

Department of Speech Pathology and Audiology Strategic Plan 2023-2028

Strategies

	When	Who	What	To Whom	Criteria	Evaluation
Focus Area 1: High Quality Educational Experiences						
Goal 1: Evaluate curriculum and make necessary changes for continuous improvement in quality and relevancy	One faculty meeting per year	DGS compiles data, faculty make relevant changes	Assess graduate student outcomes, alumni and employer surveys	All SPPA faculty	Identify any area for necessary changes and strategies for programmatic improvement	Meeting minutes that reflect discussion and resulting programmatic changes if applicable
	One faculty meeting per year	Dept Chair compiles data, faculty make relevant changes	Assess undergraduate student outcomes	All SPPA faculty	Identify any area for necessary changes and strategies for programmatic improvement	Meeting minutes that reflect discussion and resulting programmatic changes if applicable
	End of each semester	All SPPA faculty	Intentional use of technology in the classroom and clinic	SPPA students and faculty	Create/update a document in SharePoint with a list of technology used in courses and clinical practicums	SharePoint reflects updates and current use
Goal 2: Provide quality student learning experiences and training in the classroom and clinic.	End of summer	All SPPA faculty	Faculty engage in a process that supports development and reflection of teaching	SPPA students	Each faculty receive a peer observation of teaching in accordance with the departmental policy	Peer observation feedback summary forms are present in faculty file
	End of fall semester	Equipment point person	Maintain/update current equipment and dispose of obsolete equipment	Facilities	Create/update a document in SharePoint with a list of technology that requires regular status check or calibration	SharePoint reflects updates and current use

	Ongoing	All SPPA faculty	Open communication with Department chair on acquiring new equipment or technology to improve student experience	SPPA department	# of requests with significant curricular value	New equipment or technology purchased to improve student experience
Goal 3: Refine opportunities for interprofessional education	Ongoing	SPPA representative on IPECPC and relevant faculty	Identify ways to incorporate interprofessional education and collaborative practice into multiple stages of the curriculum	SPPA graduate students	# and type of interprofessional experiences available to students	Record of student participation in interprofessional education and practice
	Ongoing	SPPA representative on IPECPC and relevant faculty	Utilize a mechanism to track IPE core competency domains and collaborative practice	SPPA graduate students	# and type of interprofessional experiences available to students	Data compiled from cumulative Calipso evaluations
Focus Area 2: Advancing the Profession through Research and Scholarship	When	Who	What	To Whom	Criteria	Evaluation
Goal 1: Disseminate research through publication	Every January for prior calendar year	SPPA research faculty	Develop manuscript(s)	Professional community	Relevant faculty average minimum of one publication per year	Research is published in reputable, peer reviewed journals
Goal 2: Disseminate research through presentations	Every January for prior calendar year	SPPA research faculty	Identify submit abstract(s) to relevant venues	Professional community	Relevant faculty minimum of one scholarly presentation every other year	Presentations at professional meetings at the state, national and/or international level
Goal 3: Obtain adequate funding to support research programs	Every January for prior calendar year	SPPA research faculty	Prepare proposal submission(s) or manage active funding	SPPA students and department, university, and professional community	Relevant faculty make notable efforts or obtain funding to support research	\$ of research funding
Focus Area 3: Faculty Success and Wellbeing	When	Who	What	To Whom	Criteria	Evaluation

Goal 1: Support professional development activities	End of spring semester	All full time and >.5 FTE SPPA faculty	Provide access to continuing education funds with option to request additional funding for activities that directly support programmatic goals for 100% of full time faculty	SPPA faculty, students, and professional community	Percentage of eligible faculty who utilized CE funds	CE activities reported on annual accreditation report
	Beginning of fall semester	All full time and >.5 FTE SPPA faculty	Create faculty workload that includes time for professional development	SPPA faculty, students, and professional community	Percentage of eligible faculty who utilized professional development time	Professional development goals and outcomes reflected in annual review materials
Goal 2: Foster a positive environment with shared understanding of individual contributions towards the departmental mission	Every faculty meeting	Faculty who attend faculty meetings	Faculty spotlight with micro presentation on areas of interest/expertise	SPPA faculty	Percentage of meetings with faculty spotlight	Faculty meeting agenda and minutes reflect faculty spotlight
Goal 3: Build awareness of diversity, equity, inclusion, and belonging issues that impact our faculty, students, clients, and community	End of spring semester	All SPPA faculty	Provide ongoing training to faculty and ensure topics related to diversity, equity, inclusion, and belonging	SPPA faculty, students, and professional community	% of faculty who participate in 1 department provided training and 1 training selected at own discretion	D.E.I.B. activities reflected in Faculty Success Database and identified within classes and clinical experiences
Focus Area 4: Student Support and Wellbeing	When	Who	What	To Whom	Criteria	Evaluation
Goal 1: Promote Diversity, Equity, Inclusion, and Belonging	Fall and spring semester	All SPPA faculty	Increase faculty-student engagement	SPPA students	% of faculty who attend at least 1 social event each semester to engage with students	Number of events scheduled and attended
	Fall and spring semester	Peer mentor faculty advisor	Grow peer mentoring program by providing framework for communication and meet ups	SPPA students	# of students who participate as a peer mentor and/or mentee	Number of meet ups scheduled and attended

	Fall and spring semester	All SPPA faculty	Identify and address barriers and needs in pursuit of student success	SPPA students	Identify any area for necessary changes and strategies to address barriers to student success	Meeting minutes that reflect discussion and resulting programmatic changes if applicable
Goal 2: Improve mentorship, guidance, and feedback provided through advising	Summer 2024	Department Chair	Increase access to departmental information	SPPA students	# of resources and FAQs added	Resources and FAQs added to SPPA website
Focus Area 5: Alumni, Community Partnership, and Visibility	When	Who	What	To Whom	Criteria	Evaluation
Goal 1: Expand opportunities to be engaged in outreach and service to the local Milwaukee community	Fall, spring, summer	All SPPA faculty	Continue referrals from the free community clinic collaborative and other sources	Greater Milwaukee community, SPPA students	# of referrals from clinics and community partners	Patients/clients receive clinical services at MUSHC
	Summer	All SPPA faculty	Identify community sites to promote or provide clinical services	Greater Milwaukee community, SPPA students	# of sites/experiences	Events scheduled, promoted, and attendance encouraged
	Fall or spring semester	All SPPA faculty	Increase awareness of the profession in high school students from marginalized backgrounds	Students in high schools with high % of minority populations	1 presentation to high school students from marginalized backgrounds	Presentations scheduled, promoted, and attendance encouraged
Goal 2: Highlight community partner and alumni successes	Spring semester	SPPA faculty, community partners	Identify community partner relationships	SPPA faculty, current students, future students, and Milwaukee community	1 partnership publicly highlighted	Publish on website, newsletters, CHS magazine, and social media
	Fall semester	All SPPA faculty, SPPA alumni	Identify alumni (whether for awards or to University Advancement for philanthropy) related to professional achievement, recognition, service	SPPA alumni, department, and university	# of alumni identified/nominated	SPPA alumni recognized at the university and/or professionally

*The Department of Speech Pathology and Audiology Strategic plan is discussed with outcomes updated at faculty meetings throughout the