Strategic Plan: Communication Sciences & Disorders  
(Updated 8/5/2015)

Department Goals/Objectives/Strategies

1) Teaching: Preeminence in Graduate Education. To maintain our preeminence in graduate education in speech-language pathology

   Objectives:
   a. The program will achieve 95-100% first time pass rate on the PRAXIS examination.

      Strategies:
      1. Students will be counseled and closely monitored to take the PRAXIS examination no earlier than the next-to-last semester in the program.
      2. Faculty will review bi-annual ETS summaries on the new PRAXIS format for areas of weaknesses and strengthen those areas in appropriate courses and clinical rotations.
      3. Program will continue to offer membership in SLP.com to all second year graduate students as a means to having access to test strategies
      4. Program will offer annual workshops on test taking strategies as needed.
      5. Faculty will offer additional seminars and remediation courses for students achieving grades below B in graduate courses.

   b. The program will use formative assessments in every course.

      Strategies:
      1. Faculty will map learning outcomes for every course and tie each learning outcome to specific activities to involve more clinical-based papers, case studies, treatment hierarchies, assessment reviews, etc.
      2. Faculty will review and revise learning outcomes for every course to ensure coverage and uniformity of all outcomes.
      3. Faculty will develop a documentation process for outcome achievement in each course that is in-line with Knowledge and Skills Assessment and CAA standards for accreditation.

   c. The program will increase visibility in the university and the community.

      Strategies:
      1. The faculty will continue to pursue mechanisms for publishing and making presentations about the uniqueness and quality of the program.
      2. The program will continue participation in interdisciplinary endeavors with other health science programs such as Distinguished Speaker series, Health Sciences Research Day and Job Fair, to improve awareness of CSD as well as the Health Sciences at FIU
3. In conjunction with other health sciences programs, CSD will work closely with Psychology and Biomedical Engineering to develop interdisciplinary neuroscience and neurocognitive courses for Masters and Doctoral level students.

4. In conjunction with the Linguistics program, CSD will develop interdisciplinary neurolinguistics and language and linguistics courses for Masters and Doctoral students.

5. In conjunction with other FIU Health Sciences programs, continue to pursue feasibility of a Health Sciences or Rehabilitation Sciences Ph.D. at FIU.

d. The program will phase out the SLP certificate program and enhance the quality of the CSD Graduate Certificate program

   Strategies:
   1. Continue delivery of 18 credits of the 25 credit SLP certificate program as an online endeavor as well as an on campus program to ensure all students complete program by Summer 2016
   2. Maintain a balance of course offerings for the CSD graduate certificate while phasing out SLP Certificate relative to actual courses offered and on campus/online.
   3. Maintain number of admitted graduate certificate students each semester (60-70 fall/spring; 40-50 in summer) to meet graduate school requirements as well as meet student demands with a rigorous curriculum.

2) Research Productivity. To increase number of external research grants submitted and increase number of data-based publications.

   Objectives:

   a. The faculty will submit grant proposals to ensure continuous funding of research.

      Strategies:
      1. The faculty will meet with the College’s Research Director on a regular basis to explore funding opportunities.
      2. The faculty will work with external consultants to elaborate and refine research proposals not funded.

   b. The faculty will submit a minimum of 10 articles for publication in refereed journals.

      Strategies:
      1. Encourage faculty to present and submit for publication all projects completed as part of the Masters project format
      2. Direct faculty to write up all presented papers for publication
      3. Develop a departmental research publication group that meets monthly to foster, assist, and collaborate on publication activities among CSD faculty

   c. The faculty will increase interdisciplinary collaboration.
Strategies:

1. The faculty will continue to actively participate in colloquium series offered by related disciplines (Education, Psychology, and Linguistics).
2. The faculty will be active participants in the new Linguistics Ph.D. relative to teaching and research

d. The program will increase number of students’ Master’s theses and data based student projects.

Strategies:

1. Continue implementation of the data-based Masters project format to involve approximately 9-10 small group of students working under tutelage of professor over three semesters to produce data-based project in professor’s area of expertise
2. Faculty will actively engage masters’ students in opportunities to conduct discipline specific research projects
3. Faculty and students will participate in regularly scheduled meetings to discuss published research and research ideas.
4. As research funding is acquired, students will be offered research assistantships to support Master’s theses production.

3) Financial Sustainability of CSD Program: To continue to strive for self-sufficiency for the CSD department

Objectives:

a. Increase number of departmental scholarships

Strategies:

1. Submit reports on the SDS grant as appropriate to establish grant funding for following year
2. Prepare to submit new grant in 2016 for new cycle
2. evaluate scholarship needs within the program on a yearly basis
3. investigate other resources aside from Health and Human Resources for CSD scholarship opportunities

b. Maintain current number of students in yearly graduate class

Strategies:

1. CSD will continue to accept 50 students each year for a 45 seat graduate class
2. CSD will continue to identify a waiting list of 15 students in addition to the accepted cohort to definitively establish 45 students in the 2016 Masters class
3. CSD will evaluate student interview process of the top 75 applicants during Summer 2015; CSD will engage in interview process again in 2016 to ensure admission of the best candidates to the CSD Masters’ program for Fall 2016

C. Maintain consistent enrollment and timely completion for the Graduate Certificate
in CSD

Strategies:
1. Evaluate semester by semester enrollment based on number of certificate classes offered on campus and on-line each semester
2. Monitor performance of enrolled students and evaluate percentage of students who are accepted to the Masters SLP program from the graduate certificate program
3. Phase out SLP Certificate program as appropriate in Spring 2016 with course offerings available as needed.

d. Encourage grant submissions from all CSD faculty

Strategies:
1. Closely mentor new tenure track faculty relative to scholarly and research activity
2. Meet with each faculty member individually to increase awareness and exposure of grants available and grant writing potential
3. Encourage departmental faculty attendance at grant writing workshops
4. Meet with faculty from other departments who have obtained external funding to investigate possible collaborative opportunities

e. The program with maintain adequate department resources and support services to achieve department missions

Strategies:
1. Evaluate adequacy, currency, and condition of all department clinical assessment materials at the end of each semester; update and order new materials as needed
2. Evaluate adequacy of faculty and staff computers and accessibility to internet and other resources (library, etc.) on an as needed basis
3. Evaluate office assistance and support services needs for the department on a yearly basis
4. Assess student library, computer, and statistical assistance needs each semester, based on current research projects, assignments, and theses in progress

4) Leadership in Bilingualism. To become the leader in the education of bilingual speech-language pathology clinicians and in the production of research and publications on bilingualism.

Objectives
a. The program will continue to attract a large number of bilingual clinicians.

Strategies:
1. Recruit and retain bilingual students into the Graduate Certificate in CSD who are interested in our “bilingual emphasis” program.
2. Offer opportunities for students to engage in bilingual research.

b. The faculty will engage in research projects, publications, and presentations on bilingualism.
Strategies:

1. Focus on national and international funding opportunities for research on bilingualism.
2. Publish in journals that focus on bilingual issues.
1. Present on bilingual issues at state, national, and international conventions/conferences.

c. The faculty will continue to add information to the departmental website that showcases departmental projects on bilingualism including:
   1. research in progress;
   2. research opportunities;
   3. publications;
   4. presentations;
   5. student projects