Wichita State University (WSU)
Department of Communication Sciences and Disorders (CSD) Strategic Plan 2023-2025

University Goal 1. *Student Centeredness: Promote holistic student success through a supportive learning environment in which all our students—past, present and future—continually thrive and grow.*

CSD Goal 1: *Enhance educational quality of all CSD programs (UG, Masters, AuD, PhD).*

Strategy 1.1 *Ensure that every CSD student has a quality applied learning experience in the classroom and clinic practicums.*

Metrics and Targets
- The syllabus for each CSD course is reviewed and updated annually to ensure inclusion of latest evidence/research and match with most recent Council for Clinical Certification in Audiology and Speech-Language Pathology (CFCC) standards.
- Ensure that appropriately qualified and experienced faculty (academic and clinical) are teaching both academic and clinical courses.
- Ensure that appropriate external placements are found for all CSD students.
- The Department will engage in curriculum review every three years to ensure the optimum sequence of courses is being offered for UG, MA (SLP), AuD, and PhD programs (schedule: Year 1 – UG; Year 2 – MA; Year 3 – AuD & PhD). Note: This target does not preclude on-going adjustments to curriculum as deemed necessary by the faculty.

Additional Resources Needed
- Funding to support appropriate number of qualified and experienced academic and clinical faculty.
- Support for individual in charge of organizing clinical placements (both audiology and SLP) – might include reduction of other duties and/or overload pay.

Source of Additional Resources
- Program fees and clinic revenue.

Evaluative Processes (tracked by Assessment Coordinator)
- Updated syllabi for all CSD courses to be collected each semester.
- Annual report on external placements for SLP and AuD.
- Number and qualifications of academic and clinical faculty are considered appropriate for accreditation purposes (i.e., Annual CAA Report; Re-accreditation Application).
- Annual report from Academic Affairs committee reflects appropriate curriculum review completed.

Strategy 1.2 *Ensure that CSD students (undergraduate honors, MA, AuD, and PhD) have a quality research experience.*

Metrics and Targets
- Ensure that all research labs have sufficient and up-to-date equipment to allow for students to be involved in quality research.
- SLP non-thesis students will be assigned to "research teams" with a specific faculty member to engage in a research project.
- Increase number of students in UG Honors (includes required research component).

- Increase the number of publications and presentations that include students.

Additional Resources Needed
- Funding to upgrade or add equipment for research labs.
- Funding to encourage students (and faculty) to present research at appropriate national and regional conferences.

Source of Additional Resources
- Research grants; Foundation funds; Program Fees.

Evaluative Processes
- Annual report from faculty who run research labs detailing new/upgraded equipment and current needs and costs (as well as detailing scholarly production from lab).
- Research teams produce presentations and publications.
- Curriculum changes to CSD 891/892 to facilitate research teams.
- Curriculum changes to encourage students to choose to do a thesis.
- Track number of students enrolled in CSD Honors track.
- Track number of publications and presentations that include students (data taken from annual FAR).

Strategy 1.3 *Maintain CAA accreditation and compliance with CHP and WSU metrics.*
Metrics and Targets
- Annual Report to CAA.
- Establish an "Assessment Coordinator" position to develop assessment plans and monitor all assessment aspects for each CSD program (i.e., UG, SLP Masters, AuD, PhD).
- Successful CAA Site Visit (Spring 2025) that results in continued CAA Accreditation.

Additional Resources Needed
- Stipend for Assessment Coordinator position.

Source of Additional Resources
- Program Fees

Evaluative Processes
- Annual Report to CAA approved.
- Successful accreditation site visit in Spring 2025.
- Continued accreditation awarded (Decision in Fall 2025).
- Assessment plan established for each CSD program.
- Implementation and systematic monitoring of assessment plans.

Strategy 1.4 *Ensure that all CSD graduates engage in significant and meaningful inter-professional educational activities.*
Metrics and Targets
- Participation in interprofessional activities available in CHP.
- Continued participation of audiology and SLP students in CSD 834.
- Increase number of CSD-Generated IPE activities through increased collaborations across departments/universities/community.
- Add specific IPE module to CSD 832A to help students connect the concepts of critical thinking, EBP, and IPE.

Additional Resources Needed
- New partnerships with other entities within CHP and beyond.

Source of Additional Resources
- College of Health Professions.

Evaluative Processes
- Track interprofessional activities and collaborations via faculty report submitted with annual FAR.
- SLP and AuD students enrolled in CSD 834.
- Track number of CSD-generated and non-CSD-generated IPE activities.

