

Department of Communication Sciences and Disorders
Missouri State University
Three-Year Strategic Plan
FY 17 – FY 20

Introduction

The Department of Communication Sciences and Disorders has both graduate and undergraduate programs in Audiology, Speech-Language Pathology (SLP), and Education of the Deaf and Hard of Hearing (EDHH). Admission to the Bachelor of Science degree program is granted to students who meet a required minimum grade point average and have completed a minimum of 50 semester hours including coursework in biological and physical sciences, mathematics and specific general education requirements. The Bachelor of Science degree in Communication Sciences and Disorders fulfills prerequisite requirements for the graduate coursework in either Audiology, Speech-Language Pathology, or Education of the Deaf and Hard of Hearing.

At the graduate level, students may pursue a masters degree (SLP or EDHH) or a clinical doctorate (audiology). An online graduate certificate in EDHH is also available. There are accelerated degree options for students pursuing EDHH or audiology. The graduate curriculum focuses on the academic, clinical, and research foundations for a career in communication disorders. The program is designed to prepare students to make intelligent decisions and take appropriate, thoughtful action. The program is organized to encourage the student to use critical thinking and problem solving to identify and meet the communication needs of individuals and families. Upon completion of a graduate degree in CSD, students are prepared for a career in their chosen area. Career settings include, but are not limited to, schools, hospitals, guidance centers, rehabilitation centers, nursing homes, industry and private practice. Students are also prepared for entry into a PhD program.

Mission

The mission of the Communication Sciences and Disorders Department encompasses the areas of teaching, research, and service. The Department strives to:

1. Educate and inspire life-long learners in the fields of Audiology, EDHH, and SLP
2. Serve individuals with communication disorders across the lifespan through exemplary, culturally-competent education, clinical and collaborative services, and research
3. Positively affect the University and community through ethical leadership, community engagement, and cultural competence.

Educational Programs

Program Accreditation

The master's degree (MS) program in the Education of the Deaf and Hard of Hearing is accredited by the Council on Education of the Deaf (CED). The program has CED accreditation until June 30, 2022. The master's degree program in Speech-Language Pathology (MS) and the doctoral (AuD) program in Audiology are accredited by the Council on Academic Accreditation (CAA) of the American Speech-Language-Hearing Association. A CAA accreditation site visit is scheduled for Fall 2017.

The Missouri State University Speech-Language-Hearing Clinic provides evaluation and treatment for all ages in the areas of audiology, education of the deaf and hard of hearing and speech-language pathology. The Preschool for the Deaf and Hard of Hearing provides teaching and support for the development of language, speech, social and cognitive skills. The Audiology Program includes hearing and balance evaluations, hearing aid fitting, assistive listening device fitting and aural rehabilitation. The Speech-Language Pathology Program provides individual diagnosis and treatment for all types of communication disorders. Graduate students in the Communication Sciences and Disorders Department provide services supervised by certified and licensed professionals.

Strengths, Weaknesses, Opportunities, and Threats

Strengths

- Department houses three areas of specialization
- Able to offer clinical services to the community
- Able to offer onsite clinical experiences to students

- Laboratories available for advanced learning experiences
- Faculty are strong and maintain currency, with a range of expertise
- Location of Department in the College of Health and Human Services makes interprofessional experiences available
- Similar UG core curriculum for all three specializations

Weaknesses

- Limited number of graduate assistantships or other funding sources for supporting graduate education
- Limited number of placement sites for practicum for AuD and EDHH

Opportunities

- Employment Outlook good for each area
- Marketing the three areas of specialization concept
- Growing services to implant patients
- Faculty with expertise in literacy and AAC

Threats

- Competition from over 70 AuD programs for limited numbers of students and faculty
- Shortage of PhDs in the fields to comprise a competitive applicant pool to replace faculty that retire

Unit Strengths

Faculty

CSD faculty are licensed, certified professionals with a commitment to continuing education. CSD faculty are known internationally in their areas of expertise as well as nationally and most are a community resource locally. CSD faculty serve various professional organizations as members, on executive committees and on steering committees. Several CSD faculty members have held/do hold elected office in their professional organizations at the national & state level. CSD faculty are authors, patent developers, researchers, journal editors, software designers, mentors as well as multidisciplinary collaborators with professionals in the fields of education, communication, physical therapy, sports medicine, theater, and teacher training to name a few. CSD faculty have provided service to their professions through the generation of external grants to upgrade the education/training of speech-language pathology staff in the Missouri public schools; they have originated and remain responsible for grants that initiated the Newborn Infant Hearing Screening Program currently in place in the State of Missouri. CSD faculty continue to submit and receive funding for internal grants to upgrade the equipment used for student training in our classrooms and clinic. CSD faculty consistently receive excellent course evaluations from our students and provide an educational opportunity that utilizes current academic and research professional trends and a sense of the importance of service activities in the area of public affairs. Past graduates and their employers are regularly surveyed to allow assessment of our program's preparation of audiologists, speech-language pathologists, and educators of the deaf and/or hard of hearing. This information is used in department discussions to identify academic & clinical areas of strength and weakness. These discussions can lead to changes in the curriculum.

