

2013-2016 Strategic Plan

Department of Communication Disorders and Sciences

Vision

The Department of Communication Disorders and Sciences will increase its visibility, academic reputation, and community involvement by preparing students and engaging members of the community in modern, state-of-the-art classrooms, research labs, and clinical suites. In addition, regionally/nationally recognized faculty will disseminate new knowledge and advance the profession.

Mission

The mission of the undergraduate program is to prepare students for graduate study in communication sciences and disorders, instill an understanding of typical and atypical communication processes across the lifespan, and promote problem-solving skills. A broad liberal arts and science background provides the foundation for these objectives.

The mission of the graduate program is to prepare students for careers in speech-language pathology by providing them with a comprehensive education that encompasses an evidence-based approach to the theoretical, practical, and ethical aspects of the field of communication sciences and disorders and which also fosters research and scholarship in order to contribute to the knowledge of the profession.

The mission of the Speech and Hearing Clinic reflects its commitment to promoting clinical excellence and ethical behavior in the areas of evaluative and therapeutic procedures, preparing its graduates to interact successfully with clients and other professionals in a variety of employment settings, and ensuring the delivery of quality professional services in speech-language pathology and audiology to individuals within the University and surrounding communities.

Department Description

The Department of Communication Disorders and Sciences (CODS) is one of ten academic departments in the College of Science and Health (COSH). The other departments include Biology, Chemistry, Computer Science, Environmental Science, Kinesiology, Mathematics, Nursing, Physics, and Public Health. The COSH supports the department through the leadership of its academic dean, associate dean, and several staff members. The department is housed in Hunziker Wing, an older building with classrooms and clinical suites. In support of the students, the department is comprised of four tenured faculty, three tenure-track faculty, adjunct lecturers/supervisors, and three administrative staff members to support both the academic and clinical endeavor.

The Department of Communication Disorders and Sciences has a BA/MS combined program and an MS program. The BA/MS combined program in CODS requires students to formally apply after completing 12 credits within the CODS major. If accepted, the students are guaranteed entry to the graduate program. The graduate program is accredited by the Council on Academic Accreditation (CAA) through the American Speech-Language-Hearing Association (ASHA). The Speech and Hearing Clinic is part of the department and is a primary practicum site for senior undergraduate and first year graduate students. Additionally, many community partners provide clinical experiences for the graduate students. As of January 2013, the department had 90 undergraduate majors, 18 undergraduate minors, and 62 graduate students.

UNIVERSITY GOAL I: OFFER ACADEMIC PROGRAMS OF THE HIGHEST QUALITY

DEPARTMENT STRATEGIC DIRECTION: ENHANCE ACADEMIC EXCELLENCE

CODS Program Goal	Action Plan	Resources Needed	Outcome
<p>1. Provide the necessary academic and clinical preparation to meet or exceed the standards established by the Council on Academic Accreditation in Audiology and Speech- Language Pathology (CAA).</p>	<p>1a. Maintain excellence of current curriculum that currently meets ASHA standards by consistently reviewing courses and students' evaluations of courses, as well as obtaining graduating student and employer feedback, and making revisions as appropriate.</p> <p>1b. Work with administration to gain approval of additional faculty/staff.</p>	<p>1. Two additional full-time faculty and/or clinical staff members.</p>	<p>1a. 95% of class passes ASHA Praxis Exam on first attempt; graduating students rate the program as excellent; practicum sites and employers rate our students excellent; graduate program gets reaccredited by CAA in 2013.</p> <p>1b. New faculty and/or clinical staff members hired between 2013-2015</p>
<p>2. Expand faculty participation in research and scholarly activities.</p>	<p>1. Every faculty member has an active research agenda that reflects at least one scholarly presentation or publication submission for the upcoming year.</p> <p>2. Every faculty member has at least one goal/objective in their annual faculty achievement form that reflects at least one conference per year to update their knowledge in their area of specialty or interest.</p> <p>3. Increase number of internal and external grants</p> <p>4. Support faculty research by creating a teaching schedule that supports scholarship.</p> <p>5. Increase support to faculty who attend conferences and continuing education programs (research and clinical) and also increase support to faculty who present at conferences.</p>	<p>1. Increase in funds budgeted for travel to scholarly conferences to present research.</p> <p>2. Increase in funds budgeted to attend continuing education activities.</p> <p>3. Increase in number of graduate assistants assigned to faculty for research and other scholarly activities.</p>	<p>1. Every faculty member presents at a local, regional, national, or international conference and/or submits an article or manuscript for publication.</p> <p>2. Every faculty member attends at least one local, regional, national, or international conference per year.</p> <p>3. At least one grant application for internal funding submitted each year and at least one grant for external funding submitted every two years.</p> <p>4. Two-day teaching schedule for faculty with a research agenda.</p> <p>5. A portion of clinical revenue supports faculty travel to conferences for continuing education and scholarly activity.</p>