University Goal 2. *Research and Scholarship: Accelerate the discovery, creation and transfer of new knowledge.*

CSD Goal 2: *Enhance quality and quantity of research of all CSD programs (UG, Masters, AuD, PhD).*

Strategy 2.1 *Increase research productivity in CSD.*
Metrics and Targets
- Increase number of publications (including professional journals, books, book chapters) by faculty.
- Increase number of applications for external funding for research.
- Increase number of applications for internal funding for research.
- Sustain high number of national and state presentations of research.
- Increase number of international presentations of research.

Additional Resources Needed
- Seed funding for start-up research projects.
- Funding for travel to present research at appropriate national and regional conferences.
- Funding for travel to present research at appropriate international conferences.

Source of Additional Resources
- Office of Research.

Evaluative Processes
- Track number of publications (Data taken from annual FAR).
- Track number of applications for external funding (Data taken from annual FAR).
- Track number of applications for internal funding (Data taken from annual FAR).
- Track number of national and state presentations (Data taken from annual FAR).
- Track number of international presentations (Data taken from annual FAR).

Strategy 2.2 *Increase external funding.*
Metrics and Targets
- Increase number of applications for external research grants/awards.
- Increase number of applications for external training grants/awards.
- Focus on collaboration across Department for funding proposals.

Additional Resources Needed
- Seed funding for start-up research projects.
- Time/support for faculty to prepare funding applications.
- Guidance/training/support from Office of Research.

Source of Additional Resources
- Office of Research.

Evaluative Processes
- Track number of applications for external research grants/awards (Data taken from annual FAR).
- Track number of applications for external training grants/awards (Data taken from annual FAR).

University Goal 3. *Campus Culture: Empower students, faculty, staff and the greater Wichita community to create a culture and experience that meets their ever-changing needs.*

CSD Goal 3: *Enhance experiential quality of all CSD programs (UG, Masters, AuD, PhD).*

Strategy 3.1 *Promote the development of critical thinking and leadership in all CSD students.*
Metrics and Targets
- Teach critical thinking and leadership skills in CSD 832A, CSD 832B, and CSD 832C.
- Continue development of the CSD 832A-C curriculum.
- Develop a "Critical thinking and leadership" module for CSD Honors students.

Additional Resources Needed
- Resources and time for developing and teaching critical thinking and leadership courses.

Source of Additional Resources
- College of Health Professions.

Evaluative Processes
- CSD 832A-C sequence continues to be taught.
- Students in CSD 832 sequence evaluated for critical thinking skills and disposition and leadership (Requires research on appropriate measurement tools).
- "Critical thinking and leadership" module for CSD Honors Track is developed.

University Goal 4. *Inclusive Excellence: Be a campus that reflects and promotes – in all community members – the evolving diversity of society.*

CSD Goal 4: *Enhance enrollment of all CSD programs (UG, Masters, AuD, PhD).*

Strategy 4.1 *Increase the diversity of faculty, staff, and students.*
Metrics and Targets
- Engage with the WSU Office of Diversity and Inclusion to explore ways for CSD to increase recruiting profile with traditionally under-represented groups of UG students.
- Explore funding sources for a new scholarship specifically targeting under-represented groups.
- Engage with the WSU Office of Diversity and Inclusion to explore ways for CSD to increase recruiting profile with traditionally under-represented groups within the community when filling faculty and staff positions.

Additional Resources Needed

- Funding for additional scholarships specifically targeting under-represented groups.

<u>Source of Additional Resources</u>
- Office of Financial Aid and Scholarships, WSU Foundation and Alumni Engagement.

<u>Evaluative Processes</u>
- Plan for increasing recruiting with under-represented groups of UG students is drafted.
- Plan for increasing recruiting with under-represented groups of UG students is implemented.
- Plan for increasing recruiting with under-represented groups of for faculty and staff is implemented.
- New scholarship is funded.

<u>Strategy 4.2</u> *Develop online versions of core pre-requisite UG courses for entry into SLP Masters programs.*

<u>Metrics and Targets</u>
- Identify appropriate core UG courses to be converted to fully online.
- Identify faculty who have expertise in online teaching to engage in conversion of courses (Based on QM Rubric?).
- Develop timeline for converting currently offered UG face-to-face courses into fully online courses.
- Convert currently offered UG face-to-face courses into fully online courses.
- Market courses nationally for students with no background in CSD but who want to apply to an SLP Masters program.

<u>Additional Resources Needed</u>
- Funding to support overload for faculty doing online course conversions.
- Technology resources.

