

DEPARTMENT OF COMMUNICATION DISORDERS
STRATEGIC PLAN
REVISED AY 2021-2022

VISION STATEMENT

Our vision is for our undergraduate and graduate education to be recognized as a program of excellence for the state of WV and the region and to prepare students to take their place as future professionals in the field of communication disorders.

MISSION

Consistent with the mission of Marshall University and the COHP, the Department of Communication Disorders is committed to

- *offering broad-based undergraduate education and specific career-based graduate education*
- *providing state-of-the-art, progressive, innovative education in the field of communication disorders to prepare the next generation of speech-language pathologists to take their place in a culturally diverse, global society*
- *providing the community access to excellent family-centered clinical services that integrates theory, research, and clinical practice*
- *preparing students to become life-long learners*
- *preparing students to contribute to both their profession and their community* ● *preparing students to adhere to the highest standards of ethical practice*

FOCUS AREA: STUDENTS

LONG TERM GOAL: To Prepare students to contribute to their profession and community by expanding student thinking through development of learning opportunities within and beyond the traditional educational setting and including utilization of inter professional education (IPE), diversity, community integration and globalization.

SHORT TERM INDICATORS:

DESIRED OUTCOME	ACTIVITIES	INDICATORS OF SUCCESS	ANNUAL STATUS REVIEW	RECOMMENDED ACTIONS	RESPONSIBILITY
Students will be prepared with the knowledge and skills required to meet certification standards	Successful completion of course work	Praxis Pass Rate Meets or Exceeds ASHA Criteria of 80% Achievement of Standards of Certification	OUTCOME ACHIEVED AY 2021-2022 SEE CAA REPORT	CONTINUE AY 2022- 2023	DEPT. CHAIR
	Student Exit Interview	Completed and reviewed	ACTIVITY COMPLETED SEE UNIVERSITY ASSESSMENT REPORT	CONTINUE AY 2022- 2023	COMMUNITY PROFESSIONALS
	Successful completion of clinical course work and practicum	Praxis Pass Rate Meets or Exceeds ASHA Criteria of 80% Achievement of Standards of Certification	OUTCOME ACHIEVED AY 2021-2022 SEE CAA REPORT	CONTINUE AY 2022- 2023	FACULTY AND DEPT. CHAIR
	CF Supervisor Survey	Completed and reviewed	ACTIVITY COMPLETED SEE UNIVERSITY ASSESSMENT REPORT	CONTINUE AY 2022- 2023	DEPT. CHAIR

Students will be provided with a wide variety of clinical experiences with current and further developed opportunities	Exposure to specialty clinic opportunities and multiple populations	Wide variety of experiences as noted on student summary via CALIPSO	ACHIEVED AY 2021-2022	CONTINUE AY 2022- 2023	DIRECTOR OF CLINICAL EDUCATION
Students will have opportunities to engage in research activities	Development of faculty research lines	# Of students engaged in research activities	ONGOING	TRACK THROUGH DEPARTMENT	RESEARCH
	Student participation in research projects	# And variety of research activities	ONGOING	TRACK	DEPT. CHAIR
	Student presentations at professional meetings	# Of student at professional meetings	ONGOING	RESEARCH	RESEARCH

Students will continue to be provided with the opportunity to recognize the skills required to work with professionals in other disciplines	COHP IPE	Student participation in COHP IPE activities Outcomes documented via CALIPSO	FORMATION OF A FORMAL COHP IPE/IPP COMMITTEE COMPLETED VIRTUAL IPE EXPERIENCES	CONTINUE COLLABORATIVE INITIATIVE CREATE MINI-IPE ACTIVITIES IN 2022-2023	Monitoring: DIRECTOR OF CLINICAL EDUCATION AND FACULTY
	Investigate the development of a collaborative initiative among student organizations across all disciplines in COHP, SOM, and SOP.	Data compiled on pre, and post surveys Formed formal student organization Interprofessional Health Student Organization at MU with formal executive committee	COMPLETED AY 2019-2020	CONTINUE COLLABORATIVE INITIATIVE ONGOING ACTIONS BY THE INTERPROFESIONAL HEALTH STUDENT ORGANIZATION	Monitoring: CHAIR, DIRECTOR OF CLINICAL EDUCATION AND FACULTY

