Department of Communication sciences and Disorders
Strategic Plan
2014-2019

Mission Statement: We advance knowledge in the areas of speech, language, swallowing, balance, and hearing to maximize human potential and health-related quality of life through interprofessional activities in which audiologists, speech-language pathologists, and speech/hearing scientists participate.

Vision Statement: By 2019, the Department of Communication Sciences and Disorders is recognized internationally for excellence in cutting-edge basic and translational-research, innovative training programs, and transformative clinical services that integrate scholarship, teaching, and service/outreach.

GOAL I: EDUCATION

Provide excellent pre-professional, professional, and research education in the disciplines of Speech-Language Pathology, Audiology, and Speech and Hearing Science.

Strategy: Excellence will be achieved through the leadership of faculty who provide state-of-the-art instruction, who stimulate critical thinking and original thought in learners, who expect high standards of student performance, and who are themselves active researchers, scholars, and clinical professionals.

Outcomes: Indicators of excellence include a high level of performance with regard to:

1. student pass rates and scores on national examinations in speech-language pathology and in audiology;
2. graduate employment rates;
3. recruitment and retention of academic and clinical faculty;
4. external satisfaction surveys (alumni, external supervisors, and employers);
5. academic program reviews;
6. national program accreditations;
7. national program rankings;
8. student and peer evaluations of faculty teaching;
9. innovative curricula and course delivery models;
10. interprofessional collaborative best-practices;
11. student and faculty educational honors and awards;
12. diversity in student populations; and
13. alumni who become evidence-based and clinical leaders in their disciplines.
GOAL II: RESEARCH

Demonstrate innovation, quality and productivity in research, scholarship, and other academic endeavors involving the study of Speech-Language Pathology, Audiology and Speech and Hearing Science.

Strategy:  
Excellence will be demonstrated through the continued production of quality research and scholarship, as evidenced by the generation of individual and collaborative peer-reviewed publications, grant submissions, and other scholarly works.

Outcomes:  
Indicators of excellence include a high level of performance with regard to:

1. faculty/student research and scholarship;
2. acquisition and maintenance of cutting-edge laboratory equipment;
3. dedicated time and start-up funding to support development and dissemination of research and scholarship;
4. annual publications in peer-reviewed journals and books;
5. submission and award of local, state, and federal grants;
6. presentations at local, state, national, and international venues;
7. interprofessional collaborations in departmental focus areas;
8. student research participation at all educational levels;
9. preparation of Ph.D. students for careers in academia; and
10. submission and publication of team-based scholarly papers.

GOAL III: CLINICAL EDUCATION AND SERVICE

Develop specialized clinical service and training programs using the unique resources of the OUHSC, implementing them with on-going evidence-based assessments of clinical and educational effectiveness.

Strategy:  
Excellence will be demonstrated through the use of state-of-the-art clinical procedures and technologies and the creation of need-driven, interprofessional clinical training and service programs.

Outcomes:  
Indicators of excellence include a high level of performance with regard to:

1. implementation of general and specialty clinics;
2. provision of interprofessional, client/family-centered services;
3. continuing education supported by funding and dedicated time;
4. integrated classroom and clinical teaching in professional programs;
5. published/presented collaborative clinical research enterprises with academic faculty and doctoral students;
6. acquisition and maintenance of equipment and technologies for intern education and patient care;
7. collection and analysis of clinical outcomes data for educational, research, and service planning;
8. development of effective clinical business and promotional plans;
9. analysis of clinical service satisfaction surveys;
10. satisfactory outcomes of patient care audits; and
11. maintenance and expansion of clinical contracts.

GOAL IV: SERVICE LEADERSHIP

Demonstrate service leadership through positive and creative contributions in university and professional endeavors to include local, regional, state, national, and international levels of impact.

Strategy: Excellence in service leadership will be demonstrated through effective participation in university governance, influential contributions to professional organizations and agencies, and positive mentorship of students, staff, and faculty colleagues.

Outcomes: Indicators of excellence include a high level of performance with regard to:

1. leadership in departmental, college, and university governance;
2. team-oriented contributions to the department’s teaching, research, and service activities;
3. participation in faculty development programs (such as the OUHSC Faculty Leadership Program);
4. participation in interprofessional teaching and service programs (such as Oklahoma Leadership Education in Neurodevelopmental Disabilities (LEND) and Empowering Patients through Interprofessional Education Collaboration (IPEC);
5. membership on and service to policy agencies such as licensure boards and health care authorities;
6. leadership roles in state and national associations;
7. editorial and evaluative academic reviews; and
8. honors and awards for service leadership
9. dedicated time and start-up funding to support service program development.