



# UNIVERSITY OF WISCONSIN WHITEWATER

## **Department of Communication Sciences and Disorders Mission and Strategic Plan 2019-2025**

### **Mission**

The Department of Communication Sciences and Disorders (CSD) is one of eight departments in the College of Education and Professional Studies (COEPS). The department delivers two related programs but with very different missions. First, the department provides the academic and clinical preparation for undergraduate students in normal communication processes and introductory skill development in communication disorders. Second, the department provides a comprehensive academic and clinical education program for graduate students including on-campus and off-site clinical experiences that culminate in the requisite Master's degree for practice as a state licensed and ASHA certified speech-language pathologist.

### **Undergraduate Program in Communication Sciences and Disorders**

The mission of our undergraduate program is two-fold. Our program is committed to providing students with foundation knowledge in communication sciences and disorders required for graduate study in speech-language pathology and audiology. Our broader mission is to prepare baccalaureate graduates:

- To acquire the knowledge and skills to pursue a variety of post-baccalaureate options;
- To communicate effectively as speakers and writers;
- To become life-long learners who can engage in inquiry, analysis, critical and creative thinking and collaborative team work; and
- To embrace with understanding individuals from diverse and multilingual heritage.

### **Graduate Program in Communication Sciences and Disorders**

The overall vision of the Communication Sciences and Disorders (CSD) graduate program is to be recognized regionally and nationally for its exceptional clinical education program and its dedicated network of faculty, clinical instructors and alumni. The mission of the graduate program in CSD is to prepare speech-language pathologists to practice across the lifespan and all settings particularly in the southeastern region of Wisconsin. Specific objectives include:

- To prepare highly qualified professionals in speech-language pathology who exceed the guidelines of the American Speech-Language Hearing Association (ASHA) for clinical and academic preparation;
- To prepare speech-language pathology professionals to assess, diagnose and treat clients of diverse cultural and linguistic backgrounds; and
- To act as a resource for the University and community by serving as consultants, facilitators and authorities in the various areas of communication disorders.

## COMDIS STRATEGIC GOALS and ALIGNED with University, Graduate school, and college

Improve Student Access and Success	
University	<ol style="list-style-type: none"> <li>1. We will recruit a larger and increasingly diverse undergraduate and graduate student body.</li> <li>2. We will improve the retention and graduation success of all students, including our first-time full-time freshmen, transfer students, and graduate students, and significantly narrow the retention and graduation equity gaps.</li> </ol>
College	We will effectively communicate our value to campus, regional, and global communities. Our value is in developing students who are prepared to succeed in a complex interdependent world, in our commitment to diversity, and in our commitment to serve our campus, regional, and global communities through mutually beneficial partnerships.
Department	<p>For both the graduate and undergraduate programs we will utilize the advising process and the admission criteria to increase student access and continue a rich tradition of student success.</p> <p><b>Graduate Advising and Admission</b></p> <ol style="list-style-type: none"> <li>1. Will continue to use a national online application system (CSDCAS) to enhanced data collection and analysis of graduate applicants</li> <li>2. Will implement admission considerations for linguistically and culturally diverse graduate program applicants</li> <li>3. Will continue to develop graduate student advising to support transparency of expectations for academic and clinical course work, licensure, and ASHA certification</li> <li>4. Will continue to use electronic records software (Calipso) for tracking KASA, ASHA hours, and preceptor assessments</li> <li>5. Will continue to implement performance evaluation process as needed in order to support retention and completion of graduate students</li> </ol> <p><b>Undergraduate Advising and Admission</b></p> <ul style="list-style-type: none"> <li>• Will develop collaborative relationship with college level advising team in order to utilize expertise and support academic faculty advisers</li> <li>• Will engage in innovative group advising methods in order to create transparency, consistency, and efficiency in advising as well as encourage peer advising interaction and draw on collective knowledge</li> <li>• Will implement an admission process for upper level courses in order to best allocate department resources toward preparing students to be competitive candidates for graduate programs</li> </ul>
Strengthen Resources	
University	<ol style="list-style-type: none"> <li>1. We will expand and diversify our sources of revenue.</li> <li>2. We will enhance our operational efficiency and effectiveness.</li> </ol>
College	We will create a vision that reflects our primary functions of teaching, scholarship and service. Operationalizing our mission, our vision statement will outline where we want to be and will effectively communicate the purpose and value of the college.
Department	<p>For both the graduate and undergraduate programs, we will work with our campus and community partners to maximize our resources to support faculty, staff, and student development.</p> <p><b>Sources of revenue and support</b></p> <ul style="list-style-type: none"> <li>• Will explore specialty camps as a new source for clinic revenue</li> <li>• Will encourage faculty and staff to apply for campus funds for technology, education, and faculty development</li> <li>• Will provide graduate assistant support for research</li> </ul> <p><b>Facility and Capital Equipment Resources</b></p> <ul style="list-style-type: none"> <li>• Will seek clinic upgrades in order to create an inviting clinical atmosphere and comply with accreditation and federal regulation standards</li> <li>• Will provide new faculty and staff with improved office space</li> <li>• Will provide upgrades to existing faculty offices to support ergonomic function and productivity</li> <li>• Will work with the university to provide research space for new faculty and for ongoing research opportunities for staff and graduate students.</li> <li>• 5. Will advocate for technology (hardware and software) applications to maintain relevance with current education and clinical tools and promote technology literacy</li> </ul>