<p>3. Expand student participation in faculty-guided research and scholarly activities.</p>	<p>1. Develop at least two faculty research labs</p> <p>2. Faculty discuss and create alternative research experiences for students</p>	<p>1. Research lab space in Hunziker Wing and new building.</p> <p>2. Increase student lab/computer/study space for students within the department.</p>	<p>1. Increase in number of students participating in faculty research</p> <p>2. Increase in number of students presenting at conferences and/or publishing scholarly work.</p> <p>3. Students can opt to complete a thesis or an alternative research experience.</p>
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UNIVERSITY GOAL II: ACHIEVE STUDENT SUCCESS BY INCREASING MATRICULATION, RETENTION, AND GRADUATION

DEPARTMENT STRATEGIC DIRECTION: INCREASE UNDERGRADUATE AND GRADUATE MATRICULATION AND GRADUATION

CODS Program Goal	Action Plan	Resources Needed	Outcome
<p>1. Continue to cultivate the six-year BA/MS combined program and pilot a 5-year accelerated program..</p>	<p>1a. Undergraduate advising, program development, and related activities become coordinated by one faculty member.</p>	<p>1. Release time for BA/MS coordinator</p>	<p>1. Department establishes position of Undergraduate Coordinator.</p> <p>2. Department increases number of students formally accepted into BA/MS combined program to 20 each year.</p> <p>3. Department increases number of students graduating from BA/MS combined program to 20 each year.</p>
<p>2. Graduate students with a background in communication sciences and disorders will graduate within 2 years (4 semesters and 1 summer), and those without such a background will graduate within 3 years (6 semesters and 2 summers).</p>	<p>1. Require full-time attendance of all graduate students.</p> <p>2. Coordinate academic and clinical components so that all students with a background begin clinical practicum in their first year and externship during their second year.</p> <p>3. Assessment committee conducts survey to understand why some students take longer than 2 years to graduate.</p>	<p>2. Clinic Coordinator dedicated to daily operations of Speech and Hearing Clinic.</p>	<p>1. 90% of graduate students have full-time status.</p> <p>2. 100% of graduate students with a background obtain at least 100 clock hours by the end of their first year, and at least 400 clock hours by the end of their second year.</p> <p>3. 90% of graduate students with a background graduate within 2 years.</p> <p>4. Barriers to a timely graduation are identified and reduced or eliminated.</p>

UNIVERSITY GOAL III: PROVIDE STUDENTS WITH EXCEPTIONAL OPPORTUNITIES BEYOND THE CLASSROOM

DEPARTMENT STRATEGIC DIRECTION: EXPLAND CLINICAL RELATIONSHIPS WITH ORGANIZATIONS BEYOND THE UNIVERSITY.

CODS Program Goal	Action Plan	Resources Needed	Outcome
1. Develop and expand externship sites and service contracts with major local hospitals, healthcare organizations, and schools.	1. Identify hospitals, healthcare organizations, and schools in which we do not have a relationship. 2. Contract with new organizations based on current demographic trends in the profession.	1. Externship coordinator dedicated to securing and cultivating externship sites.	1. Increase number of contracts from current levels
2. Investigate the feasibility of establishing an international practicum or exchange program.	1. Committee comprised of clinic staff and faculty members reach out to international SLP programs.	1. Release time for committee members.	1. Report submitted to Dean of College of Science and Health by Spring 2014.

