

**Department of Communication Sciences and Disorders**  
**Strategic Plan**  
**2020 – 2023**

Consistent with the Saint Louis University Doisy College of Health Sciences Strategic Map completed on February 18, 2019, as well as the Mission of the University, five major areas of focus have been identified by the CSD department: 1) Educational Excellence and Innovation; 2) Research Culture and Productivity; 3) Clinical Service; 4) Diversity; and 5) Ethics and Values-based Educational Experience.

## **I. Educational Excellence and Innovation**

**Goal 1: prepare students to be maximally competent in their discipline.**

### *Benchmarks*

- Provide the highest quality academic and clinical teaching and supervision.
- Strengthen students' participation research.
- Ensure students' successful program completion by providing ongoing academic and personal support.
- Increase the number of externship placements for graduate students.

### *Strategies in the area of Educational Excellence and Innovation*

- Utilize university resources, such as the Reinert Center for Transformative Teaching and Learning or the National Center for Faculty Development and Diversity.
- Continuously update evidence-based practice in academic and clinical instruction.
- Continue to promote ethical decision-making during academic and clinical instruction.
- Provide continuing education opportunities pertaining to evidence-based practice, top of the license practice, cultural competence, and/or interprofessional practice education.
- Utilize formal and informal assessments for student learning that inform them of their progress toward competency in the knowledge and skill areas addressed (e.g., exam completion, treatment plan samples, language sample analysis exemplars, etc.).
- Continue to incorporate the World Health Organization's International Classification of Functioning, Disability, and Health (ICF) and International Classification of Functioning, Disability, and Health for Children and Youth (ICF-CY) in academic and clinical instruction.
- Maximize the use of technology to improve academic and clinical instruction.
- Implement a flat tuition policy at the graduate level so that completing a thesis is not an additional financial burden.
- Continue to expose students to research conducted by CSD faculty and relevant research across the college and University.
- Continue to provide students with opportunities to present research.

- Provide group mentoring to undergraduate and first year graduate students to support them as they matriculate through the program.

## **II. Research Culture and Productivity**

### **Goal 2: Enhance a nationally competitive faculty in research and scholarship.**

#### *Benchmarks*

- Increase research productivity (e.g., publications and national and international presentations).
- Increase interdisciplinary (national and international) research collaborations.
- Increase grant applications.
- Increase research collaborations with various institutions in the community (e.g., Head Start, Myrtle Hilliard Davis Comprehensive Health Care, Special School District, SSM).
- Collaborate with the Doisy College of Health Sciences faculty in developing a Ph.D. program in Health Sciences.

#### *Strategies in the area of Research Culture and Productivity*

- Attain necessary technology and travel to improve/enhance current research needs.
- Utilize existing college and university resources, such as publishing and grant application resources.
- Continue to increase visibility of department research within and outside the college and University.
- Continue to ensure that evidence-based practice is incorporated into all clinical research activities.
- Maintain the representation of at least one CSD academic faculty on the DCHS PhD Planning Committee.
- Identify viable partners for research collaboration that will serve the greater St. Louis community.

## **III. Clinical Service**

### **Goal 3: Enhance the quality and reputation of the Reinert Speech-Language-Hearing Clinic of Saint Louis University.**

#### *Benchmarks*

- Attain client/family reported improvement in communication/swallowing function.
- Acquire state-of-the-art equipment, materials, and continuing education opportunities for clinical faculty.
- Collaborate interprofessionally within SLU and with other community agencies.
- Promote of our image as a model clinical program in the use of the International Classification of Functioning, Disability, and Health (ICF) and the International

Classification of Functioning, Disability, and Health for Children and Youth (ICF-CY).

*Strategies in the area of Clinical Service*

- Use feedback from routine client self-report to improve clinical services.
- Increase the use of technology as a tool to improve communicative functioning in clients.
- Increase visibility in the community through fundraisers and public events.

**Goal 4: Expand services to diverse communities in the St. Louis metropolitan region.**

*Benchmarks*

- Increase visibility of the clinic in the university and community.
- Develop strong, long-term clinical partnerships.
- Increase service to diverse populations, including international clients.

*Strategies in the area of Clinical Service*

- Market our clinic through appropriate electronic and non-electronic advertising.
- Develop incentives for external preceptors.
- Pursue professional relationships with educational and medical sites via networking and attending professional conferences.
- Continue to ensure the use of evidence-based practice in clinical service provision.

**IV. Diversity**

**Goal 5: Honor the department's long-standing commitment to diversity.**

*Benchmarks*

- Increase racial, ethnic, and gender diversity of the undergraduate majors and graduate students as well as the faculty and staff.
- Promote student awareness, appreciation, and knowledge of diversity issues.
- Provide a welcoming and accepting environment for all students.

*Strategies in the area of Diversity*

- Actively recruit students, faculty, and staff from underrepresented groups.
- Leverage a centralized application system for culturally diverse graduate applicants.
- Provide personal and social support for first-year graduate students through group mentoring.
- Systematically offer continuing education opportunities for faculty as well as students about issues of diversity (e.g., the Lynda R. Campbell Memorial Lecture Series).

## **V. Ethics and Values-based Educational Experience**

### **Goal 6: Advocate for social justice issues pertaining to disability status.**

#### *Benchmarks*

- Enhance student capacity for complex ethical reasoning and problem-solving.
- Provide instruction on the content and application of ASHA's Code of Ethics.
- Increase student awareness of obstacles (e.g., socioeconomic factors, education, race, ethnicity, religion, ability, etc.) to accessing quality services.
- Educate students on their role in enhancing the lives and dignity of all persons with communication disorders.

#### *Strategies in the area of Ethics and Values-based Educational Experience*

- Provide a model of professional, ethical, and compassionate behavior to students.
- Include ethical and values-based content (including privilege and access issues) in academic and clinical teaching and research.
- Encourage student participation in community outreach and volunteerism.