue-sharing, annually.	CMD Chair	Annual	
Maintain a fiscal responsible budget by remaining within operational budget and/or reducing costs in response to unforeseen circumstances, annually.	CMD Chair	Annual	
Support achievement of projected class sizes of graduate program through enhanced liaison with OPS (e.g., information sessions), annually.	OPS Coordinator, Graduate Program Director	Annual	
Incorporate online documentation of all graduate assessment measures and outcomes within the CALIPSO system.	Assessment committee	May 2025	
Participate in CHP Library Committee meetings to identify and advocate for resources available to CMD faculty and students at least annually.	CHP Library Committee Rep	Annual	