



Department of Speech-Language Pathology

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STRATEGIC PLAN
2024 – 2027

Mission

The mission of the Department of Speech Language Pathology is to build community through communication in a responsive and supportive way. We are grounded in providing an innovative curriculum which promotes reflections of one's own diversity, actions, and empathy to create a climate of shared values and respect with the culturally and linguistically diverse populations that we serve. We actively engage students in highly interactive and safe learning environments to build academic knowledge and develop critical thinking skills to apply to real-world decision making.

Program Goal #1	Objective	Action Plan/Strategies	Performance Indicator(s)
Empower students and faculty to function independently as life-long learners and ethically responsible professionals based on scientific rigor and inquiry.	Teach students to differentiate and objectively evaluate scientific evidence to form well-founded decisions.	Incorporate these skills in research-based courses and culminating experiences	Performance on key assignments/summative assessments; student surveys
	Engage students in scientific inquiry through participation in faculty research and professional presentations.	Invite students to participate in funded and volunteer research opportunities; incorporate poster presentations in coursework; mentor McNair scholars	Presentation of posters/attendance at poster and research presentations; number of students participating in research outside of coursework
	Support faculty in research, scholarship and professional development through dedicated resources.	Provide professional development funds for attendance at conferences, continuing education, specialized training/certifications, and research assistants	Number and frequency of faculty attending PD annually, sum of allocation spent annually, publication and presentation records

Program Goal #2	Objective	Action Plan/Strategies	Performance Indicator(s)
Develop innovative learning experiences to optimize knowledge and skill development.	Provide students with opportunities to practice knowledge and skills through high impact educational practices.	Utilize a variety of techniques including simulation, labs, community outreach, career night, alumni panels, supplemental instruction, tutoring, TALC to foster development of academic knowledge and professional skills	Number and frequency of events along with attendance; student surveys; supervisor feedback
	Support faculty in development and implementation of high impact teaching practices.	Provide faculty with time and funds for training opportunities; Annual event to collaborate and share strategies and resources	Number of faculty who attend training opportunities; student surveys; annual faculty report/documentation

Program Goal #3	Objective	Action Plan/Strategies	Performance Indicator(s)
Foster personal well-being to promote academic and professional success and community involvement.	Incorporate reflective practices to optimize learning and develop action plans that contribute to academic and professional success.	Implement tools for reflective practices in key courses across the curriculum; academic advising	Graduation rates, surveys, academic advising records
	Analyze the impact of one's actions on self and others.	Key assignments w/faculty feedback and mentorship; repeat assignments to develop skills and demonstrate improvement	Increased performance on subsequent attempts; self-reflection; end-of-program summative measure
	Integrate inclusive practices that contribute positively to the community and enhance a sense of belonging.	Faculty training, support student organizations, funding for TALC leaders, alumni events, advisory board, career night, implicit bias training, potlucks/brown bags/picnics, volunteer opportunities, open-door policy	Surveys, attendance at events, number/involvement in faculty trainings, supervisor feedback, office hours