

Focus Area 1: High Impact Educational Experiences	Strategies								
	When	Who	What	To Whom	Criteria	Evaluation	Evaluation: 2023-2024 Updates	Evaluation: 2024-2025 Updates	Evaluation: 2025-2026 Updates
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	# of changes are identified	Completed/Not Completed? Evidence? Ex. Meeting minutes that reflect discussion and resulting programmatic changes	Faculty Meeting Minutes: October, March, May (survey)	Updated all syllabi. Reviewed/updated all KASA standards for courses. Increased credits for 6965 and 6966 to reflect student/faculty demands.	Reviewed, updated, and published program learning outcomes
	One faculty meeting per year	Dept Chair compiles data, faculty make relevant changes	Assess undergraduate student outcomes	All SPPA faculty	# of changes are identified	Completed/Not Completed? Evidence? Ex. Meeting minutes that reflect discussion and resulting programmatic changes	Faculty Meeting Minutes: March, April	Added SPPA 1002 (lab). Updated bulletin to require SPPA 4610. Increased credits for SPPA 3964 and 4964 to reflect student/faculty demands. Launched freshman direct admit program.	Reviewed, updated, and published program learning outcomes
Goal 2: Provide quality student learning experiences and training in the classroom and clinic.	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	Sharepoint folder	Updated with SGD equip in Jan	Updated

Goal 3: Refine opportunities for interprofessional education	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	Sharepoint folder	No progress	EP schedules annual equipment calibration, updates MU master equipment inventory, and coordinates budget for equipment maintenance
	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	Sharepoint folder	Updated 9380 Digital Capture Computer and the 9400 Strobe Unit.	Received quote to replace FNL10-RP3 flexible fiber scope. Added to FY27 budget
	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		Valla and Millard SPPA/OT Clinic, Blue Bird IPE Day, 4 IPE workshops annually (university-wide)	Valla and Millard SPPA/OT/PT Clinic, Blue Bird IPE Day, 4 IPE workshops annually (university-wide)

	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	Create/update Calipso form	Available on Calipso		IPP: All professions listed in Calipso and supervisor checks any profession the student worked with for those hours. IPECPC: Workshops are tracked through registration. Likely safe to say all students collaborated with at least 5 different professions by the conclusion of program.
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 minimum of one publication per year	Research is published in reputable, peer reviewed journals	6 manuscripts published in 2023	15 manuscripts published in 2024	12 manuscripts published in 2025
Goal 2: Disseminate research through presentations	Every January for prior calendar year	SPPA research faculty	Submit abstract(s) to relevant venues	Professional community	Relevant faculty minimum of one scholarly presentation per year	Presentations at professional meetings at the state, national and/or international level	27 presentations in 2023	20 presentations in 2024	30 presentations in 2025

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	21k in new funding, additional funded grants currently in progress	58K in new funding. additional funded grants currently in progress	\$3,817,355 in new funding. additional funded grants currently in progress
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 or other funding mechanism	CE activities reported on annual accreditation report	72% of eligible faculty utilized CE funds	53% used or pending as of Jan 9, 2025. 80% used as of June 30, 2025.	84% used as of May 26, 2026
	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	No progress	No progress	Not formally documented. Added sections in annual review template for tracking.
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 gain information of colleagues current activities/interests	None	Moyle, Cording & Berry, Iuzzini-Seigel	Math��e-Scott, Patterson & Valla, Brammer

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 cultural competence, bias, humility	SPPA faculty, students, and professional community	1 department provided training and 1 selected and attended at own discretion	D.E.I.B. activities reflected in Faculty Success Database and identified within classes and clinical experiences	Not formally documented	Dr. Deacon presented to all faculty in December 2024. 93% of faculty self reported completion of formal professional development related to D.E.I.B at annual review meeting.	Aug - Dr. Deacon presented to all faculty on "Resilience" Jan - Department sponsored CAPCSD Webinar for faculty "Build Inclusive Excellence: Two Essential Webinars for CSD Educators & Clinical Supervisors"
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	At least 1 faculty & student attended social event each semester	Events scheduled, promoted, and attendance encouraged	Orientation lunch with 1st year SPLA students, Fall Harvest Party, NSSLHA Holiday Party, NSSLHA End of Year Dinner, DEI Bowling Outing, Dreamer's Gala, Graduation Open House	Orientation lunch with 1st year SPLA students, Exam Week Donuts, NSSLHA Holiday Party, Dreamer's Gala, NSSLHA End of Year Dinner, Graduation Open House	100% of faculty participated in orientation lunch with 1st year SPLA students, NSSLHA Holiday Party, NSSLHA End of Year Dinner, Graduation Open House