**Transform Lives and Impact Society**

University	<ol style="list-style-type: none"> <li>1. We will provide high-quality academic programming that prepares our graduates to become lifelong learners who lead successful lives and productive careers and to make positive contributions to the State of Wisconsin, to our nation, and to the world.</li> <li>2. We will provide experiences that enhance student learning and development.</li> <li>3. We will recruit, retain, and support talented and diverse faculty and staff who are committed to challenging and empowering students to reach their fullest potential.</li> </ol>
College	<p>We will prepare our students for a changing and complex global reality. The key to ensuring that our graduates are well positioned to live and work in a complex global society is to articulate a shared understanding of global learning and then infuse it throughout the organization.</p>
Department	<p>In our graduate program we will prepare speech-language pathology professionals to assess, diagnose, and treat clients of diverse cultural and linguistic backgrounds.</p> <p><b>Graduate Curriculum and Assessment</b></p> <ul style="list-style-type: none"> <li>• Will revise the academic graduate curriculum to reflect a scope and sequence to support student development and achievement of knowledge, skills, and competencies</li> <li>• Will expand opportunities for interprofessional education</li> <li>• Will increase the understanding of both domestic multiculturalism and international perspectives in the graduate curriculum.</li> <li>• Will review student academic and clinic schedule in order to support student success</li> <li>• Will continue to utilize assessment data to implement and evaluate programmatic changes</li> <li>• Will continue to refine the student e-portfolio process as both an opportunity for student development and program assessment</li> </ul> <p><b>Undergraduate Curriculum and Assessment</b></p> <ul style="list-style-type: none"> <li>• Will adjust undergraduate curriculum to reflect emphasis on preparation for graduate programs in speech language pathology and audiology as well as balance departmental resources</li> <li>• Will continue to utilize LEAP essential learning outcomes as assessment targets for programmatic changes</li> <li>• Will continue to develop the capstone experience in the senior seminar to support student development and success</li> <li>• Will encourage students and faculty to engage in mentored student research and seek funding through the undergraduate research office</li> </ul> <p><b>Recruit &amp; Retain Faculty and Staff</b></p> <ul style="list-style-type: none"> <li>• Determine a plan for sustainable leadership</li> <li>• Request FTE for clinic director</li> <li>• Create policy for workload equity and transparency</li> <li>• Develop clinical educators in the region             <ul style="list-style-type: none"> <li>○ Develop alumni as field clinical instructors (CI)</li> <li>○ Implement opportunities for CI training</li> <li>○ Engage off-site clinical instructors (CI) across settings and lifespan</li> <li>○ Increase opportunities to work with diverse populations</li> </ul> </li> </ul>
<b>Deepen Partnerships and Relationships</b>	
University	<ol style="list-style-type: none"> <li>1. We will seek opportunities to build new partnerships with community, business, and governmental organizations in support of our mission.</li> <li>2. We will enhance existing relationships with alumni, emeriti, friends, and other partners.</li> </ol>
College	<p>We will further our engagement with regional and global communities through intentional practice. By identifying untapped possibilities and strengthening current partnerships we will be able to better align our college with campus priorities and prepare our graduates for the future.</p>

Department	<p>We will seek opportunities to build new partnerships with community service providers to provide our students greater opportunities for clinical practice; with our community to provide services to individuals with speech, language, and hearing support needs.</p> <ul style="list-style-type: none"> <li>• Will continue to develop and expand clinical outreach and education as an implicit component of the clinical graduate education, on and off campus with regional partners.</li> <li>• Will continue to develop specialty clinics and camps in this region.</li> <li>• Will expand graduate medical experiences.</li> <li>• Will continue to develop partnerships for service delivery on the UWW campus for students, faculty, and staff</li> </ul>
<b>Foster Diversity and Inclusion</b>	
University	<ol style="list-style-type: none"> <li>1. We will increase the cultural fluency of our students, staff, and faculty.</li> <li>2. We will continue to create an inclusive campus culture where different perspectives are respected and individuals feel valued.</li> </ol>
College	<p>We will create a shared understanding of diversity as it pertains to our teaching, scholarship, and service in supporting students, staff and faculty. The first step in diversifying our organization is to create a shared understanding of what diversity means and how it pertains to our work and student learning.</p>
Department	<p>The graduate program will prepare speech language pathology professionals to assess, diagnose, and treat clients of diverse cultural and linguistic backgrounds through clinical experience, case studies, simulations, and academic content. The undergraduate program will teach students to embrace with understanding individual from diverse and multilingual heritage through case studies, academic content, and travel study courses.</p>
<b>Celebrate Accomplishments of Campus Community</b>	
University	<ol style="list-style-type: none"> <li>1. We will enhance the way in which we tell the story of our programs, faculty, staff, students, emeriti, and alumni achievements.</li> <li>2. We will strongly articulate and demonstrate the value of the university to the region, state, and beyond.</li> </ol>
College	<p>We will effectively communicate our value to campus, regional, and global communities. Our value is in developing students who are prepared to succeed in a complex interdependent world, in our commitment to diversity, and in our commitment to serve our campus, regional, and global communities through mutually beneficial partnerships.</p>
Department	<p>Our value is in developing students who are prepared for the next step in their career or educational path which will succeed in a diverse, global society.</p> <ul style="list-style-type: none"> <li>• Will communicate the value of the department to campus through collaborative relationships and expanded clinical services</li> <li>• Will encourage faculty to apply for campus awards and share successes through college and university venues</li> <li>• Will encourage students to share success stories and join the alumni social media group</li> <li>• Will revise web based department content</li> <li>• Will encourage faculty, staff, and students to disseminate scholarly activity at the state, national, and international level</li> <li>• Will continue to utilize feedback from regional clinical supervisors for programmatic change and to demonstrate respect and appreciation for regional partners.</li> </ul>