

FHSU Department of Communication Disorders Strategic Planning Session

Approved: August 17, 2011

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 August 17, 2011.

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 09-05-08 by Departmental Faculty

Amy Finch, Chair	Marla Staab, M.S.	Marcy Beougher, M.S.
Fred Britten, Ph.D.	Jacque Jacobs, M.S.	Phil Sechtem, M.S.
Charles Wilhelm Ph.D.	Jana Johnson, 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

Priority Goals	Objectives and Action Steps
Goal 1: Increase number of freshmen, transfer students, and graduate students from other universities	<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 1cb: 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: Assigned Faculty ○ Timeline: Ongoing monitoring of scholarships

Priority Goals	Objectives and Action Steps
<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: Ongoing <p>Objective 2b: increase scholarly activity throughout the curriculum including both academic and clinical components by increasing faculty member's use of EBP</p> <ul style="list-style-type: none"> ➤ Action step 2b: Evidence based practice will be infused within the clinical seminar for graduate students in the Fall and graduate and seniors in the Spring. <ul style="list-style-type: none"> ○ Responsibilities: The clinical supervisors will select case studies as well as other topics critical to the use of EBP. ○ Time Line: A clinical seminar calendar will be created each year with specific topics. A review of the case study approach during FY2013 will be reviewed during summer 2013. <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 20th day of each semester Fall-Spring FY 2013, Fall-Spring FY2014, Fall-Spring FY2015.

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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 dates for KSHA and ASHA will be identified each year and this will be ongoing.

<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 may include campus visits, ASHA recruitment, and recruitment through advertising. <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. ➤ Action step 3a3: Discuss plan to create a "new temporary position" in which Ph.D. candidates could come to campus and teach courses in area of interest, engage in clinical supervision, and work on research for a year or two as a transition into a tenure line position being vacated by faculty retiring. <ul style="list-style-type: none"> ○ Responsibilities: Chair and Dean will work with upper administration to create a temporary position. Once line is created, Chair will contact local university Ph.D. programs in order to determine interest of Ph.D. candidates moving into this temporary position. Possible candidates will be asked to come to campus to make a presentation and interact with faculty prior to offering the temporary position ○ Timeline: Ongoing with temporary position opening one to two years prior to retirement of current faculty. <p>Objective 3b: Brainstorm ideas for increasing the number of clinical faculty.</p>
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Priority Goals	Objectives and Action Steps
Goal 4: Continue to develop and enhance collaborative partnerships	Objective 4a: Maintain and enhance clinical opportunities for our students <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
Goal 5: Increasing application of technology in academic and clinical settings	Objective 5a: Continued integration of videostroboscopy and vital stimulation in voice and neurogenic academic and clinical settings <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: Ongoing Objective 5b: Integrate technology into academic and clinical settings <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

Priority Goals	Objectives and Action Steps
Goal 6: Curriculum Review	<p>Objective 5a: Update Affinity Diagram for the Undergraduate Program Add step for review of undergraduate curriculum and 120 hour program</p> <ul style="list-style-type: none"> ➤ Action step 5a1: Develop 10 program learning outcomes <ul style="list-style-type: none"> • Responsibilities: Department will review the undergraduate program and write 10 program learning outcomes; the 10 program learning outcomes; Chair will be update the Affinity Diagram for the Undergraduate Program reflecting the newly developed learning outcomes • Timeline: Ongoing review , data collection and analyses throughout FY2013, FY2014, and FY2015 ➤ Action step 5a2: Create two direct measures of assessment for each program learning outcome and implement the assessment measures <ul style="list-style-type: none"> ○ Responsibilities: Department will develop two direct measures of assessment and assign a faculty member(s) to monitor the implementation of the measure(s) (i.e., collection of data and analysis); faculty member(s) responsible will present analysis during the assessment review meeting designated by the department. ○ Timeline: Ongoing review , data collection and analyses throughout FY2013, FY2014, and FY2015 ➤ Action step 5a3: Create at least one indirect measure of assessment for each program learning outcome and implement the assessment measure <ul style="list-style-type: none"> ○ Responsibilities: Department will develop one indirect measure of assessment and assign a faculty member(s) to monitor the implementation of the measure(s) (i.e., collection of data and analysis); faculty member(s) responsible will present analysis during the assessment review meeting designated by the department. ○ Timeline: Ongoing review , data collection and analyses throughout FY2013, FY2014, and FY2015

Priority Goals	Objectives and Action Steps
	<p>Objective 5b: Update Affinity Diagram for the Graduate Program Add review of graduate curriculum the TMAKS</p> <ul style="list-style-type: none"> ➤ Action step 5b1: Develop 10 program learning outcomes <ul style="list-style-type: none"> ○ Responsibilities: Department will review the graduate program and write 10 program learning outcomes; the 10 program learning outcomes; Chair will be update the Affinity Diagram for the Graduate Program reflecting the newly developed learning outcomes ○ Timeline: Ongoing review , data collection and analyses throughout FY2013, FY2014, and FY2015 ➤ Action step 5b2: Create two direct measures of assessment for each program learning outcome and implement the assessment measures <ul style="list-style-type: none"> ○ Responsibilities: Department will develop two direct measures of assessment and assign a faculty member(s) to monitor the implementation of the measure(s) (i.e., collection of data and analysis); faculty member(s) responsible will present analysis during the assessment review meeting designated by the department. ○ Timeline: Ongoing review , data collection and analyses throughout FY2013, FY2014, and FY2015 ➤ Action step 5b3: Create at least one indirect measure of assessment for each program learning outcome and implement the assessment measure <ul style="list-style-type: none"> ○ Responsibilities: Department will develop at least one direct measure of assessment and assign a faculty member(s) to monitor the implementation of the measure(s) (i.e., collection of data and analysis); faculty member(s) responsible will present analysis during the assessment review meeting designated by the department. ○ Timeline: Ongoing review , data collection and analyses throughout FY2013, FY2014, and FY2015 <p>Objective 5c: Develop standard form for syllabi within the department and review and update all syllabi in the undergraduate and graduate program</p> <ul style="list-style-type: none"> ➤ Action step 5c: Review new syllabi format (CTELT). <ul style="list-style-type: none"> ○ Responsibilities: Review and revise form to fit need of department including learning outcomes for each course which are being monitored on the B.S. and M.S. Affinity Diagram. ○ Timeline: Implement use of new syllabi format for FY 2013.

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