Department of Speech Pathology & Audiology's Strategic Plan

(2023-2028)

University Strategic Goal	Unit Goal	Unit Expected outcomes	Criteria for Success	Unit Strategies/Methods	Resources	Timeline
What is the Strategic Plan Goal?	What is the unit goal in relation to the University goal?	In implementing this strategy, what is the first objective you plan to attain? Multiple objectives may be required to achieve goal.	How will you Measure success? Is the criterion a measurable outcome/measurable unit? Use baseline data if available.	What is/are your strategy(ies) to reach objectives? There can be multiple strategies for reaching an objective.	What resources will be needed to accomplish this objective? What are the sources?	When will this objective be accomplished? Use the University timeline as your guide.
1. Recruitment, Retention, Completion Attract, prepare, and graduate scholars to change the world.	1. Participate in recruitment events sponsored by the institution and initiated by departments.	1a. Recruit a diverse group of students to enroll in the prerequisite courses for the MS Program in Speech and Hearing Science.	1a. Enroll a minimum of 15 students in the prerequisite courses.	1a. • Attend high school career day events. • Attend career fairs hosted for college freshman students. • Attend Community College Career Fairs.	1. Money to attend recruitment fairs and to buy recruitment materials.	Annually

	1b. Recruit a diverse group of students for the MS Program in Speech and Hearing Science.	1b. Enroll a minimum of 20 students for the traditional format and 25 students for the distance education format of the MS Program in Speech and Hearing Science	1.b • Attend Community College and University Recruitment Fairs and set up recruitment booths at conferences. • Follow up with students interested in enrolling in the perquisite courses and the applying for the MS Program in Speech and Hearing Science. • Pursue funding opportunities to support graduate education.		
2a. Achieve at least 80% retention of students admitted into programs of study.	2a. Retain and graduate students admitted into their program of study.	2a. A minimum retention and graduation rate of 80%.	2ab. • Provide academic advisement to all prerequisite students, and undergraduate and graduate majors. • Provide remediation as necessary to help students to meet	2ab • Release time and funding for faculty members to engage in recruitment events. • Academic advisors to track student progression	Annually Every Semester

	2b. Provide academic advisement to students who have indicated an interest in the health sciences.	2b. Advise graduate students admitted into their program of study	2b. A minimum of one advisement session per semester and three advisement sessions annually.	the academic and clinical competences for the degree. • Track academic progression towards graduation.	towards graduation	
2. Education, Preparation & Quality; Student Success **Cultivate an organizational climate that promotes collaboration, continuous improvement, and high performance.**	**1. Increase student success from entry into and graduation from the college and department**	1a. Increase the performance rate on the Formative Assessment Department Exam (FADE) to improve student retention of requires competences for the MS degree	1a. A score of 80 or better on the content areas of the FADE.	1a. Provide the opportunity for students to participate in content review sessions and remediation, as necessary.	1a. Faculty resources, such as course content materials, as specified.	Annually
		1b. Increase the passing rate on the PRAXIS in Speech-Language Pathology (SLP)	1b. A passing rate on the PRAXIS Examination in (SLP) of 90% or better for both delivery modes of the MS in Speech and Hearing Science.	1b. Provide the opportunity for students to participate in a PRAXIS review course.	1b. Money to purchase PRAXIS review materials and to provide an honorarium for course instructors.	Annually

	1c. Monitor students' engagement of self reflections of their academic and clinical success.	1c. Data from student reports or surveys.	1c. Student forum/roundtable discussion		
2. Develop and Promote inter-professional collaboration and the use of virtual technologies in the classroom and clinic.	2. Enhance the learning environment through inter-professional education (IPE) and inter-professional practice (IPP).	2a. Include an IPE and/or IPP objective in a minimum of 5 courses in the Department of Speech Pathology and Audiology.	2a. Outline IPE and IPP activities in course syllabi and clinic schedules.	2a. Collaboration from other disciplines in the College of Health Sciences and other colleges across the university to participate in classroom IPE/IPP events.	Annually
		2b. Offering a minimum of 3 IPE/IPP events per year.	2b. Require students to participate in events such as the: • Nashville Interprofessional Collaboration Course • College of Health Sciences IPE/IPP Event • Meharry IPE/IPP Geriatric Event	2b. Collaboration from other disciplines at TSU and at other colleges outside of the university to offer IPE/IPP events.	Annually

| | 3. Avail students with experiential learning and research opportunities | 3. Enhance the learning environment with academic and clinically applicable instructional and virtual technologies | 3a. Implementing a minimum of 2 virtual technologies into classes to increase student engagement. | • SimuCase IPP Cases

3a. Provide the opportunity for increased student interaction using technologies such as:
a. Mentimeter
b. Kahootz
c. ZOOM polls
d. Blooket
e. Flip Grid
f. Jam Board
g. Livebinders
h. Clinic Note
i. Google Docs
j. SimuCase
k. Q-Global | 3a. Money to purchase the licenses, as necessary, for various virtual technologies to use in the classroom. | Each Semester |
| | | | 3b. Allowing students to obtain clinical clock hours via clinical simulations (a maximum of 75 hours) and telepractice (a maximum of 125 hours) in the clinic. | 3b. Provide the opportunity for students to use SimuCase, engage in simulated client interviews, and to provide clinical services through telepractice.

3c. Provide training and promote student use of Q-Global, LessonPix, Boom Cards, and other virtual technologies to carry out telepractice sessions. | 3b. Money to purchase the licenses, as necessary, for various virtual technologies to use in the clinical setting. | Each Semester

Annually

Annually |

3. Develop a feedback mechanism between the college and its external and internal constituents. Create a transformative educational environment that impacts middle TN and beyond.	1. **Develop a feedback mechanism between the department and its external and internal constituents**	1. Have employers of TSU graduates to evaluate graduate performance as a speech-language pathologist. 2. Have pre-alumni and alumni to evaluate their academic and clinical preparation for their chosen profession.	1a. The number of contacts made to employers to collect employer surveys. 1b. The receipt of 10% rate of return based on the number of surveys distributed. 1. The number of contacts made to alumni to collect alumni surveys. 2. The receipt of 10% rate of return based on the number of surveys distributed.	1a. The department will email employers a Qualtric link and/or use social media to allow them to access a departmental created survey. 1b. The department will use the survey results to engage in continuous programmatic improvement. 2. The department will email alumni a Qualtric link and/or use social media to allow them to access a departmental created satisfaction survey.	1a. Webmaster to load the survey in Qualtric on the Department's webpage and facebook page. 1b. A dedicated person to contact employers, send out surveys, and to follow-up with employers. 2a. Webmaster to load the survey in Qualtric on the Department's webpage and facebook page. 2b. A dedicated person to contact employers, send out surveys and to follow-up with employers.	Annually

4.Entrepreneurial Initiatives Create a transformative educational environment that impacts middle TN and beyond.	1. **Encourage and promote the development of professional partnerships, community service and health care delivery.**	1.Continue to develop partnerships with outside agencies. 2. Engage in service-learning activities	1. A minimum of one partnership per year with an outside agency. 2. Participation in a minimum of two service-learning activities.	1. The department will maintain existing partnerships and develop new clinical partnerships with externship sites and/or other outside entities. 2. The department will engage in service-learning activities such as speech, hearing, and language screenings, etc.	1. Faculty and clinical educators to help develop new partnerships. 2a. Money to travel to sites 2b. Clinical educators	Annually Annually