

**FHSU Department of Communication Disorders
Strategic Planning Session**

Approved: September 5, 2008

On Friday August 31, 2007, faculty of the Department of Communication Disorders convened to engage in facilitated strategic planning that would accomplish the following three planning stages: Mission and Vision articulation, analysis of strengths and weaknesses/opportunities and threats, and identification of priority goals. Discussion was facilitated by Dr. Brett Zollinger, Director of the Docking Institute of Public Affairs. Faculty continued to work on the goals and objectives and corresponding strategic action steps, responsibilities and timelines and completed this process September 5, 2008.

Mission Statement

The department provides a quality academic and clinical *educational* program in an environment that *embraces diversity and effective performance* with the goal of preparing students to meet current professional standards. These activities will allow the department to serve as the resource for communication disorders throughout western Kansas.

Vision Statement

The Department of Communication Disorders will be recognized as a dynamic regional leader *in communication sciences and disorders*.

Priority Goals	Objectives and Action Steps
<p>Goal 1: Increase number of freshmen, transfer students, and graduate students from other universities</p>	<p>Objective 1a: Increase Freshmen enrollment by 25% over the next five years</p> <ul style="list-style-type: none"> ➤ Action step 1a1: continue high school visitation by current students <ul style="list-style-type: none"> ○ Responsibilities: new recruitment committee, (to include one graduate student, one undergraduate student, Marla Staab, Anne Bemis, Jacque Jacobs) ○ Timeline: committee meets by October 1 for each academic year with visits beginning in mid October. ➤ Action step 1a2: Participation in the FHSU SRPs with awards for freshman <ul style="list-style-type: none"> ○ Responsibilities: Chair ○ Timeline: AOE awards will be awarded on the basis on the University timeline which is initiated during Spring semester <p>Objective 1b: accessing alumni in 8 regions of the state</p> <ul style="list-style-type: none"> ➤ Action step 1b1: call all the alumni in 8 regions <ul style="list-style-type: none"> ○ Responsibilities: recruitment committee will contact alumni ○ Timeline: all contacts made by November 20, 2009 ➤ Action step 1b2: provide informational material to alumni for presentations and materials to leave with counselors <ul style="list-style-type: none"> ○ Responsibilities: recruitment committee will review materials and develop material packets for alumni ○ Timeline: all materials sent to alumni participating in project by December 1, 2009 <p>Objective 1c: increase awareness of student and faculty recognition and accomplishments</p> <ul style="list-style-type: none"> ➤ Action step 1c1: use FHSU university relations to publicize in local newspaper <ul style="list-style-type: none"> ○ Responsibilities: send information to university relations regarding ASHA presentations (Jacque Jacobs is the contact person) ○ Timeline: November 1 each year ➤ Action step 1c2: advertise scholarship winners by short interest story and picture <ul style="list-style-type: none"> ○ Responsibilities: chair will contact university relations ○ Timeline: Ongoing <p>Objective 1d: increasing the number and/or levels of scholarships for students and graduate assistantships</p> <ul style="list-style-type: none"> ➤ Action step 1d: investigate resources from state of Kansas, ASHA, national personnel preparation grant <ul style="list-style-type: none"> ○ Responsibilities: Phil Sechtem and Jana Johnson ○ Timeline: Report in September 2008; Ongoing monitoring of scholarships

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<p>Goal 2: Increase scholarly activity</p>	<p>Objective 2a: increase knowledge of scholarly activity as demonstrated by reviewing, reading and sharing information from professional journals and web sites.</p> <ul style="list-style-type: none"> ➤ Action step 2a: all faculty members will review the Faculty, Researchers and Ph.D. web site related to curricular activities in the area of teaching /clinical education or scholarly assignments and share their findings with other faculty and /or will read articles in selected professional journals and share the information with other faculty. <p>Responsibilities:</p> <ul style="list-style-type: none"> • Each faculty member will review and share information that supports the teaching/clinical and scholarly assignments and interests with other faculty during group discussions. This will be an ongoing activity. • Timeline: The 4th Friday of each semester will be dedicated to the Faculty Research Forum and the first meeting of this group will be dedicated to this activity for Fall-Spring 2009-2010, and Fall-Spring 2010-2011. <p>Objective 2b: increase scholarly activity throughout the curriculum including both academic and clinical components by increasing faculty knowledge of evidence-based practices in SLP through study of these practices.</p> <ul style="list-style-type: none"> • Action step 2b: The “Faculty Research Forum” will meet every 4th Friday of each month during each fall and spring semester beginning 2008-2009. This will be an ongoing activity. <ul style="list-style-type: none"> ○ Responsibilities: The faculty will select topics and dates with input from all faculty members at the beginning of each academic year. Initial topics will be a review of evidence-based practice followed by a review of dyslexia and the evidence base for assessment protocol. ○ Time Line: The 4th Friday of each semester will be dedicated to the Faculty Research Forum and the first meeting of this group will be dedicated to this activity for Fall-Spring 2009-2010, and Fall-Spring 2010-2011. <p>Objective 2c: increase number of referred presentations and publications by faculty. This will be an ongoing activity.</p> <ul style="list-style-type: none"> • Action step 2c: establish teams of faculty and students with mutual research interests and set up time in work schedules to meet to develop ideas for research. <ul style="list-style-type: none"> ○ Responsibilities: The graduate students who are currently enrolled in the research course will meet with faculty and select a graduate faculty member who will become their mentor for the student’s research project. Depending on the type of research project selected, master level faculty may be members of this team. ○ Timeline: Students will select graduate faculty members by the 4th week of each semester Fall-Spring 2008-2009, Fall-Spring 2009-2010, and Fall-Spring 2010-2011.