<u>Source of Additional Resources</u>
- WSU Instructional Design and Technology.

<u>Evaluative Processes</u>
- Core courses identified through discussions in CSD Academic Affairs and approved by full department.
- Appropriate faculty to complete conversions recruited.
- Conversions completed.
- Active marketing of courses.
- Increased enrollment in online courses, including enrollment of students outside of WSU CSD Majors.

<u>Strategy 4.3</u> *Increase CSD's ability to attract high quality students.*

<u>Metrics and Targets</u>
- Seek funding for new student scholarships and fellowships.
- Increase recruiting activities with related departments/Colleges across campus (e.g., Psychology, Engineering, Sociology/Anthropology, Social Work, Education, Music).
- Participation in career fairs across campus.
- Develop creative ways to reward high achieving students in both UG and graduate CSD programs.

<u>Additional Resources Needed</u>

- Funding to support new student scholarships and fellowships.
- Funding to support rewards for high achieving students.

Source of Additional Resources
- Office of Financial Aid and Scholarships, WSU Foundation and Alumni Engagement.

Evaluative Processes
- Minimum of one new scholarship and one new fellowship secured.
- Track number of recruiting activities with related departments/Colleges.
- Track participation in career fairs.
- Rewards for high achieving students described in CSD Faculty & Student Affairs Committee annual report.

Strategy 4.4 _Increase enrollment in AuD and SLP Masters graduate programs._

Metrics and Targets
- Seek funding for new student fellowships.
- Increase recruiting activities at local high schools.
- Increase recruiting activities with related departments/Colleges across campus (e.g., Psychology, Engineering, Sociology/Anthropology, Social Work, Education, Music).
- Develop creative solutions to secure additional clinical extern placements for AuD and SLP Masters students to enable increase in enrollment in those programs.

Additional Resources Needed
- Funding to support new student fellowships.
- Funding to support recruiting activities.
- Additional audiology and SLP faculty to support increased teaching and research needs.
- Additional clinical supervision support for additional students in AuD and SLP Masters programs.

Source of Additional Resources
- Graduate School has provided funding for recruiting activities in the past.

Evaluative Processes
- Minimum of one new fellowships secured.
- Track number of recruiting trips to local high schools.
- Track number of recruiting activities with related departments/Colleges.
- Track number of clinical placements secured for AuD and SLP Masters programs.
- Report on new academic and clinical faculty hires/position approvals.
- Track number of students enrolled in AuD and SLP Masters programs.

Strategy 4.5 _Increase enrollment in PhD program._

Metrics and Targets
- Hold recruiting event for past SLP Masters and AuD students every three years.
- Increase funding for PhD training through both research and training grants.
- Establish an on-going GA/clinical educator position that is filled by a PhD student with certification.
- Identify Masters-only SLP programs in our region and make recruiting trips on a rotating schedule.

Additional Resources Needed
- Funding for recruiting event.

- Resources for increase in external funding.
- Increased support from Graduate School for GA/Clinical Educator position.
- Funding for recruiting trips.

Source of Additional Resources
- Graduate School has provided funding for recruiting activities in the past.

Evaluative Processes
- Recruiting event is held every three years. Track number of students attending and number of new enrollments gained from this event.
- Track number of research and training grants applied for/funding secured for funding PhD students.
- GA/Clinical educator position is established and filled annually by a PhD student.
- Track number of recruiting trips to regional Masters-only programs.
- Track number of students enrolled in PhD program.

University Goal 5. *Partnerships and Engagement: Advance industry and community partnerships to provide quality educational opportunities and collaborations to satisfy rapidly evolving community and workforce needs.*

CSD Goal 5: *Expand current partnerships and develop new ones to (a) provide educational and workforce-related opportunities for students and (b) address resource concerns.*

Strategy 5.1 *Stabilize/increase WSU Cassat Clinic revenue.*
Metrics and Targets
- Optimization of clinic functioning and billing practices.
- Expanded clinic hours of operation.
- Additional clinical faculty to maximize revenue.
- Outsourcing student practicum opportunities (e.g., USD 259, Independent School).
- Explore clinic sponsorship/partnership with community health agencies.

Additional Resources Needed
- Funding for additional clinical faculty.

Source of Additional Resources
- WSU Cassat Clinic, Community partnerships.

Evaluative Processes
- Clinic budget stabilized/increased.
- Positive revenue change associated with expanded hours of operation.
- Additional clinical faculty hired.
- Track numbers of students completing practicum experiences off-site prior to educational/medical placements.