UNIVERSITY GOAL IV: ENHANCE THE SENSE OF COMMUNITY THROUGHOUT AND BEYOND THE UNIVERSITY

DEPARTMENT STRATEGIC DIRECTION: ENGAGE STUDENTS IN A MODERN, STATE-OF-THE-ART UNIVERSITY SETTING AND INCREASE RELATIONSHIPS WITH ALUMNI

CODS Program Goal	Action Plan	Resources Needed	Outcome
1. Engage students in appropriate classrooms, research labs, and clinical suites.	1. Work with Dean of College of Science and Health to secure additional space in Hunziker Wing. 2. Work with administrators at all levels to build modern, state-of-the art classrooms, clinical environment, faculty and administrative offices, and research labs.	1. Additional offices and rooms. 2. New building.	1. Department of Nursing offices/labs in basement level of Hunziker Wing become dedicated to the Department of Communication Disorders. 2. Department of Communication Disorders moves to a modern, state-of-the-art building.

<p>2. Cultivate relationships with alumni of the BA/MS combined program and MS program.</p>	<p>1. Establish annual department newsletter for current students and alumni. 2. Update and maintain alumni contact list. 3. Invite alumni to give “job” talks to current students every semester. 4. Contract with alumni to provide clinical practica for current students. 5. Utilize social networks to increase visibility of the department.</p>	<p>1. Budget for marketing to alumni. 2. Budget for updating and maintaining website.</p>	<p>1. Department newsletter gets mailed to alumni every fall semester, beginning with Fall 2013. 2. Department gets updated mailing list of 90% of alumni 3. At least 4 alumni give talks within the department each year. 4. At least 20% of current students enrolled in practica with alumni. 5. Weekly updates to social network.</p>
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UNIVERSITY GOAL V: ESTABLISH THE UNIVERSITY AS A MODEL OF OUTSTANDING AND AFFORDABLE PUBLIC HIGHER EDUCATION

DEPARTMENT STRATEGIC DIRECTION: INCREASE SUPPORT FROM FOUNDATIONS AND GENERAL PHILANTHROPY AND EXPAND THE NUMBER OF EDUCATIONAL OPPORTUNITIES

CODS Program Goal	Action Plan	Resources Needed	Outcome
<p>1. Increase student scholarships and assistants</p> <p>2. Host annual continuing education workshops with prominent figures in the profession.</p> <p>3. Increase support from foundations, general philanthropy, and fund raising events to purchase new equipment for the department, thereby limiting the increase in student fees.</p> <p>4. Develop and organize online continuing education and webinars for the community, and especially alumni and community supervisors who supervise graduate students.</p>	<p>1. Work with governmental and other external organizations through an outreach and advocacy program.</p> <p>2. In collaboration with the university and alumni, establish a merit scholarship for a high achieving student that does not require working for the department.</p> <p>3. Develop a plan with the Office of Continuing Education.</p> <p>4. Work with current students, alumni and external organizations to develop and execute a plan to raise funds.</p> <p>5. Collaborate with community supervisors to determine current needs.</p>	<p>1. Chairperson release time and/or support from Dean’s Office.</p> <p>2. Support from WPU Alumni Foundation.</p> <p>3. Revenue from Speech and Hearing Clinic to support scholarships and continuing education.</p>	<p>1. At least one student scholarship funded by a governmental or external organization is established, and at least one merit scholarship funded by the university that does not require 10 or 20 hours of work.</p> <p>2. Prominent figures in the profession come to WPU every fall or spring semester for a continuing education workshop.</p> <p>3. Student learning and research labs are equipped with modern, state-of-the-art equipment.</p> <p>4. 90% of community supervisors participate in continuing education and webinars sponsored by department.</p>