Programs

Student outcome data for all disciplines is excellent. Program graduates pass their certification exams and are able to attain jobs in their respective fields. Retention rates are good for all programs, at both the undergraduate and graduate levels.

External Support

CSD has contracts that have been renewed for multiple years. These include (2) contracts from the Missouri Department of Health and Senior Services that support Universal Newborn Hearing Screening in the State of Missouri, (1) contract from the Department of Elementary and Secondary Education that supports an online community of practice for those working with deaf/hard of hearing children, and (1) contract from the Department of Elementary and Secondary Education that supports graduate students pursuing the Education of the Deaf and Hard of Hearing option by providing partial tuition reimbursement.

Unit Weaknesses

The location of the department in the Ozarks is both a weakness and a strength. It is a strength in that Springfield is a beautiful, cost effective place to live. It is a weakness in that Springfield is not a metropolitan city, offering a large number of offsite opportunities to graduate students.

GOAL 1: CSD WILL EVALUATE AND STRENGTHEN EXISTING UNDERGRADUATE AND GRADUATE PROGRAMS

Strategy A: CSD will comply with program accreditation standards.				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/ Measurement Date</i>
Department Head	Annual program approval by Council of Academic Accreditation (SLP, AUD) and the Council for Accreditation of Educator Preparation (EDHH) and the Council on Education of the Deaf (EDHH).	Funding for adequate faculty lines Funding for accreditation maintenance	Cost center	Annual
Strategy B: CSD will recruit and maintain appropriate clinical training sites and continue to develop strategies for recruiting, training, and retaining off-site clinical supervisors.				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Department Head Clinic Director	Department will maintain a current roster of practicum and clinical sites	Typhon Software or Excel DH or Clinic Director time	Department Budget	Updated each semester or if a new site is added
Department Head Clinic Director	Department will seek out new clinical sites	State listing of licensed professionals DH and Clinic Director time Staff time to initiate affiliation agreements Legal support to review affiliation agreements	Department Budget	Annual
Department Head Clinic Director Designated Faculty	Provide training opportunities to supervisors. (i.e., Mayo Clinic online conference; Onsite training). Number of supervisors with adjunct faculty status Annual tuition waiver for off campus supervisors Individual phone conferences/emails between on campus and off campus supervisors	Department budget Grants No additional resources needed Tuition waivers (funding) Time in workload	Department Budget Central administration CHHS	Annual

Strategy D: In coordination with Alumni Affairs, CSD will continue to survey alumni and employers for suggestions for program improvement and implement suggestions as appropriate.				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Department Head Program Coordinator Clinic Director	Surveys reviewed annually and program responses to feedback documented	\$250 (budgeted) Staff time	Dept Budget	Annual
Strategy E: CSD will utilize an advisory board for broader input on policies and procedures.				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Department Head Designated Faculty	Appointment of advisory board members Annual meeting of the advisory board	\$900 (budgeted) for board member travel expenses	Department Budget	Annual

GOAL 2: CSD WILL CONTRIBUTE TO MISSOURI STATE UNIVERSITY STUDENT RECRUITMENT AND RETENTION PROGRAMS

Strategy A: CSD will continue to use social media outlets TO MARKET PROGRAMS, INCLUDING FACULTY AND STAFF ACHIEVEMENTS				
<i>Person Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Department Head Designated Faculty Marketing/Recruitment Committee	# of followers on social media outlets # of “likes” and “shares” for posts # of posts made	Student worker for approximately 10 hours/month	Grant funding, Department support	End of Spring semester
Strategy B: CSD will attend/participate in recruiting events LOCALLY, REGIONALLY AND NATIONALLY TO RECRUIT QUALIFIED AND DIVERSE APPLICANTS.				
<i>Person Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Department Head Designated Faculty Marketing & Recruitment Committee	List events/university, local, state and regional/national participated in List on campus events participated in (such as Expanding Your Horizons, Majors Fair, and Fall and Spring Showcase)	Travel funds, registration fees Swag items to give out.	Grant funding, University support Department	Fall and Spring semester
Strategy C: CSD will pursue grant funding for student assistantships				
<i>Person Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Department Head Designated faculty	Number of proposals submitted that include requests for student assistantships Funds raised	Reassigned time	Donations Grants	Spring semester, during faculty annual evaluation process