Students will be provided with global awareness opportunities and experiences.	Special Topics: Global Issues in SLP-Jamaica 675 Distant Practicum Uganda	# Of students participating in global experiences	GLOBAL EXPERIENCES UNAVAILABLE DUE TO COVID 19 ONGOING for AY 2021-2022	CONTINUE TO FACILITATE ACCESS TO GLOBAL EXPERIENCES AND THE DEVELOPMENT OF AN ELECTIVE COURSE FOR GLOBAL EXPERIENCES IN SLP EXPLORE OFFERING GLOBAL TELEHEALTH SERVICES	FACULTY AND DEPT. CHAIR
Students will be exposed to opportunities for cultural diversity, equity, and inclusion	Clinical simulations Create DEI committee with committee charge, goals, and membership, Investigate student involvement with DEI Committee	Tracking students via CALIPSO DEI committee formed with student involvement	MET AY 2020 ESTABLISHED 2021-2022	CONTINUE AY 2022- 2023	FACULTY AND DEPT. CHAIR

FOCUS AREA: BUDGET AND FINANCE					
<i>LONG TERM GOAL: To Create a solid financial base to offset shrinking financial support from the university.</i>					
SHORT TERM INDICATORS:					
DESIRED OUTCOME	ACTIVITIES	INDICATORS OF SUCCESS	STATUS REVIEW	RECOMMENDATIONS	RESPONSIBILITY
The department will receive support from community, grants, or other non- university support	Development of specific initiatives to support current and new programs	Creation of targeted growth areas that require funding	ONGOING 2020-2021 RECEIVED AEP GRANT AND PALLOTTINE GRANT	CONTINUE COLLABORATING WITH THE WV DEPARTMENT OF EDUCATION TO OBTAIN ADDITIONAL FUNDING FOR GRANTS AND COURSE OFFERINGS	FACULTY, STAFF AND DEPT. CHAIR
	Support of Scottish Rite activities	Continued annual contribution from SR foundation	ONGOING	CONTINUE ALL ENDEAVORS 2021-2022	FACULTY, STAFF AND DEPT. CHAIR

	Support of Luke Lee Program	Continued annual budget from legislature	ONGOING	PROGRAM DIRECTOR OF LUKE LEE AND DEPT. CHAIR	
	Review of financial aspects of clinical contracts related to costs and growth Clinical Contracts (River Park Hospital, WV BTT, Cabell County Board of Education, Kanawha County Board of Education)	# Of contracted speech language and hearing services	DISCONTINUED SERVICES AT SYBENE HEADSTART	THE DEPARTMENT WILL CONTINUE TO COLLABORATE WITH CURRENT CLINICAL FACILITIES	DIRECTOR OF CLINICAL EDUCATION AND DEPT. CHAIR
			ONGOING		
		# Of billable hours per contract	ONGOING		

	Review of available contracts	Addition of 1-2 new clinical contracts	ONGOING		
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The department will receive support from community, grants, or other non- university support	Online Education	Exploration of feasibility	ONGOING	CONTINUE 2021-2022	CE Committee
The department will maintain Continuing Providership through ASHA	Completion of supporting documents and application for approval	Establishment of CEU Provider	COMPLETED ONGOING RECEIVED 5 YEAR RENEWAL	CONTINUE 2021-2022	
The department will maintain Continuing Education Providership through ASHA	CE Activities	# Of CE offerings and number of participants # On-line courses	ONGOING	CONTINUE 2021-2022	

The department will investigate the development online courses which can serve as CE credits and increase distance education student enrollment	CE Activities	# Of CE offerings and number of participants # On-line courses	COMPLETED 2020-2021	ADD LINK/APPLICATION FOR THOSE INTERESTED IN HAVING MU SPONSOR A CE ACTIVITY ONLINE?	CE Committee ad Hoc On-line committee
The department will increase financial base for the MUSHC	Review of Fee Structure	# Of New Contracts	ONGOING	REVIEW FEE STRUCTURES ANNUALLY	CLINICAL MANAGEMENT COMMITTEE
	Development/seeking of new revenue streams	# Of Client base	ONGOING	ADMINISTRATIVE ASSISTANT TRACKING AT END OF FISCAL YEAR	DEPT. CHAIR AND DIRECTOR OF CLINICAL EDUCATION
	Continued EHR with Marshall Health	# Of Clients	ONGOING	ONGOING	

FOCUS AREA: CLINICAL EDUCATION/ MARSHALL UNIVERSITY SPEECH AND HEARING CENTER

The Marshall University Speech and Hearing Center (MUSHC) is an integral part of the Department of Communication Disorders which is housed in the College of Health Professions at Marshall University.

