CALIFORNIA UNIVERSITY OF PENNSYLVANIA

College of Education and Human Services
Department of Communication Disorders

Five Year Strategic Plan

2016-2021

Academics:

Strategic Goals

1.   **The program will recruit, retain, and graduate academically qualified undergraduate and graduate students.**

Actions	Outcomes	Timeline
Department will host departmental visit day	Recruitment of academically qualified students	Fall and Spring semesters annually
Department will participate in university activities for recruitment of undergraduate and graduate students	Recruitment of academically qualified students	Fall and Spring semesters annually
Department will work with the graduate college to provide graduate assistantships and/or scholarships to admitted graduate students	Recruitment, retention	Annually **Update:** Funds were secured in Fall 2017 for an endowed scholarship to benefit a CMD graduate student. The scholarship was awarded for the first time in Spring 2018. Additional scholarships to benefit CMD undergraduate students are also available.

		Typically, 60-75% of graduate students per cohort receive funding through graduate assistantships, child care grants, or scholarships at some point during their enrollment in the program.
Department will increase the graduate cohort size to meet the employment demand	Recruitment	The graduate cohort will be increased to 32 graduate students per year beginning Fall 2018. **Update:** The maximum cohort size was increased to 33 graduate students beginning in Fall 2018.
Department will work to refine the program's formative assessment plan, including the plan for remediation in academic and clinical coursework.	Academically qualified graduates	Annually, as needed. **Update:** The practicum evaluation form was modified in Fall 2016 to more accurately reflect students' clinical skills. **Update:** The program has initiated use of Calipso, a web-based application to manage key aspects of academic and clinical education, effective Fall 2019 for the incoming graduate cohort. The program's practicum evaluation form was modified to align with

		2020 CFCC standards.

2. **The program will provide high quality academic and clinic experiences to program students.**

Actions	Outcomes	Timeline
The faculty will review the graduate curriculum each year to ensure that all students have the requisite knowledge and skills for the Master of Science degree, the ASHA CCC, state licensure, and teaching certification.	Academic curriculum and clinical practicum requirements will be reviewed to ensure that each student is prepared to enter the profession.	Annually **Update:** Graduate curriculum has been updated to include interprofessional collaboration topics, multicultural issues, mandated reporting requirements, provisional licensure information, teaching certification information, and safety training. **Update:** With additional faculty, rotating electives will be offered in the third and fourth graduate semesters beginning in Summer 2019. A rotating elective course in Counseling (CMD 732) was offered in Summer 2019 and Summer 2020. A rotating elective course (CMD 763) addressing Multicultural Issues and Diversity was offered in Fall 2019. In addition, professional ethics and clinical education

		topics have been included in clinical coursework.
The program will apply for eligibility to offer the Educational Specialist certificate through the PA Department of Education (PDE)	After obtaining approval for the dean of the College of Education and Human Services, the program will apply for permission to offer the Educational Specialist certificate through the PA Department of Education.	Spring 2018 **Update:** The program received approval from the Dean of the College of Education and Human Services in Spring 2018. The application was submitted in January 2018. The program received official notification in May of 2018 of approval by PDE to offer the Educational Specialist certification to graduate students. In May 2019 the program received PDE approval for its post-baccalaureate program to offer the Instructional I certificate. The program previously was approved for Instructional I at the undergraduate level.

3. **The program will strive to ensure that program graduates are well-prepared for entry level into the profession.**

Actions	Outcomes	Timeline
The Speech-Language Pathology PRAXIS Exam scores will be reviewed, including review of pass rate,	Academic curriculum and clinical practicum requirements will be reviewed to ensure that each student is	Annually

annual institutional summary, and performance of individuals on the exam's subcategories	prepared to enter the profession.	

Community:

Strategic Goals:

4. **The department will serve as a regional resource for continuing education by sponsoring at least two education activities for the faculty and area professionals.**

Actions	Outcomes	Timeline
The department will host a workshop for clinical supervisors.	The program will provide affordable continuing education to clinical supervisors (including externship supervisors) to ensure current knowledge in clinical supervision.	Two activities by 2021 **Update:** Clinical supervisors are offered access to free online CEU courses on supervision through CAPSCD and ASHA. The program provided a workshop presented by Dr. Samantha Procaccini on clinical supervision in August 2019 that was available to clinical supervisors to attend. The program is planning a fall 2021 workshop in conjunction with the Southwestern Speech-Language-Hearing Association that will be presented by Dr. Joseph Constantine on the topic of Selective Mutism.