GOAL 3: CSD WILL ENHANCE STUDENT EXPERIENCES THROUGH CURRICULAR AND CO-CURRICULAR PROGRAMS

Strategy A: CSD will enhance efforts to engage first year undergraduate students, historically underrepresented students, transfer students, first generation students and students with disabilities.				
<i>Person Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Designated faculty NSSLHA and faculty advisor SAA and faculty advisor Pre-admit Advisor	CSD student organizations (NSSLHA, SAA, and Sign Language Club) will plan an event for first year UGs and transfer students. Numbers in attendance will be recorded.	Funding for food and giveaways.	Student Organization Fundraisers	November of each year
NSSLHA and Faculty advisor	NSSLHA will engage in a Buddy system for transfer students and levelers. Numbers of buddy pairs will be recorded.	ARGOS report (run by department staff) to identify transfer students List of levelers (provided by leveling advisor)	No additional funding needed	End of academic year
Designated faculty	CSD faculty will host a meet and greet event (such as cookie exchange or ice cream social) for first year UG students during the fall semester.	Funding - \$200 (budgeted)	Department	Fall semester
Designated faculty	CSD students will be encouraged to enroll in a CHHS dedicated section of GEP 101.	CHHS section of GEP 101	CHHS University	Fall of each year
Designated faculty Preadmit advisor	CSD students will be encouraged to live on an LLC floor dedicated to Health Professionals.	Continued funding for LLC on campus	University	Fall of each year
Social media chair	University events will be promoted for student participation through CSD's social media outlets.	Social media presence	CSD	Ongoing

STRATEGY B: CSD will foster traditions and activities to enhance department pride amongst GRADUATE STUDENTS

Department Head Designated Faculty Graduate Students	CSD AuD faculty will continue to host a White Coat Ceremony for students prior to their departure for externship. 1 st and 2 nd year AuD students will be invited to attend to enhance tradition. Numbers in attendance will be recorded and feedback from 3 rd years will be solicited.	Funding - \$1000 to buy refreshments and coats	Department	Spring
Designated Faculty CSD Students	Number of CSD students that participate in MSHA Quest for the Cup	Funding for t-shirts for team	NSSLHA Group	End of Spring semester
Designated Faculty CSD Students	Number of CSD students that participate in Deaf Events	No funding needed		End of Fall and Spring semester

GOAL 4: CSD FACULTY WILL continue to INCORPORATE INNOVATIVE TECHNOLOGY INTO THE CURRICULUM.

Strategy A: CSD faculty will incorporate demonstrations using lab equipment into their graduate courses, when appropriate				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Designated faculty	List of the number of equipment demonstrations in CSD graduate courses Number of major equipment requests submitted	Equipment Funding Grants	Department CHHS (Major Equipment Requests)	End of Fall and Spring semester

	Number of major equipment grants awarded		Provost (Major Equipment Requests)	
Strategy B: CSD Faculty will demonstrate innovative technology to their UG courses, either via lab days, or by using technology (such as video)				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Designated faculty	List of existing and/or modified courses that could be developed into blended or online courses	Continued support from CHHS by provision of MediaSite/Other recording equipment Lab equipment Funding/Grants Teaching Assistants	Department CHHS Provost	Fall Department Retreat

GOAL 5: CSD WILL CONTINUE TO ENGAGE IN HIGH QUALITY ADVISING AND INSTRUCTION

Strategy A: CSD will develop and CONTINUE TO evaluate EFFECTIVENESS OF ADVISING				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Department Head	Results from an annual advising survey will be shared with faculty to identify areas of strength and areas of need	Continued provision of Qualtrics or similar survey instrument	CHHS	Annual
Department Head Pre-admit advisor	Pre-admit advisor will attend department meetings once every other month and will have monthly meetings with department head	Support from CHHS Advisement Center for advising of pre-admitted students	CHHS	Annual
CSD Faculty	75% of Faculty will obtain Master Advisor Status by SU18	Master Advisor Training		<i>List of Master Advisors</i>
CSD Faculty	Faculty will meet annually to discuss advising/applying to graduate school. A handout will be created and updated.		CSD	Annual
Strategy B: CSD faculty will engage in combined instructional activities involving faculty in other departments/colleges in order to enhance instruction				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
CSD faculty	Documented student activities	Activities available	CHHS and CSD	Annual
CSD faculty	Documented collaborative and interdisciplinary instructional activity	Faculty time	Internal grant (optional)	End of Fall and Spring Semester
Strategy C: CSD faculty will invite lecturers to enhance instructional needs, for example: diversity considerations.				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
CSD faculty	Number of guest speakers invited to classes, with emphasis on those presenting on diversity related topics	No additional resources needed – speakers can be found in the MSU community		End of Fall and Spring semester

Strategy D: CSD Faculty will engage in teaching related professional development activities.

<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
CSD faculty	Faculty will engage in activities such as Showcase on Teaching, Diversity Scholars, Universal Design	Showcase on Teaching Diversity Scholars Faculty Center for Teaching and Learning	University support	End of Fall and Spring semester

Strategy E: CSD faculty will continue to incorporate alternative course delivery options (online, blended) into the curriculum.

