College of Health Sciences, Education and Rehabilitation
Department of Speech-Language Pathology
Strategic Plan: 2022 to 2025

MISSION:

To educate and train graduate-level students to become exemplary professionals in speech-language pathology who provide excellence in service delivery to individuals with communication and swallowing disorders, and who engage in and promote interprofessional education and practice, lifelong learning and prevention of communication and swallowing disorders.

VISION:

Promote communication and swallowing/feeding health and well-being in persons with disabilities or at risk for disabilities so that these individuals have equal opportunity to gain access to and prosper in all aspects of society (e.g. education, economics, politics/advocacy for social justice, etc.).

STRATEGIC GOAL 1:

Obtain initial re-accreditation by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA).

Lead(s): SLP Department Chair/Program Director

Objectives:

1.1 Apply for and secure CAA re-accreditation in 2024 (after 5 years of initial accreditation).

Outcome Measures:
- Review and adhere to timelines for the accreditation process as designated by the calendar of submission deadlines established by CAA
- Prepare and submit the CAA re-accreditation application and documents by published due date based on policies and procedures for application submission as outlined by CAA
- Set-up site visit for re-accreditation
- Prepare Salus University faculty and staff for site visit through information and preparatory sessions
- Respond to exceptions on identified standards where the program is demonstrating deficits and develop a written plan of action to offset and/or improve potential deficits
- Pay fees associated with the re-accreditation process to CAA in a timely manner
- Update all Salus University program documents, curriculum, websites and publications based on positive outcome in obtaining the initial full accreditation from CAA

STRATEGIC GOAL 2:

Provide opportunities to increase student experiences that support growth in the professional practice competencies.

Lead(s): SLP Department Chair/Program Director, Director of Clinical Education, SLP Faculty, Clinical Educators

Objectives:

2.1 Enhance the curriculum and clinical education to increase opportunities for education and training in supervision and mentorship.

Outcome Measures:
- Review all syllabi to ensure inclusion of opportunities for education and training in supervision, supervision models, and mentorship are included
- Select and modify courses to embed curriculum regarding supervision and mentorship
- Identify resources available through ASHA, state associations, and other national and international sources and apply them to the training program

2.2 Update the curriculum and clinical education opportunities to increase student participation in research to support clinical reasoning skills and application of evidence-based practice (EBP).

Outcome Measures:
- Review all syllabi to determine where additional opportunities for student participation in research and application of evidence based practice could be included
- Select and modify courses to embed curriculum regarding research and EBP
- Demonstrate all three aspects of EBP in assessment and therapy plans during clinical training
- Increase the depth and breadth of opportunities provided to students to participate in faculty led research projects
- Review and analyze the capstone project to ensure that they meet current clinical practice competences in EBP and clinical reasoning skills

2.3 Supplement the curriculum and clinical education opportunities to increase support for the development of effective interpersonal and professional communication skills.

Outcome Measures:
- Review all syllabi to determine where additional opportunities for developing effective communication skills could be included
- Select and modify courses to embed curriculum regarding effective communication skills
- Develop opportunities for student self-reflection and critique of clinical interactions within a range of client/family encounters as well as simulations
- Increase opportunities for students to demonstrate effective writing skills in all genres appropriate to SLPs
- Identify opportunities for students to effectively communicate with other professionals regarding client care

2.4 Augment the curriculum and clinical education opportunities to increase support for the development of accountability, integrity, professional duty, advocacy and professional leadership.

Outcome Measures:
- Increase opportunities for the development of accountability, integrity, and professional duty across classroom and clinical settings

- Adjust courses to embed curriculum regarding accountability, integrity, and professional duty as applied to clinical care and advocacy
- Expand opportunities for student to demonstrate professionalism during local, state and national events representing the university and the profession
- Develop additional opportunities for students to take responsibility for clinical administrative functions (e.g., client registration, scheduling, record keeping)
- Explore and develop opportunities for students to practice professional advocacy at the state and national levels.