The department will serve as a host site for a minimum of one SWPSHA/NSSLHA sponsored event.	The program will provide affordable continuing education to clinicians in the region and will encourage student participation in professional groups by partnering with the regional organization to sponsor educational activities.	1-2 activities by 2021 **Updates:** The program co-sponsored a workshop on clinical supervision in conjunction with SWPSHA in Summer 2019. The program planned to host a workshop on treatment of fluency disorders in conjunction with SWPSHA to be hosted by Cal U in Summer 2020. This workshop was postponed until the Fall of 2020 due to COVID-19 restrictions for university events.
The department will create a Professional Advisory Group.	The program will develop a new Professional Advisory Group consisting of alumni, clients, parents/spouses of clients, students, professionals in various work settings, and faculty in related professions on campus.	Summer 2020 **Updates:** The program postponed the Professional Advisory Group due to COVID-19 restrictions. The initial meeting of this group is planned for Spring of 2021.

5. **The department will provide low cost or no cost clinical or educational services to the members of the local and university community.**

Actions	Outcomes	Timeline
The department will explore the feasibility of eliminating clinic fees	Provide low income individuals in the community to access clinical services.	2017 **Update:** Effective Summer 2017, no fees are charged for diagnostic evaluations and therapy sessions in

		the Speech and Hearing Clinic.
The department will partner with local schools and health care providers to increase awareness of and access to clinical services available.	Provide individuals in the community to access clinical services.	Annually **Update:** The clinic has informal agreements with local home health agencies and school districts/intermediate units for community referrals. The clinic is a known referral source for specialty in treatment of individuals with Parkinson's Disease. through the Parkinson's Foundation of Western Pennsylvania and local support groups.

Research:

Strategic Goals:

6. **The faculty will strive to increase the number of faculty publications and presentations at the national level.**

Actions	Outcomes	Timeline
The faculty will submit at least one publication to a peer reviewed journal or grant proposal to an internal or external funding sources	Increased faculty recognition in the state and nation	Annually **Update:** **Completed** **Publications:** Two publications were completed in 2017. Two white papers were published in 2019. An invited publication was submitted in Summer 2019.

		Publications in Preparation: One publication related to grant funded research was submitted to a peer-reviewed journal, *Teaching and Learning in Communication Sciences & Disorders*, in Fall 2019 and was accepted for publication in early 2021. **National Committee Work and Research Peer Review:** Invitation for Editorial Board Member for Dysphagia Section of AJSLP Editorial Board Member of ASHA Perspectives SIG 11 Manuscript peer reviewer for Annals of Otology, Rhinology, and Laryngology and Plural Publishing Invitation to serve on 2019 ASHA Convention Program Committee for Precepting & Supervision **Grants:** An internally funded grant in the amount of $5270 was secured by Dr. Denise Joseph to

| | | support development of a sensory garden on campus.

Funding to faculty and students was secured to complete Speak Out! Training.

Travel grants are awarded annually to faculty members to defray costs of travel to conferences and workshops. |
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| The faculty will submit papers for presentation at state and national conventions. | Increased faculty recognition in the state and nation | Annually

Update:
Invited Presentations: An invited presentation in 2019 (state level, sponsored by North Carolina Association of Supervisors in Speech-Language Pathology & Audiology)

Annual presentations are conducted by multiple faculty members at PA and regional conferences. |

7. **The faculty will work to increase the number of faculty-student research projects at the undergraduate and graduate levels.**

Actions	Outcomes	Timeline
Faculty will mentor faculty-student research projects at the graduate and undergraduate levels.	Student poster presentations at PSHA, ASHA, and campus research events	Annually

Update: Eight graduate students presented posters related to their research projects at the March 2018 PSHA |

| | | Convention. Several graduate students presented posters at a university-sponsored research event in 2019. Two of the students won monetary awards for their posters.