Purpose

The MUSHC is part of the institution of higher learning and operates to:

(1) Ensure a well-rounded program of clinical experiences to prepare graduate students to function as competent speech-language pathologists thereby meeting the requirements for the Certificate of Clinical Competence which is awarded by the American Speech-Language- Hearing Association (ASHA)

(2) Ensure quality service provision to clients of all ages, whether they be from the Marshall University Community or the community at large.

LONG TERM GOAL: *To serve as an evidence-based provider of specialized clinical services and to be a resource for specialized consultation in speech-language pathology and audiology.*

SHORT TERM INDICATORS:

DESIRED OUTCOME	ACTIVITIES	INDICATORS OF	STATUS	RECOMMENDED ACTION	RESPONSIBILITY
The department will provide new methods of service provision	Maintenance of teletherapy model	Implementation of a teletherapy practice	CONTINUED AY 2020-2021 DEVELOPED EDUCATIONAL PROTOCOLS TO PREPARE STUDENTS TO PROVIDE TELETHERAPY SERVICES	CONTINUE AY 2021- 2022 CONTINUE DEVELOPMENT AND EXPANSION OF TELETHERAPY SERVICES AND INVESTIGATE STATE FUNDED GRANTS	DIRECTOR OF CLINICAL EDUCATION AND DEPT. CHAIR
Maintain teletherapy clinical services	Marketing of teletherapy services to physicians and to public schools	Maintain number of teletherapy clients	CONTINUED 2020-2021	CONTINUE AY 2021- 2022	DIRECTOR OF CLINICAL EDUCATION AND DEPT. CHAIR Monitoring: ADMINISTRATIVE ASSISTANT

The department will investigate the development and expansion of specialized clinics and community and consultative services	Creation of a consultative agreement with a variety of entities	Implementation of consultative services	ONGOING	CONTINUE AY 2021- 2022	CLINICAL
	Investigation of additional specialty clinics such as Childhood Apraxia of Speech, Voice, and Adult Swallowing	Implementation of services	MET AY 2020-2021 (VOICE AND SWALLOWING)	CONTINUE AY 2021- 2022	DIRECTOR OF CLINICAL EDUCATION AND DEPT. CHAIR
	Investigation of summer camps	Implementation of services	INITIATED AY 2019-2020 COMPLETED AY 2020-2021 - STEM CAMP AND IEP SUMMER SPEECH CAMP	CONTINUE EXPANDING CAMP OFFERINGS 2021-2022	FACULTY AND DIRECTOR OF CLINICAL EDUCATION

	Exploration of expansion of support groups, continue with current groups (ALS support group, fluency and BIG) Explore Additional Opportunities for Clinical Simulations	# Of groups offered	MET AY 2020-2021	ONGOING	CLINICAL MANAGEMENT COMMITTEE
The department will Increase its visibility	Marketing of MUSHC services	Development of Marketing Plan Website	MET AY 2020-2021	ONGOING CONTINUE TO COLLABORATE WITH UNIVERSITY COMMUNICATIONS	SOM AND MU PUBLIC RELATIONS

FOCUS AREA: FACULTY**LONG TERM GOAL: *To Enhance faculty visibility in the community and state.***