<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Department Head Designated faculty	Online versions of CSD 201, 312, 388, 702, 725, 850, and 875 will be maintained – numbers of students enrolling in online version of these classes will be documented.	Support from MSU Online	Central administration	Annual

Strategy F: Faculty will provide students with experiential learning activities.

<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
CSD Faculty	Support Honors College, service learning, enhanced externships, associate clinician block, Ujima, Aphasia Choir, Communication Partners, Study Away	Faculty time	CSD	Annual

Strategy G: CSD will continue to provide state of the art equipment, current technology, and current classroom technology to further enhance graduate student education.

<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Dept. Head Dean Provost	Equipment will be replaced/purchased as needed to maintain currency in labs/classrooms – annual equipment purchases/technology upgrades will be tracked	Funded major equipment requests SCUF funding Faculty Center for Teaching and Learning Funding Internal and External Grants	Central Admin; CHHS; department	Annual
Dept. Head Designated Faculty	Equipment will be maintained through annual calibration and will be repaired, as needed	Equipment maintenance is budgeted	Department Budget	Annual
CSD Faculty	Increase the tracking of equipment usage for teaching purposes	Current Equipment		

Strategy H: CSD will strengthen the undergraduate program, with a focus on quality indicators.

<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Designated faculty	Number of CSD classes that contain service learning experiences	Faculty time in teaching load	University Cost Center	Annual
Designated faculty	Number of Study Away experiences available, particularly short term experiences	Continued support for Study Away office from University Scholarships for students	University Study Away office CHHS	Annual
Department Head Designated Faculty	Annual review of admission standards to CSD UG, with attention to the success of students	Argos Report	Department	Annual

Designated Faculty	Student success, as measured by CSD UG Assessment Learning Objectives	No additional resources needed		End of Fall and Spring semesters
Designated Faculty	Number of CSD UGs participating in research experiences	Faculty time in workload	CHHS	End of Fall and Spring semesters
Designated Faculty	Number of CSD UGs presenting research	Poster printing services (currently provided by CHHS)	CHHS CSD	End of Spring semester

GOAL 6: CSD WILL CONTINUE TO ENGAGE IN HIGH QUALITY RESEARCH

Strategy A: CSD faculty will pursue grant funding to fund research for student assistantships				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Designated Faculty	Submitted internal grants Submitted external grant applications	Continued release time in workload Support from Office of Research Administration	Grant opportunities; University resources available through Office of Research Administration	Annual
Strategy B: CSD faculty will continue to publish the findings of their research				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Designated faculty	Submitted publications Publications Involvement of students as co-authors	Digital measures to track publications Funding to support research/labs/GAs Digital measures to track student involvement	Grants; CSD Department; CHHS; Provost Office; Major Equipment Requests	Annual
Strategy C: CSD faculty will continue to present at professional meetings				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Designated faculty	Completed presentations	Continued travel allocation	CHHS augmented by CSD Budget External/other sources	Spring semester, during annual review process

GOAL 7: CSD WILL CONTINUE TO ENGAGE IN HIGH QUALITY SERVICE ACTIVITIES

Strategy A:				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Faculty	A list of CSD Faculty serving on Department, college and/or university committees each academic year or equivalent (e.g., routine participation in recruitment activities) will be maintained in the CSD department.	Continued time allocation in faculty workload for service		End of Fall and Spring semesters

GOAL 8: CSD WILL PROMOTE AND ENHANCE CULTURAL COMPETENCY AMONG FACULTY, STAFF AND STUDENTS

Strategy A:				
<i>Persons Responsible</i>	<i>Measurable Outcome</i>	<i>Resources Needed</i>	<i>Source of Funding</i>	<i>Target/Measurement Date</i>
Designated faculty	Number of CSD courses that include content on cultural competency in service delivery in courses, as measured on exams, quizzes, projects, etc.	Faculty expertise Faculty training (through events sponsored by University and Department)	Department University	End of Fall and Spring semesters
Faculty Staff	Number of faculty and staff that participate in on campus activities related to cultural competency	University sponsored events and trainings	Department CHHS University	During annual evaluation process
Faculty and students	Number of course syllabi that include cultural events	No additional resources needed	No additional funding needed	End of Fall and Spring semester
Faculty	Number of CSD faculty that participate in continuing education activities related to cultural awareness	Continued funding for CEUs	Department CHHS	During annual evaluation process
Faculty and students	Number of students in attendance at annual movie showing and panel discussion related to cultural competency.	\$400 for food and room rental	Department Grants	End of Spring
Social Media Chair	Number of posts (university and local events) on CSD social media pages related to cultural competence. This will include interfaith holidays.	Social Media	CSD	Monthly