Seven graduate students presented posters related to their research projects in the April 2019 at a state level conference and at a university-sponsored research event. Two of the students won monetary awards for their posters.

Several graduate students submitted posters for presentation at the 2020 PSHA Convention and the Strike a Spark research event at Cal U. Both events were cancelled due to COVID-19. |
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Resources:

Strategic Goals:

8. **The program will work to ensure access to adequate resources, including faculty and student computers, equipment for clinic and research, and clinical diagnostic and therapeutic materials.**

Actions	Outcomes	Timeline
The program will upgrade and replace the closed-circuit video	Obtain funding from university to replace closed-circuit video monitoring system	2016

Update: Closed circuit video monitoring |

monitoring system for clinical supervision.		system was updated in Fall 2016. **Update:** Additional cameras requested, and recording options were updated.
The program will upgrade and replace the electronic health records system.	Obtain funding from university for updated electronic health record system	2017 **Update:** Fusion Web Clinic was initiated in Fall 2017. **Update:** Beginning in August 2018, the program began the process of moving to fully online clinical documentation through Fusion Web Clinic. All clinical documentation was electronically managed by Summer 2019.
The program will increase available equipment for educational and clinical use.	Obtain administrative approval to purchase current educational and clinical materials	Annually **Update:** One-two new or updated assessment tools and numerous new therapy materials clinical are purchased each year. In addition, a new delayed auditory feedback mechanism, video-otoscopy equipment, and audiology equipment adaptors were purchased. Additional equipment includes new sound level meters. The Smartboard license was extended for 3 years effective 2020.

		Access to online assessment tools was provided free of charge through Q Global in 2020. Clinical faculty are preparing a state level Faculty Professional Development grant through PASSHE to secure funding for electronic assessment tools.
The program will increase resources for individuals with sensory integration deficits.	Obtain administrative approval and funding for a sensory garden in the department. Obtain funding for sensory tools for clinical use.	Fall 2018-Spring 2019 **Update:** Grant awarded to Dr. Denise Joseph in the Fall of 2018 in the amount of $5270 to develop a sensory garden. This is an interdepartmental effort with the Biology Department. A grant to obtain sensory tools for clinical use is in progress.
The program will increase the number of therapy rooms to meet the expanding needs of the clinic.	Obtain administrative approval to expand clinic to vacant areas in Morgan Hall.	2020 **Update (Spring 2020):** Due to upcoming modifications to Morgan Hall, expansion to vacant areas in Morgan Hall for clinic therapy rooms and a sensory room is on hold.
The program will obtain funding to update furniture in the clinic rooms and waiting area.	Obtain administrative approval to purchase updated furniture	2020 **Update (Fall 2019):** Funding was obtained from administration to purchase new furniture

		in the clinic waiting room and all clinic rooms in Fall of 2019. Furniture was delivered in January 2020. All clinic rooms, the clinic waiting room, and the student computer lab were updated with new furniture.
The program will obtain funding to update the computer lab.	Obtain technology fee funding to update computers and chairs in the computer lab.	2019 **Update:** A request was made to the dean of the College of Education and Human Services in August 2018 for technology fee funding to update equipment in the computer lab. **Update**: In Summer 2019, 3 additional computers were installed in the computer lab. Older computers were updated. New computer chairs and additional chairs to furnish the computer lab were ordered in Fall of 2019 and were delivered in January 2020.

9. **The program will recruit and retain well-qualified tenure-track faculty who are committed to teaching, scholarship, and service.**

Actions	Outcomes	Timeline
The program will work to recruit for the newly	Faculty search for a tenure track faculty position**.**	**Update:** The new tenure track clinical faculty position was

established faculty position.		filled in July 2018 and employment began in Fall 2018.
		A full-time, tenure track PhD faculty member was hired and employment began in Fall 2019.
		In addition, with the resignation of a doctoral level, full time faculty member effective Fall 2019, a search for a full-time tenure track research-qualified doctoral faculty position was initiated in Fall of 2019. The search was successful in the hiring of a full-time tenure track faculty position who is ABD and who started in the Fall of 2020.