SHORT TERM INDICATORS:					
DESIRED OUTCOME	ACTIVITIES	INDICATORS OF SUCCESS	STATUS REVIEW	RECOMMENDATIONS	RESPONSIBILITY
The department will enhance public access to faculty	Dissemination of information (i.e., website, press releases).	Ongoing review and update of website	CONTINUED TO BE MET AY 2020-2021 ONGOING	CONTINUE AY	ADMINISTRATIVE ASSISTANT/ AD HOC COMMITTEE and GA; RESEARCH COMMITTEE CHAIR
	Publicity for faculty/student projects	Displaying of projects in Smith Hall hallway Submissions to marketing and website CD 401	MET AY 2020-2021 CONTINUED SPOTLIGHTED NEWS SEGMENT ON LOCAL NEWS CHANNEL- WSAZ IMPLEMENTED SOCIAL MEDIA SCHEDULE FOR FACEBOOK, INSTAGRAM AND TWITTER- HIGHLIGHTED STUDENTS, FACULTY, AND ALUMNI	CONTINUE AY 2021-2022 EXPLORE OPTION OF SCREEN IN WAITING AREA TO HIGHLIGHT CLINICAL INFORMATION AND RESEARCH	FACULTY MENTORING STUDENT PROJECT/ ASSIGNED GA

	Presentation of faculty research at professional meetings	Number of faculty presenting faculty research	ONGOING	MONITOR THROUGH WEBSITE	RESEARCH COMMITTEE/ ASSIGNED GA
The department will Increase visibility and training within the SOM	Provision of guest speakers in communication and swallowing disorders	Increased number of referrals due to visibility	MET AY 2019-2020 CONTINUED AY 2020-2021	ONGOING AY 2021-2022	CD AND SOM FACULTY
The department will develop opportunities for civic engagement	Development of awareness and prevention activities	1-2 activities per semester e.g., May Better Speech and Hearing Activities	MET AY 2019-2020 CONTINUED AY 2020-2021	ONGOING AY 2021-2022	MEDIA AND MARKETING COMMITTEE
		Investigate offering additional Community Based Learning Opportunities	MET AY 2019-2020 CONTINUED INVESTIGATION AY 2020-2021	ONGOING AY 2021-2022	FACULTY AND DEPT. CHAIR
		Continue collaboration for Wellness in the Arts	MET AY 2019-2020 CONTINUE AY 2020-2021	ONGOING AY 2021-2022	CD AND CAM FACULTY

		Continuation of -BIG @Marshall (Brain Injury Group) -KIDS Clinic -Fluency Group -Huntington Reading FUN	MET AY 2019- 2020 CONTINUED AY 2020-2021	ONGOING AY 2021- 2022	FACULTY MEMBERS
The department will pursue professional leadership role at both at a state and national levels	Participatio n on committees at the local, state, and national levels	Number of faculty serving on professional committees	MET AY 2019- 2020 SEE ASHA ANNUAL REPORT CONTINUED AY 2020-2021	ONGOING AY 2021- 2022	DEPARTMENT CHAIR
The department will continue to seek ways to increase listening and spoken language services across the state via increasing funding for programs	Continued correspond ence with WV State Legislature Continued presence at WV State Legislature	Continue presence across the state of WV	MET AY 2019- 2020 INCREASED FUNDING BY \$50,000 FOR STATE-BASED FUNDING AY 2020- 2021	ONGOING AY 2021- 2022	FACULTY AND DEPARTMENT CHAIR PROGRAM DIRECTOR OF LUKE LEE

LONG TERM GOAL: *To continue to develop and support faculty with specialized areas of interest.*

SHORT TERM INDICATORS:

DESIRED OUTCOME	ACTIVITIES	INDICATORS OF SUCCESS	STATUS REVIEW	RECOMMENDED ACTIONS	RESPONSIBILITY
The department will support the development of faculty- line of translational research within the discipline which will include scholarship of teaching and learning	Faculty submission of a 5-year research plan	One 5-year plan	ONGOING	ONGOING AY 2021-2022	INDIVIDUAL FACULTY
	Journal submissions and/or presentations Maximization of faculty time while meeting the demands of the university's R-2 designation. Collaboration with MURC to develop research lines with grant	# Of presentations or submissions per academic year # Of research lines or grants obtained per academic year Positive review for mid tenure, tenure and Promotion # Of new interdisciplinary research labs per academic year	ONGOING COMPLETED AY 2020-2021 REQUESTED ADDITIONAL SPACE FOR LAB REVIEWED UPDATED UNIVERSITY PROMOTION AND TENURE CRITERIA AND MAKE CHANGES AS NECESSARY	ONGOING 2021-2022	INDIVIDUAL FACULTY DEPT. CHAIR PROMOTION AND TENURE COMMITTEE

