

## CSD Strategic Plan Fall 2021-Summer 2026

### Vision

We want a reputation for being the strongest and most well-rounded undergraduate and graduate CSD program in the state of Alabama.

### Mission

The mission of the Department of Communication Science and Disorders is to establish and provide distinctive academic programs for students in Speech-Language Pathology, collaborations with community partners, and service to individuals with communication, voice, and swallowing disorders across the life span.

The department is committed to preparing students to become dedicated, competent clinical leaders in the field of Speech Language Pathology. The Curriculum cultivates global and professional awareness and emphasizes the problem solving and critical thinking skills necessary to become strong professionals capable of serving a clinically, racially and culturally diverse client population.

### Envisioned Future

**We envision a future with updated clinical technology, supervisors trained in the latest practices and offered opportunities for career development. Our undergraduate students will find success in applying to graduate programs and establishing careers. Our academic and clinic curriculums will meet and exceed the standards of The Council of Academic Accreditation (CAA) and the Council for Clinical Certification (CFCC) of the American Speech-Language Hearing Association. Our graduate students will be prepared to collaborate and engage in interprofessional practice and to meet the increasing need in our country for SLPs who are highly prepared to work with individuals with communication, voice, and swallowing disorders. Our students, faculty and staff will have opportunities for self-care and appropriate work-life balance.**

*UM Strategic Plan 2021-2026*

*Focus Areas: COVID 19, Diversity and Social Justice-Addressing Historic and Systemic Racism*

*Themes: Identity and Mission, Focus and Growth, Innovations for Teaching and Learning, Support for Learning*

### **CSD Focus Area 1: Diversity and Social Justice**

ISSUE A: The CSD department is committed to learning about racism and social justice, implementing changes to support diverse learners, and improving efforts to recruit and retain students from a broader cultural backgrounds.

**Supports UM strategic plan: *Diversity and Social Justice-Addressing Historic and Systemic Racism, Focus and Growth.***

**A-1 GOAL: By fall of 2024, CSD faculty and staff will examine and revise M.S. SLP admission requirements and procedures.**

**A-2 GOAL: By fall of 2025, we will increase diversity in the M.S. SLP program.**

**A-3 GOAL: By May of 2025, CSD faculty and staff will improve knowledge and create self-awareness of inherent racism with at least 7/9 members of the department completing agreed upon readings.**

**A-4 Goal: By August of 2024, Instructors will increase content relating to diversity in 4/15 required academic M.S. SLP courses and 5/15 required B.S. SLP courses.**

**A-5 GOAL: Change the name of the George C. Wallace building**

### **CSD Focus Area 2: Innovations in Teaching and Learning**

Issue B- The CSD Department is continually focused on improving student outcomes and enhancing Instructor/supervisor teaching and clinical skills.

**Supports UM strategic plan: *Innovations for Teaching and Learning***

**B-1 GOAL: Create a pathway to undergraduate research and complete an average of 2 projects per year beginning in the 2022-2023 academic year.**

**B-2 GOAL: Each faculty member and clinical supervisor will improve knowledge in the field by identifying an area of weakness and completing three or more learning opportunities in that area by August of 2025.**

**B-3 GOAL: Improve preparedness for medical settings**

**B-4 Goal: Increase opportunities for Interprofessional practice by August of 2025 by adding two opportunities not tied to a clinical rotation.**

### **CSD Focus Area 3: Recruitment**

Issue C. The program has fewer scholarships than our competitors. Our building has not received a renovation in over 20 years. The facility is older and the classroom space is limited.

**Supports UM Strategic Plan *Theme 2: Focus on Growth***

**C-1 Goal: The department will secure 4 additional \$4,000 scholarships for graduate student recruitment.**

**C-2 Goal: have a plan approved to build an addition to the Wallace Building.**

**C-3 Goal: Remodel the UMSLC Kitchen**