

**Department of Speech and Hearing Science
Strategic Plan for 2013 through 2017**

Goal 1: Provide national and international leadership on research and evidence-based practice related to speech and hearing science

- Hire senior faculty
 - Associate/Full Professor search in neural basis of communication disorders (Hengst, Barbey, Hamilton, Alston, Hillman), 2013-14
 - College initiative hires (two positions in disability/veterans, two positions in health/wellness of veterans), 2013-14
 - Search for senior faculty to strengthen departmental core themes, 2015-17
- Enhance faculty mentoring
 - Continue to assign new faculty to a departmental mentor (Head)
 - Facilitate and mentor faculty to prepare and submit seed grants (Head/FAC), 2013-2017
 - Provide all faculty with feedback (Head), 2013-17
 - Encourage all faculty to engage with campus resources and services for career advancement (Head/FAC), 2013-17
 - Evaluate effectiveness of faculty mentoring program (T&P Committee), 2014-15
 - Develop departmental orientation handbook (2014-15)
 - Develop and implement an annual peer evaluation of teaching (Associate Head), 2013-17
- Increase opportunities for research collaboration
 - Expand shared resources for research (FAC)
 - Convert clinics to digital records (Gooler)
 - Train office staff to improve technological expertise (Gooler)
 - Establish departmental information technology for sharing research-based resources, including calendaring, training, and other communications (Head), 2013-15
 - Cluster faculty based upon departmental and campus themes (FAC)
 - Departmental investment in shared resources based on clustered faculty (Head)
 - Respond to campus initiatives based on clustered faculty (Head/faculty)
- Develop career path for clinical and non-tenure track faculty, (Head with campus), 2014-17
 - Review clinic job descriptions and work toward standardization (Head/Clinic staff), 2013-15
- Remodel laboratory, meeting, and clinic spaces
 - Revamp SLP Clinic to address A/V recording needs and protect confidentiality (Head/FAC/Clinic staff)
 - Develop plans to remodel SHS building to update and expand research space (FAC/AHS with faculty consultation)

Goal 2: Provide outstanding educational opportunities in speech and hearing science

- Develop plan to enhance recruitment and retention of students in all degree programs
 - Work with undergraduate Academic Affairs staff for recruiting events (UPC/Ritten), 2013-17
 - Work with Graduate College and AHS to develop recruiting programs for graduate programs (GPC), 2013-17
 - Expand web-presence for all academic programs (FAC/AHS Communications), 2013-17
 - Expand online resources and social media for academic programs (Head/FAC), 2014-2017
 - Increase visibility of PhD program through recruiting activities and web-based information (DGS/AHS/all faculty), 2013-17
- Implement plan to diversify SHS student body
 - Develop and implement activities to diversify undergraduate and graduate student body to increase the number of students who are male, identify with URM groups, identify as having a disability, and who are Deaf (UPC, GPC), 2013-2017
 - Engage campus to include students with disability as URM (Head), 2014-17
- Review and enhance the undergraduate program and major concentrations to increase appeal to all campus students
 - Facilitate approval process for proposed curriculum (DUGS), 2013-14
 - Develop course proposals identified in new curriculum (UPC), 2013-15
 - Build capacity for ASL program (UPC in consultation with Dye/Haring), 2013-17
 - Identify and engage with campus resources for undergraduate research experiences (UPC), 2014-17
 - Expand access to opportunities for service-based learning and internship-like experiences, 2014-17
 - Develop study abroad opportunities tailored for SHS students, Dye for 2013-14, UPC for 2014-17
- Review and enhance the Ph.D. program
 - Continue to implement PhD program revisions (GPC), 2013-17
 - Increase number of funded positions for PhD students through external research grant submissions (Faculty), 2013-17
 - Collaborate with advancement staff to secure a PhD fellowship (Head/AHS), 2013-17
 - Implement policies for clinical fellowship year during PhD program (GPC), 2013-17
 - Submit a doctoral training grant related to clustered faculty based on core themes (Head), 2015-17
- Review and enhance the Au.D. and MA SLP programs
 - Implement blanket IRB for AuD students (R. Chambers, Gooler), 2013-14
 - Increase efficiency and perceived value of AuD capstone project (hearing faculty), 2014-17
 - Address concerns about bridge classes (GPC in consultation with UPC), 2013-14
 - Review and consider proposal for joint PhD/AuD program (GPC), 2014-15

Goal 3: Enhance public engagement and impact with external partners

- Review infrastructure support
 - Review needs for clinic office staff support and revise structure if appropriate (Head/FAC/Clinic staff), 2014-17
 - Review departmental office staff responsibilities and skills to enhance efficiency (Head/Cole), 2013-17
- Enhance support for department to collaborate with external constituencies
 - Develop departmental newsletter (Head/Cole), 2013-17
 - Improve web presence for clinical services (Head/Clinic staff/AHS Communications), 2013-17
 - Build capacity to enhance engagement of departmental activities with URM and Deaf communities (Head), 2014-17
 - Expand number of outside organizations partnering with department and providing fee for service (Head/Faculty), 2014-17
 - Expand relationships with Carle and Presence Covenant (Head/Faculty), 2014-17