

# Department of Communication Sciences and Disorders

## Strategic Plan 2024-2027

### Our Mission

The Department of Communication Sciences and Disorders prepares future professionals in the fields of audiology and speech-language pathology by providing a rigorous scientific and clinical foundation for practice to meet the needs of California and beyond.

### Our Vision

To create a welcoming, caring, supportive, diverse, and inclusive environment for education, research, and community service in the professions of audiology and speech-language pathology.

### Our Values

1. Student Success
2. Community Service Engagement
3. Health and Wellness
4. Diversity, Equity, Inclusion, and Belonging
5. Professional Ethics and Social Responsibility
6. Excellence in Teaching, Service, and Scholarship
7. Interprofessional Collaborative Practice
8. Innovation
9. Evidence-Based Practice
10. Social Justice

### Our Goals

1. Encourage excellence in providing sequential, hierarchical, and integrated academic and clinical training.
2. Provide opportunities for innovative research, scholarly, and creative activity for faculty and students.
3. Maintain and improve pass rates for state and national exams.
4. Provide excellence in clinical healthcare services.
5. Promote equity in student success.
6. Cultivate relationships among community partners, alumni, students, staff and faculty.

# Goals and Objectives

	2024-2025	2025-2026	2026-2027
<b>1. Encourage excellence in providing sequential, hierarchical, and integrated academic and clinical training</b>			
At least 90% of students participate in professional behavior trainings (orientations).			
Faculty will engage in at least one professional development activity promoting excellence in teaching (beyond department trainings).			
All graduate/ doctoral students will show evidence in skills related to discipline-specific report writing.			
All graduate/doctoral students will complete the number of required clinical practical hours.			
Develop and implement a structured curriculum, that aligns academic coursework with progressive clinical experiences			
Regularly assess and update training modules to ensure they reflect current best practices and emerging trends in the fields of audiology and speech-language pathology.			
Incorporate IPE opportunities to enhance collaborative practice skills.			
<b>2. Provide opportunities for innovative research, scholarly, and creative activity for faculty and students</b>			
All undergraduate students will demonstrate knowledge of the principles of evidence-based practice.			

All graduate students will demonstrate the ability to integrate research into clinical practice.			
Secure funding and/or resources to support innovative research projects			
Provide opportunities for student attendance/participation in conferences, workshops, and professional organization events.			
<b>3. Maintain and improve pass rates for state and national exams</b>			
Track and analyze exam performance data to identify areas for improvement			
Provide individualized support for students identified as at-risk throughout the program			
<b>4. Provide excellence in clinical healthcare services</b>			
Ensure that all clinical supervisors and instructors are current with licensure and CE requirements.			
Implement regular quality assurance reviews of clinical services.			
Expand clinical services to underserved populations in the Northern CA region			
<b>5. Promote equity in student success</b>			
80% of students will participate in at least one extracurricular learning event.			
Develop and implement targeted support programs for underrepresented students.			
Decrease the DFW rates for junior			

level courses			
Promote an inclusive curriculum that reflects diverse perspectives and experiences.			
Regularly review and address any gaps in admissions, retention, and graduation rates.			
<b>6. Cultivate relationships among community partners, alumni, students, staff and faculty</b>			
Enhance community partnerships to promote student success and serve our community			
Hold at least two community in-services annually			
Establish a formal CSAD alumni network with regular communication for all graduates			
Partner with local healthcare providers and organizations to create internship, externship, and future job placement opportunities for students.			
Foster a collaborative community culture through regular department events and workshops			

# **Additional Standards to Address for our Annual Report for the Council on Academic Accreditation**

**Provide an executive summary of the strategic plan that is shared with faculty, students, staff, alumni, and other interested parties.**

Executive Summary of the Plan:

Our 2018-2023 Strategic Goals, which had specific, tracked objectives, were grouped into four broad categories, including (1) to encourage innovative teaching, (2) provide opportunities for research, scholarly, and creative activities for faculty and students, (3) enhance community partnerships to promote student success and (4) provide sequenced, integrated academic and clinical training. These 2018-2023 strategic plan goals were met in 2023 and involved faculty hiring to scale our doctoral of audiology program, offering interprofessional educational training for faculty, changing curriculum to ensure that all students are required to participate in research, and building our two new speech-language and audiology on-campus clinics, which were built in 2018 and 2021, respectively.

Updates to our strategic plan for 2024-2027 include providing robust experiences in clinical training which is sequenced, hierarchical, and integrated with academic work and fosters excellence in clinical healthcare services in our on-campus clinics. Additional goals include offering opportunities for innovative research for faculty and students, maintaining and improving pass rates for students taking state and national exams and increasing equity for student success. An additional goal is to cultivate relationships among community partners, alumni, students, staff and faculty.

**Describe the methods used to ensure that the strategic plan reflects the role of the program within its community.**