

VISION, MISSION AND STRATEGIC PLAN

DEPARTMENT VISION

Our vision is to provide an exemplary educational experience that prepares the next generation of researchers, scholars, and leaders in the field of communication sciences and disorders.

DEPARTMENT MISSION

Our mission is to:

- Educate speech-language pathologists who are independent thinkers and problem-solvers and who are able to perform at the highest levels within the discipline, such that they can assist individuals with communication and swallowing disabilities reach their personal potential and maintain a quality of life over the lifespan.
- Educate students who are culturally competent, globally sensitive, and who can provide evidence-based clinical care for individuals they serve with communication and swallowing disorders.
- Conduct transformative research on the biological and developmental bases of communication as well as conduct research to advance treatments for individuals with communication and swallowing disorders.
- Engage in outreach activities that directly benefit and support the university community, students, as well as individuals and their families.
- We commit to maintaining a positive collaborate environment both within and beyond the discipline as a means to provide new and innovative solutions for people with communication and swallowing disorders.

DEPARTMENT VALUES

Our values are as follows:

- We commit to being good stewards of our resources by sharing our knowledge and expertise with students, our clients and their families, other professionals, the general public, and with collaborating colleagues in clinical practice and academia.
- We commit to providing an educational program that places an emphasis on the integrated connections of research, teaching, and clinical service.
- We accept the challenge and responsibility to advance scientific knowledge of communication sciences and disorders through basic and clinical research.
- We pledge to provide the highest quality of ethical clinical care to the community of individuals with communicative disorders.
- We commit to a work environment that protects academic freedom and encourages honesty, openness, and integrity.
- We commit to meeting all state and federal guidelines to ensure student and patient privacy.
- We commit to working together as a team to support, respect, and encourage one another.

STRATEGIC PLAN: 2018-2021

EXECUTIVE SUMMARY

2018-2019

Goal 1. Enhance the quality of academic programs by broadening the areas of expertise available within the department.

Objectives:

- I. Add a faculty member with expertise in adult neurogenic disorders or closely related area (Achieved in January 2019)
- II. Add a faculty member with expertise in voice, dysphagia or related area (Search is ongoing)
- III. Add a clinical supervisor with experience in dysphagia (Achieved in October, 2018)

Goal 2. Expand service learning opportunities.

Objectives:

- I. Expand clinical space (Achieved in December 2018)
- II. Add clinical supervisor with experience in dysphagia (Achieved in October 2018)

Goal 3. Ensure sufficient space to support research.

Objective:

- I. Expand research laboratory space (Achieved in December, 2018).

2019-2020

Goal 1: Expand inter-professional training models within the department.

Objectives:

- I. Implement APD intervention training with inter-professional collaboration from SLP and audiology.
- II. Implement group aural rehab training with inter-professional collaboration from SLP and audiology.

Goal 2: Document experiential learning to help students synthesize the information across various areas served by speech-language pathologists.

Objective:

- I. Refine the graduate electronic portfolio development process to ensure that students have a clear understanding of related expectations and value of the electronic portfolio.

Goal 3: Increase the number of faculty teaching graduate courses to ensure student exposure to individuals with various areas of expertise.

Objective:

- I. Limit each graduate faculty to teaching no more than six graduate courses throughout the MS program of study.

2020-2021

Goal 1. Support innovations in clinical services, research and scholarship.

Objective:

- I. Retain high quality faculty producing innovations in clinical services, research & scholarship.

Goal 2. Enhance the breadth of clinical skills training across various speech, language, hearing and swallowing disorders

Objective:

- I. Offer comprehensive clinical services for voice disorders
- II. Offer comprehensive clinical services for feeding and swallowing disorders
- III. Enhance clinical service delivery for patients with cognitive/communication deficits.
- IV. Enhance clinical service delivery for patients with literacy deficits.

Goal 3. Implement activities that foster intellectual exchanges among faculty, clinicians and students.

Objective:

- I. Improve attendance of research and clinical faculty at the departmental research colloquia and clinical grand rounds by integrating the two activities in one forum.

Table: Alignment of CSD objectives with the strategic plans of the School of Applied Sciences (SAS) and the University of Mississippi (UM).

2018-2019			
CSD Objective/Action	SAS Action	UM Action	Metrics
<ul style="list-style-type: none"> • Add a faculty member with expertise in adult neurogenic disorders or closely related area (achieved in January, 2019). 	<ul style="list-style-type: none"> • Foster excellence in graduate & professional training 	<ul style="list-style-type: none"> • Enhance the quality of academic programs 	<ul style="list-style-type: none"> • # of faculty
<ul style="list-style-type: none"> • Add a faculty member with expertise in voice, dysphagia or related area 	<ul style="list-style-type: none"> • Foster excellence in graduate & professional training 	<ul style="list-style-type: none"> • Enhance the quality of academic programs 	<ul style="list-style-type: none"> • # of faculty