	funding for populations of individuals being served in the MUSHC Development of interdisciplinary research labs Active engagement in seeking outside funding sources		FOLLOWED UP ON REQUEST FOR ADDITIONAL SPACE		
The department will facilitate further development of faculty interested in specialty areas	Faculty engagement in clinical specialties and/or research	# Specialty clinics and/or clinical research	ONGOING	CONTINUE AY 2021 2022	INDIVIDUAL FACULTY DIRECTOR OF CLINICAL EDUCATION DEPT. CHAIR
	Support for travel to professional meetings/ Continuing Education	Faculty reimbursed for CE activities	ONGOING MET AY 2020-2021 INVESTIGATED VIRTUAL OPPORTUNITIES	CONTINUE AY 2021 2022	DEPT. CHAIR

The department will maintain ongoing recruitment and retention of qualified faculty	Faculty with terminal degree or expertise in specific clinical areas and/or research	No open faculty lines Positive review for mid tenure, tenure and promotion	ONGOING	CONTINUE AY 2021 2022	INDIVIDUAL FACULTY DEPT. CHAIR PROMOTION AND TENURE COMMITTEE
The department will assist in the development of Health and Rehabilitation Sciences Interdisciplinary Doctoral Program on campus	Continued collaboration with other disciplines in the COHP to complete the intent to Plan for the Interdisciplinary Doctoral program in Rehabilitation Sciences	Intent to Plan will be submitted to the provost	ONGOING	CONTINUE AY 2021- 2022	DEPT. CHAIR AND FACULTY OTHER REPRESENTATIVES AND DISCIPLINES FROM COHP

FOCUS AREA: ASSESSMENT

LONG TERM GOAL: *To Continue to conduct ongoing assessment of the undergraduate and graduate programs.*

SHORT TERM INDICATORS

DESIRED OUTCOME	ACTIVITIES	INDICATORS OF SUCCESS	STATUS REVIEW	RECOMMENDED ACTIONS	RESPONSIBILITY
The department will maintain excellence in Assessment of graduate program	Completion of Direct Assessment Points	Annual University Assessment Report	MET AY 2020-2021	CONTINUE AY 2021-2022	FACULTY AND CURRICULUM ASSESSMENT COMMITTEE
	Completion of Indirect Assessment Activities: -Exit Interviews -CF Surveys -Course-based Artifacts	Annual University Assessment Report	MET AY 2020-2021 REVIEWED AND MODIFIED DEPARTMENT LEARNING OUTCOMES AND ALIGNMENT TO ASHA 2020 STANDARDS IMPLEMENTED ASSESSMENT		

	Student Advisory Council	Semester Report Provided to Faculty	MET AY 2020-2021 VIA CHAT WITH CHAIR		
	Completion of Curricular Review	Courses reviewed and assessed for sequence and content	MET AY 2020-2021	ONGOING CONTINUE AY 2021-2022 REVIEW COURSE SEQUENCE AND CONTENT AND MAKE CHANGES, AS NEEDED	FACULTY AND CURRICULUM ASSESSMENT COMMITTEE
The department will maintain excellence in Assessment of undergraduate program	Completion of Direct Assessment Points	Annual University Assessment Report	MET AY 2020-2021	CONTINUE AY 2021-2022	FACULTY AND CURRICULUM ASSESSMENT COMMITTEE
	Completion of Indirect Assessment Activities	Annual University Assessment Report	MET AY 2020-2021	CONTINUE CURRENT ASSESSMENT PROCEDURES TO MEASURE STUDENT LEARNING OUTCOMES	

	Implementation of CD Student Families	Semester Report Provided to Faculty	REVISED AY 2020-2021 (STUDENT ADVISORY GROUP TRANSITIONED TO CD STUDENT FAMILIES)	DEVELOP NEW MEASURES FOR STUDENT FAMILIES	FACULTY AND CURRICULUM ASSESSMENT COMMITTEE
	Completion of Curricular Review	Courses reviewed for current content	ONGOING AY 2020-2021	CONTINUE AY 2021-2022	FACULTY AND CURRICULUM ASSESSMENT COMMITTEE
				CONTINUE ONGOING REVIEW OF UNDERGRADUATE COURSE OUTCOMES	