2.5 Strengthen the curriculum and clinical education opportunities to increase opportunities for interprofessional education and collaborative practice.

 Outcome Measures:
- Review all syllabi to determine where additional opportunities for collaborative practice could occur, both in the classroom and in the clinic
- Select and modify courses to embed curriculum regarding collaborative practice
- Increase opportunities for students to engage in collaborative practice during externship
- Provide professional development and mentorship to practicing SLPs to ensure understanding and application of the core principles of collaborative practice
- Develop opportunities for collaborative practice during didactic group assignments and clinical applications, including group intervention
- Identify opportunities to advocate for collaborative practice for state and national support, representing the university and the profession

2.6 Update the curriculum and clinical education opportunities to increase support for the development of cultural humility and concern for the individuals served.

 Outcome Measures:
- Review all syllabi to determine where additional opportunities for the development of cultural competence and demonstration of concern for the individuals served could occur
- Select and modify courses to embed curriculum regarding cultural competence
- Increase opportunities for, and interpretation of, screenings in a variety of community settings that reflect the diversity of the greater metropolitan area
- Increase student participation in support groups for individuals that identify as part of a diverse population
- Identify and develop clinical materials that are accessible to a variety of diverse populations

STRATEGIC GOAL 3:
Increase diversity in the student body.

Lead(s): SLP Department Chair/Program Director, Director of Clinical Education, Office of Admissions/Student Affairs; Human Resources

Objectives:

3.1 Broaden recruitment efforts at a wider range of conferences within and outside of the field of Speech-Language Pathology (e.g., teacher education conferences, scientific conferences).

 Outcome Measures:

- Develop a calendar of local and regional conferences
- Consult with SLP professionals who are members of under-represented groups, including multi-cultural constituency groups of ASHA
- Review marketing materials and adjust to reflect diverse constituencies
- Recruit and retain diverse faculty and clinical educators

3.2 Increase faculty and student participation in admissions recruiting visits to traditionally under-represented communities.

Outcome Measures:
- Coordinate recruitment efforts with Office of Admissions
- Attend Career Day fairs at local and regional academic settings with diverse student populations including community colleges and HBCUs
- Recruit and train current and former students for participation in admissions visits

3.3 Offer opportunities for undergraduate visits to campus (e.g., health care education workshops).

Outcome measures:
- Conduct a survey of pre-professional student groups at local and regional undergraduate institutions
- Participate in the development of Healthcare Days at Salus for high school students
- Develop and implement a promotional video for distribution to academic settings with diverse student populations
- Reach out to local high school guidance counselors and undergraduate advisors with profession-specific marketing materials including pre-requisite courses for admission

3.4 Continue to offer undergraduate clinical observation opportunities in the on-campus academic clinic, the Speech-Language Institute.

Outcome measures:
- Recruit and train clinical educators to facilitate observation sessions with rising juniors and seniors anticipating applying to Salus program
- Promote clinical observation opportunities to local and regional undergraduate institutions and pre-professional student groups

STRATEGIC GOAL 4:
Expand opportunities for faculty and staff development.

Lead(s): SLP Department Chair/Program Director; Academic Affairs

Objectives

4.1 Provide regular opportunities for faculty development across all areas: teaching, scholarship, and leadership development.

Outcome measures:
- Attend professional meetings that develop teaching, scholarship and leadership skills to incorporate into current pedagogy

- Encourage participation in cross-disciplinary meetings and conferences to identify opportunities for interdisciplinary education and practice
- Identify areas of professional service delivery where there may be a need for additional post-professional education and seek financial support and mentorship

4.2 Increase opportunities for staff development in areas of interest (e.g., computer skills, customer service, accounting/budgets, interpersonal and/or leadership skills).

Outcome measures:
- Broaden skills via participation in continuing education events for technology and customer service
- Develop staff knowledge of academic and clinical requirements for better understanding of the scope of the practice