<ul style="list-style-type: none"> Add a clinical supervisor with experience in dysphagia (Achieved in October, 2018) 	<ul style="list-style-type: none"> Foster excellence in graduate & professional training 	<ul style="list-style-type: none"> Enhance the quality of academic programs 	<ul style="list-style-type: none"> # of faculty
<ul style="list-style-type: none"> Expand clinical space (achieved in December, 2018) 	<ul style="list-style-type: none"> Transition academic units to GHM and SOC as opportunities come available Expand service learning opportunities Foster excellence in graduate & professional training 	<ul style="list-style-type: none"> Plan for enrollment growth, enhance the campus, and foster a healthy student environment Foster excellence in graduate and professional education 	<ul style="list-style-type: none"> Total usable square footage, by type
<ul style="list-style-type: none"> Expand research laboratory space (achieved in December, 2018) 	<ul style="list-style-type: none"> Transition academic units to GHM and SOC as opportunities come available Increase faculty awareness of existing resources available for supporting faculty excellence 	<ul style="list-style-type: none"> Develop mechanisms to support research and creative achievements Foster excellence in graduate and professional education 	<ul style="list-style-type: none"> Total usable square footage, by type

2019-2020			
CSD Objective/Action	SAS Action	UM Action	Metrics
<ul style="list-style-type: none"> Implement APD intervention training with inter-professional collaboration 	<ul style="list-style-type: none"> Foster excellence in graduate & professional training 	<ul style="list-style-type: none"> Enhance the quality of academic programs 	<ul style="list-style-type: none"> # of faculty and students providing clinical services

<p>from SLP and audiology</p> <ul style="list-style-type: none"> • Implement group aural rehab training with inter-professional collaboration from SLP and audiology 		<ul style="list-style-type: none"> • Encourage the development of experiential learning in all academic programs. 	<p>through inter-professional collaboration</p> <ul style="list-style-type: none"> • # of grad degrees awarded
<ul style="list-style-type: none"> • Refine the graduate electronic portfolio development process to ensure that students have a clear understanding of related expectations and value of the electronic portfolio. (Action created in response to the 2017-2018 graduating student survey) 	<ul style="list-style-type: none"> • Document use of experiential learning opportunities that help students understand the relevance of information to their professional field of study. 	<ul style="list-style-type: none"> • Foster excellence in graduate and professional education 	<ul style="list-style-type: none"> • Number of faculty and students participating in experiential learning • Percentage of graduate students completing electronic portfolios.
<ul style="list-style-type: none"> • Limit each graduate faculty to teaching no more than 6 graduate courses throughout the MS program of study. (Action created in response to a graduating student comment on the 2017-2018 	<ul style="list-style-type: none"> • Use faculty credential profiles to help guide faculty hires to assure diverse student exposure. 	<ul style="list-style-type: none"> • Promote competitive recruitment and retention of a diverse community of excellent faculty by effective hiring practices that focus upon the key traits of success 	<ul style="list-style-type: none"> • # of classes taught by graduate faculty • # of faculty teaching graduate courses in their specific areas of expertise

graduating student survey).			
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2020-2021			
CSD Objective/Action	SAS Action	UM Action	Metrics
<ul style="list-style-type: none"> Retain high quality faculty producing innovations in clinical services, research & scholarship 	<ul style="list-style-type: none"> Increase faculty awareness of existing resources available for supporting faculty excellence through communication mechanisms within the university and School of Applied Sciences. Develop new research incentive opportunity (5/year) that focuses on faculty mentor/mentee support for research and conference presentation with peer-reviewed manuscript outcome. 	<ul style="list-style-type: none"> Support Faculty Excellence 	<ul style="list-style-type: none"> # of retained faculty Percentage of faculty receiving promotions among those who apply for promotions # of refereed articles published

<ul style="list-style-type: none"> • Offer comprehensive clinical services for voice disorders. • Offer comprehensive clinical services for feeding and swallowing disorders. • Expand clinical service delivery for patients with cognitive/communication deficits. • Expand clinical service delivery for patients with literacy deficits. 	<ul style="list-style-type: none"> • Foster excellence in graduate & professional training • Encourage the development of experiential learning 	<ul style="list-style-type: none"> • Enhance quality of academic programs 	<ul style="list-style-type: none"> • # of faculty, students, and programs in experiential learning • # of grad degrees awarded • # of disorders served through the UM clinic • # of clinical settings
<ul style="list-style-type: none"> • Improve attendance of research and clinical faculty at the departmental research colloquia and clinical grand rounds by integrating the two activities in one forum 	<ul style="list-style-type: none"> • Develop programs that build “bright pathways” for students to engage in intellectual pursuits with faculty, staff, and students. • Develop programs and opportunities to foster intellectual engagement among faculty, staff, students, and external partners. 	<ul style="list-style-type: none"> • Foster an intellectual and engaged environment 	<ul style="list-style-type: none"> • Percentage of research and clinical faculty/staff and students attending the research/clinical forum.

Schedule for review and evaluation of the strategic plan

The strategic planning committee reviews the plan at the beginning of the fall semester of every academic year and revises it as needed. The goals and objectives in the strategic plan are discussed in the departmental faculty/staff meetings on an on-going bases and strategies are developed to achieve the goals. Other committees participate in achieving the goals as needed. The plan is evaluated at least once a semester. The latest review and evaluation for this plan was completed on January 6, 2019.