

Strategic Plan May 2021

CSUSM Department of SLP Goals by Fiscal Year

The mission of the Department of Speech-Language Pathology is to build community through communication in a responsive and supportive way. We are grounded in providing an innovative curriculum which promotes reflections of one's own diversity, actions, and empathy to create a climate of shared values and respect with the culturally and linguistically diverse populations that we serve. We actively engage students in highly interactive and safe learning environments to build academic knowledge and develop critical thinking skills to apply to real-world decision making.

A. Secure resources to support capacity building, hiring, and accreditation. Steward the budget and lead through shared governance in alignment with faculty programming.

21/22 Plan:

- 1) Provide release time of one course in Fall and one in Spring for the two new TTF hires so that they may begin their program of research and service obligations
- 2) Hire additional faculty to teach courses that were split to provide lower SFR in the MS and BS programs
- 3) Hire one additional PT faculty position to assist with coordination of our clinical program for the MS in SLP
- 4) Hire one PT faculty position to develop and implement the new SLPA program to launch in Spring 2022
- 5) Professional development and release time to engage in teaching, research, service, shared governance and accreditation/program assessment activities, to include maintenance of credentials to perform job of supervision (FT and PT faculty on some level) and to promote leadership and advancement in the university process
- 6) Two 2-day retreats for all full-time faculty annually for program assessment, strategic plan evaluation/realignment, curricular changes, and accreditation compliance

22/23 Plan:

- 1) Professional development and release time to engage in teaching, research, service, shared governance and accreditation/program assessment activities, to include maintenance of credentials to perform job of supervision (FT and PT faculty on some level) and to promote leadership and advancement in the university process
- 2) Two 2-day retreats for all full time faculty annually for program assessment, strategic plan evaluation/realignment, curricular changes, and accreditation compliance

23/24 Plan:

- 1) Professional development and release time to engage in teaching, research, service, shared governance and accreditation/program assessment activities, to include maintenance of credentials to perform job of supervision (FT and PT faculty on some level) and to promote leadership and advancement in the university process

- 2) Two 2-day retreats for all full time faculty annually for program assessment, strategic plan evaluation/realignment, curricular changes, and accreditation compliance

B. Ensure student success by providing, maintaining, and expanding infrastructure, resources, and support for conducting research, developing and delivering innovative curriculum, and advising students. Promote and celebrate student achievement.

21/22 Plan:

1. Hire additional lecturer faculty to split the courses and improve SFRs for improved access and learning for students
2. Solidify the plan for the online MS SLP program to support non-traditional students to begin in Fall 22
3. Continue to support both faculty and students through the ISA and SI programs which provide support in grading to faculty and support in supplemental instruction for STEM courses to students, while providing funding opportunities for students
4. Support 10 GAships for incoming graduate students to engage in research, teaching and leadership with mentorship from a faculty advisor
5. Support peer mentorship program (i.e. TALC) by funding a part-time graduate student position to lead the program
6. Support excellence in diversity, equity and inclusion towards student success by funding a part-time position for SSLIDE operations
7. Implement a new Summer start cohort for the Prep program; fully online Spring start cohort for the BS program; and fully online Spring start cohort for the SLPA program
8. Develop all application materials, contracts and curriculum for the implementation of the SLPA program in Spring 2022
9. Continue with brown bag lunches for students, BS workshops, MS workshops, and annual awards
10. Increase BS students exposure to SLP clinic by adding a simulated experience to SLP 450.
11. Create funding opportunities with PaCE funds for the students and faculty to apply for the following within the department: a) student travel to attend research and professional conferences; b) seed money for faculty research projects; and c) faculty PD funds for specialized training, workshops or certifications
12. Continue to fund year-round SLC to include adults with neurogenic communication disorders, international scholars via TSRI, and at-risk adolescents via the Youth Justice Clinic
13. Ensure curriculum is sound, aligned with standards and implements high-impact practices
 - a. Funds are needed to maintain and expand: Simulation, IPE, additional clinics to cover all 9 standard areas of practice, diagnostics clinic, technology/software (Simucase, Master Clinician, MBSImP, SALT, apps-Ipads, Assessment/Treatment materials, HF manikins, SPs, endoscope, Faux MBSE/Endoscopy equipment and sims)

22/23 Plan:

1. Implement the fully online MS SLP program to support non-traditional students with an inaugural cohort of 24 students
2. Evaluate the impact of ISA, SI, GA, TALC and SSLIDE positions to ensure efficacy and perceived benefits to the faculty and students; and continue or amend as needed
3. Evaluate the utility of the brown bag lunches for students, BS workshops, MS workshops, and annual awards; and continue or amend as needed
4. Implement concussion clinic, low incidence specialty clinics, and choice-model for SLP 654 in Fall semesters

5. Increase BS students exposure to SLP clinic by adding a simulated experience to SLP 450.
6. Ensure curriculum is sound, aligned with standards and implements high-impact practices
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7. Implement funding opportunities with PaCE funds for the students and faculty to apply for the following within the department: a) student travel to attend research and professional conferences; b) seed money for faculty research projects; and c) faculty PD funds for specialized training, workshops or certifications
8. Review curriculum in Prep, BS and MS programs at annual retreat

23/24 Plan:

1. Evaluate the first-year performance of the online MS SLP program to support non-traditional students
2. Evaluate the first year of the SLPA program
3. Evaluate the new clinics (concussion, low incidence, ASC, voice/swallow, etc.)
4. Continue to develop ways for BS students to participate in clinic and get hands on experiences
5. Develop CSD/Spanish major
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C. Institutionalize strategic approaches for development of and engagement with community partnerships. Endorse and advocate for these collaborations.