	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	Meet ups scheduled, promoted, and attendance encouraged	None	Identify faculty advisor(s): Jeff, Kitty, Wendy, Tina	93% of faculty participated in 1st year SPLA cohort mentoring pod activities during Fall 2025 and 100% participated in activities in Spring 2026
	Fall and spring semester	DEI Committee faculty advisor	Identify and address barriers and needs in pursuit of student success	SPPA students	How many areas are identified	Completed/Not Completed? Evidence? Ex. Meeting minutes that reflect discussion and resulting programmatic changes	Increase awareness of current DEI efforts. Convert SPPA 4610 from elective to required course (March and April faculty meeting minutes), identify/describe ways DEI issues are addressed in	SPPA 4610 submitted to bulletin updates as required course effective 2025-2026 academic year, DEI objectives added to SPPA 3510, 4530/5530	Student DEI Committee renamed to Unity Collective
Goal 2: Improve mentorship, guidance, and feedback provided through advising	Summer 2024	Department Chair	Increase access to departmental information	SPPA students	# of resources identified	Resources and FAQs added to SPPA website	None	Continue as planned	Continue as planned
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	Patients/clients receive clinical services at MUSHC.	No data reported	Added field to track on intake paperwork.

Summer	All SPPA faculty	Identify community sites to promote or provide clinical services	Greater milwaukee community, SPPA students	# of sites/experienc es	Events scheduled, promoted, and attendance encouraged	Clinic programs implemented at Indian Community School, Next Door, Milwaukee Christian Center, St. Camillus, Jesuit Residence, Milwaukee LGBTQ Community Center, Marquette LGBTQ Resource	St. Marcus, Milwaukee Christian Center, Just Keep Moving, Inc, GiGi's Playhouse, St. Bruno, AHPRC, Camp Team Up, Marquette Jesuit Residence, St. Camillus	St. Marcus, Milwaukee Christian Center, GiGi's Playhouse, St. Bruno, AHPRC, Camp Team Up, Marquette Jesuit Residence, St. Camillus St. Sava, Rogers Street Academy
Fall or spring semester	All SPPA faculty	Increase awareness of the profession in high school students	Students in high schools with high % of minority populations	1 presentations	Presentations scheduled, promoted, and attendance encouraged	November 2023 presentation to Dominican High School (48% students of color)	November 2024 presentation to Dominican High School	October 2025 presentation to Dominican High School. November 2025 presentation to HOSA. April 2026 hosted Tosa West studnets for Career Exploration

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 identified	Publish on website, newsletters, CHS magazine, and social media	Community partnerships: Indian Community School, GiGi's Playhouse, Next Door Foundation, FC3, Milwaukee LGBTQ Community Center, Marquette LGBTQ Resource Center, Milwaukee Christian Center, St. Camillus Jesuit Community,	GiGi's Playhouse, FC3, Marquette Jesuit Residence, others? Alumni story on Karen Zielke de Picado	Community Partnerships: GiGi's Playhouse, FC3, Marquette Jesuit Residence, St. Marcus, Jewish Beginnings, MU Childcare Center, FC3, St. Camillus Jesuit Community, Stella's Playground
	Fall femester	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 universtiy and/or professionally	1 alumna nominated, 1 alumna awarded CHS alumni award for service	Faculty member and alumna Stacy Ko received the MU Excellence in Diversity and Inclusion Award.	1 alumnus nominated for CHS alumni award for service

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