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	<p>Objective 2d: increase opportunities for faculty and graduate students to disseminate research interests and findings.</p> <ul style="list-style-type: none"> • Action step 2d: faculty will work with graduate students in order to develop their papers for the research seminar within the department each semester and then will work on developing submission for poster presentations for the state and/or national speech-language-hearing association conventions. <ul style="list-style-type: none"> ○ Responsibilities: Graduate faculty will work with graduate students on submission. For some topics master level faculty may also be involved in this process. ○ Timeline: Dates for research seminars and submission data to KSHA and ASHA will be identified for 2009-2010, and 2010-2011.
<p>Goal 3: Increase doctoral level faculty and increase some 0.5 FTE positions</p>	<p>Objective 3a: Continue plan for support of faculty working on their Ph.D. in SLP.</p> <ul style="list-style-type: none"> ➤ Action step 3a1: Administrative facilitation to enable implementation <ul style="list-style-type: none"> ○ Responsibilities: Chair and Dean work with upper administration to continue funding for tuition and travel expenses ○ Timeline: Ongoing monitoring of current faculty with continued provision of support for master's level faculty seeking doctoral degrees ➤ Action step 3a2: Develop recruitment plan which would include campus visitations to doctoral programs. <ul style="list-style-type: none"> ○ Responsibilities: Chair and Dean will work with upper administration to develop possible funding opportunities for individuals who are ABD and funding for faculty travel to visit programs to meet with doctoral students ○ Timeline: Ongoing monitoring of current faculty with continued provision of support for master's level faculty seeking doctoral degrees.

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<p>Goal 4: Continue to develop and enhance collaborative partnerships</p>	<p>Objective 4a: Maintain and enhance clinical opportunities for our students</p> <ul style="list-style-type: none"> ➤ Action step 4a: develop and maintain collaborative partnerships related to clinical practicum for our students <ul style="list-style-type: none"> • Responsibilities: Department will develop a list of collaborative clinical relationships available for clinical experience for graduate students • Timeline: Ongoing and updated on an annual basis ➤ Action step 4a2: develop and maintain collaborative partnerships with professionals <ul style="list-style-type: none"> ○ Responsibilities: All faculty will develop and maintain a list of current collaborative partnerships ○ Timeline: Ongoing and monitored on an annual basis
<p>Goal 5: Increasing application of technology in academic and clinical settings</p>	<p>Objective 5a: Continued integration of videostroboscopy and vital stimulation in voice and neurogenic academic and clinical settings</p> <ul style="list-style-type: none"> ➤ Action step 5a1: Develop lecture and lab curriculum to include videostroboscopy and vital stimulation technologies <ul style="list-style-type: none"> ○ Responsibilities: Phil Sechtem will work on developing the curriculum work on integration into clinical setting. ○ Timeline: Ongoing monitoring ➤ Action step 5a2: Provide funding for further training of these technologies for clinical staff <ul style="list-style-type: none"> ○ Responsibilities: Chair to work with clinical faculty in finding appropriate workshops and trainings; Chair to provide funding for travel and expenses ○ Timeline: Fall 2010 <p>Objective 5b: Integrate technology into academic and clinical settings</p> <ul style="list-style-type: none"> ➤ Action step 5b: Faculty continue to develop and incorporate technology <ul style="list-style-type: none"> ○ Responsibilities: All faculty will keep a list of activities in which technology has been used ○ Timeline: Updated the end of each semester