

Department of Communication Sciences and Disorders  
Strategic Plan Document

Last Revised and Updated  
January 9, 2019

Vision Statement

*Improving the lives of individuals with communication disorders through integrated research, education, and clinical service.*

Goal 1: Advance the research base of the field and integrate that knowledge into education, clinical practice, and service to the professions and community.

Objective 1: Enhance research productivity within the department.

Strategies/Actions:

1. Implement a strategic workload model, with defined research benchmarks to increase scholarly productivity.
2. Recruit and mentor students to the CHS Interdisciplinary PhD Program who specialize in Communication Sciences and Disorders.
3. Develop funding for students to work in research labs.

Objective 2: Integrate research activities in the academic and clinical curricula at both the undergraduate and graduate levels.

Strategies/Actions:

1. Stimulate CSD undergraduate student interest in research.
2. Encourage faculty, staff, and students to attend prospectus and thesis defense meetings.

Objective 3: Initiate research collaborations both within and outside of the department and extend existing collaborations.

Strategies/Actions:

1. Participate in College of Health Sciences Faculty PhD program as members of dissertation committees in other departments.
2. Participate in College of Health Sciences Faculty Research Forum meetings.
3. Increase participation in research collaborations outside of the department.
4. Participate in the Clinical and Translational Science Institute at the Medical College of Wisconsin.

Objective 4: Secure time, space, personnel, and funding that will enable the department to attain its research goals.

Strategies/Actions:

1. Advocate for adequate and accessible office and lab space for faculty and student research.
2. Ensure accessibility of research space for research participants.
3. Develop plans for graduate student funding in the form of research assistantships

Goal 2: Recruit and retain high-quality, diverse students who graduate prepared to meet the opportunities and challenges of the professions.

Objective 1: Develop strategies for promoting and educating others about our department programs and the CSD profession.

Strategies/Actions:

1. Utilize CHS resources for recruitment and marketing.
2. Ensure students are well-informed about graduate program eligibility requirements and processes.
3. Expand opportunities for student participation in recruitment activities.

Objective 2: Develop and implement processes and resources to recruit and retain a diverse group of high quality students.

Strategies/Actions:

1. Identify/develop increased funding sources for students.
2. Identify and utilize campus-wide resources to support recruitment/retention of students.
3. Create guidelines and procedures for addressing the needs of students with communication differences (e.g., foreign accent) or disorders.
4. Ensure our educational climate is inclusive and welcoming to all students.

Objective 3: Expand and develop educational programs and delivery modes.

Strategies/Actions:

1. Recruit and mentor students to the CHS Interdisciplinary PhD Program.
2. Develop and implement innovative course offerings including online/distance education, undergraduate research, and service learning opportunities.
3. Expand opportunities for interprofessional learning objectives and activities.

**Goal 3. Identify, maintain, publicize and strengthen current productive partnerships and community presence to allow for support of the CSD department vision.**

**Objective 1: Identify current productive partnerships.**

Strategies/actions:

1. Identify current productive partnerships and the individuals involved by developing a data base.
2. Reassess the currency of productive partnerships data base every three years.

**Objective 2: Increase interactions with collaborators/partners.**

Strategies/actions:

1. Partners will provide feedback to the department through routine surveys regarding the number and success of productive collaboration activities during the surveyed time period, plans for the future, and suggestions for change.
2. Demonstrate the value and importance of partners by offering recognition, celebrations, continuing education opportunities, etc.

**Objective 3: Publicize productive partnership, and provide a mechanism for establishing new partnerships that is more transparent within the University and community.**

Strategies/actions:

1. Develop pamphlets and other media to introduce our faculty and staff to the community (research areas, publications, expertise, etc.)
2. Continue to produce the annual CSD Newsletter, highlighting and recognizing current partnerships, and send it out to all of our external supervisors and other partners.
3. Design a list of recipients of these materials that would allow for new partners to be recruited and for maintaining current partnerships.

**Objective 4: Engage an advisory board to enhance, complement and support the mission of the CSD Department.**

Strategies/actions:

1. Establish the charter purpose, responsibilities, terms, appointments and composition of the board.
2. Identify and recruit board members.
3. Solicit support from the board to promote and enhance our CSD educational programs.

**Goal 4: Foster a positive, supportive climate that facilitates accomplishment of the department's mission.**

Objective 1: Organize departmental social activities and recognize the accomplishments of all members of the department.

Strategies/Actions:
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| 1. Sustain a committee that will develop and implement social activities and recognition of accomplishments. |
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Objective 2: Regularly evaluate the climate needs of the department and develop a plan for action.

Strategies/Actions:
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| 1. Identify the factors that contribute to climate for the department via survey. |
| 2. Develop an action plan based upon the results of the survey.                   |

Objective 3: Improve communication within the department

Strategies/Actions:
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| 1. Regular communication of campus/college/department information to all department members.                                       |
| 2. Increase the opportunities for activities designed to facilitate interaction around a purpose shared by all department members. |