21/22 Plan:

1. Increase clinical placements and contracts in anticipation for fully online program
2. Discussion with CEHHS and EL deans to consider collaboration with SNF to increase medically based placements
3. Implement advisory meeting with external supervisors to have one for school-based, one for private practice and one for medical across the three semesters of the year
4. Alumni recruitment and event to support partnerships with community
5. Host a FEES workshop on our campus with external partner
6. Continue to offer clinical placements in collaboration with TSRI and Fresno County Public Defender's Office.
7. Continue to offer labs associated with academic courses and in collaboration with local school districts and the CSUSM CCF.

22/23 Plan:

1. Increase clinical placements and contracts to support live and online programs
2. Continue to support advisory meeting with external supervisors to have one for school-based, one for private practice and one for medical across the three semesters of the year
3. Alumni recruitment and event to support partnerships with community
4. Host a CEU workshop on our campus with external partner
5. Continue to offer clinical placements in collaboration with TSRI and Fresno County Public Defender's Office.
6. Continue to offer labs associated with academic courses and in collaboration with local school districts and the CSUSM CCF.

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D. Develop and sustain long-term positive working relationships within the college, across the university, and among other education partners.

21/22 Plan:

1. Continue to have faculty representation on the CEHHS IPE committee
2. Continue to implement the AAC coursework in collaboration with the SOE/SpEd faculty
3. Pursue collaboration with college partners to offer one IPE for a practice area of overlap
4. Exploration of a US Dept of Ed/OSEP grant for IPE

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E. Cultivate and support diversity of students, faculty, and staff. Ensure equality on behalf of all college personnel and foster strong morale among all colleagues. Promote leadership that reflects equitable access to our diverse communities.

21/22 Plan:

1. Provide 10 funded GAsHips to include development of diverse students towards research, teaching and service leadership
2. Continue to fund ISA and SI positions to include recruitment of diverse students
3. Continue to fund student positions for SSLIDE and TALC to support inclusion, diversity and equity practices within the D-SLP
4. Provide financial and mentorship support for workshops in collaboration with SSLIDE that are focused on DEI
5. Work in collaboration with the CDO's office to recruit and fund students to participate in the Avenues for Multicultural Professionals project
6. Work with McNair faculty to continue to support diverse undergraduate students in their pursuit of research knowledge and higher education
7. Develop a plan for continued implementation of training around DEI for students and faculty
8. Implement SLP 653 as a course on DEI and clinical practice in the graduate program
9. Support inclusion of the CSUSM Multicultural Intelligence certificate into the BS program
10. Hire diverse staff into the ASC and ASA positions
11. Mentor and support the new faculty hires within the D-SLP to ensure success and inclusion
12. Continue to use holistic admissions to recruit and admit diverse students into the graduate program; encourage them to apply for GAsHips and join SSLIDE
13. Continue to have faculty representation on CEHHS's CIDE

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F. Encourage, create, and maintain innovative and high-quality programs that respond to community needs and situate the college as a leader in research, teaching, and learning.

21/22 Plan:

1. Provide 10 funded GAships along with funded ISA and SI positions to support faculty and students in research, teaching and learning across all programs
2. Implement both online and live options for BS and MS programs in Fall 2021 to meet the needs of students in relationship to safety and learning needs during on-going concerns around COVID-19
3. Continue the use of supervised telehealth in the CSUSM SLC to support client preference/needs/geographic locations; and student learning of a diverse set skills for clinical practice

22/23 Plan:

1. Continue to provide funded GAships to graduate students along with funded ISA and SI positions to graduate, undergraduate and prep students to support faculty and students in research, teaching and learning across all programs
2. Maintain both online and live options for BS and MS programs to meet the needs of a diverse student body
3. Continue the use of supervised telehealth in the CSUSM SLC to support client preference/needs and student learning of a broad array of skills with diverse populations
4. Develop training programs to support community members in acquiring Specialty Board Certifications

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G. Enhance support that increases research and creative activities capacity for faculty. Increase opportunities for students and faculty to engage in research and creative activities.

21/22 Plan:

1. Provide GAships to graduate students to support faculty and student engagement in research and creative activities; mentor them towards doctoral degrees
2. Review of US Dept of Ed OSEP grants to support faculty and students
3. Expand BS student volunteer opportunities in research and creative activities

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