Department of Communication Sciences and Disorders
Strategic Plan
2012-2017

Consistent with the Mission of the University, five major areas of focus have been identified by the CSD department: I. Research and Scholarship, II. Teaching and Mentoring, III. Clinical Service, IV. Diversity, and V. Ethical/values-based Educational Experience. Although Saint Louis University, as well as the College of Arts and Sciences, is currently in the process of formulating a Strategic Plan, the department’s proposed plan reflects Saint Louis University’s Strategic Planning Framing Document and the College’s Draft Strategic Plan.

I. Research and Scholarship

Goal 1: To continue to develop a nationally competitive faculty in the area of research and scholarship

Indicators of engagement and outcome measures

- To increase research productivity (publications and national and international presentations) as measured by total number of publications and presentations per year
- To increase interdisciplinary (national and international) research collaborations as measured by artifacts of productivity per year
- To increase grantsmanship as measured by an increase in the number of grant applications
- To develop research collaboration with various institutions in the community (e.g., Casa de Salud, Head Start) as measured by increases in such collaborations
- To develop a Ph.D. program in speech-language pathology to further enhance the quality and reputation of the research component of the department

Strategies in the area of Research and Scholarship

- To attain necessary space, technology, and travel to improve/enhance current research needs
- To advocate for increased university resources such as assistance with grant applications
- To increase the number of Ph.D. faculty
- To increase visibility of department research within and outside the University
- To ensure that evidence-based practice is incorporated into all clinical research activities
II. Teaching and Mentoring

Goal 2: To prepare students to be maximally competent in their disciplines through pedagogical innovations in academic and clinical instruction so that they might serve others in the most effective, efficient and ethical ways possible.

*Indicators of engagement and outcome measures*
- To provide the students with the highest quality teaching and mentoring as measured by course evaluations, and formative and summative assessment tools, and Chair evaluations
- To increase the understanding of and participation in research for students as measured by increased number of master’s thesis and participation in research projects

*Strategies in the area of Teaching and Mentoring*
- To utilize evidence-based practice in all academic and clinical instruction methods
- To incorporate ethical decision-making into academic and clinical instruction
- To provide continuing education opportunities pertaining to evidence-based practice for all faculty
- To provide artifacts of student learning that demonstrate an understanding of evidence-based practice
- To incorporate the framework for 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) to support evidence-based practice in both academic and clinical instruction
- To increase and maximize the use of technology to improve academic and clinical instruction
- To provide students with increased exposure to the research done by the CSD faculty and associated research being completed on campus in other departments
- To provide students with increased opportunities to present research findings
III. Clinical Service

Goal 3: To enhance the quality and reputation of the Saint Louis University Speech-Language-Hearing Clinics

*Indicators of engagement and outcome measures*

- To maintain and increase client/family satisfaction as measured by annual evaluations
- To increase clinic revenues to maintain adequate equipment, materials, and continuing education needs of clinical faculty for both the audiology and speech and language clinics as measured by annual revenue increases
- To develop third party payment sources for clinic as measured by procurement of such sources
- To increase collaboration with other university clinics to deliver more holistic care as measured by increased formal partnerships
- To become 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) as measured by chart audits and feedback from student clinicians, clinical instructors, and clients

Goal 4: To expand services to underserved communities in the St. Louis metropolitan region

*Indicators of engagement and outcome measures*

- To increase visibility of the clinic in the university and community through appropriate electronic and nonelectronic marketing means as measured by client/family feedback
- To develop off-campus sites for providing speech-language-hearing services as measured by increased numbers of off-campus sites
- To maintain and increase externship possibilities for students by pursuing relationships with educational and medical sites as measured by feedback from external supervisors, internship students, and Clinical Instructors

*Strategies in the area of Clinical Service*

- Increase the use of technology as a tool to improve communicative functioning in clients
- To continue to ensure the use of evidence-based practice in clinical service provision
- To increase service to diverse populations, including international clients
IV. Diversity

Goal 5: To honor the department’s long-standing commitment to diversity

Indicators of engagement and outcome measures
- To increase the diversity of the undergraduate majors and graduate students as well as the faculty and staff as measured by increased numbers of students, faculty and staff
- To increase students’ appreciation for as well as knowledge and awareness of a variety of issues of diversity, including religious and ethical diversity of thought and international perspectives, as measured by course evaluations, and formative and summative assessment tools
- To provide a welcoming and accepting environment to all students, as measured by formative and summative assessment tools

Strategies in the area of Diversity
- Increase number and quality of electronic and nonelectronic recruitment materials
- Increase financial and social support, including recruitment visits
- Systematically offer continuing education opportunities for faculty as well as students and issues of diversity (e.g., the Lynda R. Campbell Memorial Lecture Series)

V. Ethics and values based educational experience

Goal 6: To develop in students a greater sense of social justice issues pertaining to disability, including their role of enhancing the lives and dignity of all persons with communication disorders

Indicators of engagement and outcome measures
- To increase students’ capacity for complex ethical reasoning and problem-solving, as measured by artifacts in academic and clinical instruction and research activities
- To increase students’ understanding of the content and application of ASHA’s Code of Ethics as measured by artifacts in academic and clinical teaching and research activities
- To develop students’ understanding of different faith systems as well as the role of faith in the rehabilitation process, as measured by artifacts in academic and clinical teaching and research activities

Strategies in the area of Ethics and values
- To provide a model of professional, ethical, and compassionate behavior to students as measured by student feedback and course evaluations
- To include ethical and values based content in all aspects of academic and clinical teaching as well as research