FHSU Department of Communication Disorders
Strategic Planning Session
Approved: 10-25-2013

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.

The Strategic Plan has been updated each year with these updates becoming a part of the Department's Annual Report for the University. During September 10 and 26, 2010, the faculty engaged in a new SWOT analysis and then reviewed the Strategic Plan in relation to that SWOT analysis throughout the FY 2011 year. The revised Strategic Plan for the Department was approved on October 25, 2013.

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.***

Approved 10-25-2013 by Departmental Faculty

Jayne Brandel, Chair	Marla Staab, M.S.	Breanna Taylor, M.A.
Fred Britten, Ph.D.	Jacque Jacobs, M.S.	Karmen Porter, M.A.
Carol Ellis, Ph.D.	Marcy Beougher, M.S.	
Phil Sechtem, Ph.D.	Celina Fisher, M.S.	

Strategic Plan Approved: 09-05-08, Updated Yearly from June 2009-2010.
New SWOT analysis 09-10-10, 09-26-10
Strategic Plan Approved 08-17-2011
Revised Strategic Plan Approved 10-25-2013

Priority Goals	Objectives and Action Steps
Goal 1: Increase number of Freshmen and transfer students.	**Objective 1a**: Increase freshman and transfer student awareness of the major. ➢ **Action step 1a1:** develop video to share with community colleges, high schools and admission counselors o **Responsibilities:** new recruitment committee o **Timeline:** ready for spring
Goal 2: Increase collaboration between faculty in the department as well as with other departments at FHSU.	**Objective 2a:** Create collaborative on-going research with master's level and doctoral level faculty within the department. ➢ **Action step 2a:** develop and maintain collaborative partnerships related to clinical practicum for our students • **Responsibilities:** Master's level faculty will be contacted to participate in undergraduate or graduate student research projects. • **Timeline:** Ongoing and updated on an annual basis **Objective 2b:** Create collaborative relationships with other departments on campus ➢ **Action step 2b:** develop and maintain collaborative partnerships with professionals o **Responsibilities:** Contact departments on campus regarding the development courses, research or clinical experiences for students (e.g., Psychology, Allied Health, Nursing, etc.). o **Timeline:** Ongoing and monitored on an annual basis
Goal 3: Increased use and updating of technology within the department (i.e., clinic and classroom, 104AH).	**Objective 3a:** Evaluate current recording options within the clinical setting to determine most efficient and cost-effective manner for students/supervisors to record sessions. ➢ **Action step 3a1:** Identify methods within current system to record in compatible format with StudioCode. o **Responsibilities:** Chair will speak with StudioCode representatives to determine if current system can be modified. o **Timeline:** 2013-2014 academic year **Objective 3b:** Provide faculty training on StudioCode and iCoda ➢ **Action step 3b1:** Faculty training on how to use StudioCode and iCoda within clinic and courses o **Responsibilities:** Chair will develop and provide training sessions o **Timeline:** Group faculty training during the S2014 semester with ongoing training continuing after that time. **Objective 3c:** Update the classroom technology and set-up (104AH) to be conducive for use of already purchased software (i.e., StudioCode and iCoda) and increase collaborative learning ➢ **Action step 3c1:** Meet and work with CTC to determine possibilities for upgrades within the current classroom (104AH) o **Responsibilities:** CTC will communicate with Chair regarding options for classroom (104AH). These will be shared with the faculty to identify what will be incorporated in new room design. o **Timeline:** 2013-2014 academic year

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Goal 4: Curriculum Review	**Objective 4a:** Undergraduate and graduate curriculum reviewed for alignment with current practice and ASHA standards. ➢ **Action step 4a1:** Faculty assigned to committees to review undergraduate and graduate curriculum o **Responsibilities:** Faculty will work in sub-committees to review curriculum. Periodic reports to all faculty will occur to provide opportunity for feedback and changes. o **Timeline:** Ongoing review, completion of initial stages by the end of S2014. **Objective 4b:** Identify courses to be modified, discontinued, and added at the undergraduate and graduate level. ➢ **Action step 4b1:** Curriculum review committees will develop list of courses to be offered at undergraduate and graduate level. o **Responsibilities:** Sub-committees will develop list of courses to be required as well as supplemental courses to be offered. o **Timeline:** Sub-committees will provide list to the Chair late in spring semester of 2014. Department will vote on recommendations in May, 2014. **Objective 4c:** Course changes will be submitted for approval by the university during 2014-2015. ➢ **Action step 4c1:** Any new courses and modified courses will be submitted for approval. o **Responsibilities:** Appropriate faculty will be identified to work on the syllabi for new courses, modifications of previous courses. o **Timeline:** F2014 **Objective 4d:** Course schedule to be developed for the undergraduate and graduate program. o **Responsibilities:** The Chair will work with the university to develop a course schedule for the revised undergraduate and graduate program. o **Timeline:** 2014-2015 academic year