

**Department of Audiology and Speech Pathology
Five Year Strategic Plan
2022 - 2027**

ASP MISSION STATEMENT

The mission of the Audiology and Speech-Language Pathology (ASP) department is to educate and prepare future audiologists and speech-language pathologists to provide evidence-based and culturally responsive services to diverse populations across the lifespan in a variety of settings.

The faculty and staff are dedicated to:

- Promoting clinical autonomy through active learning and interprofessional collaborations.
- Advancing knowledge, theory, and practice through research, mentorship, and a culture of lifelong learning.
- Improving quality of life by serving the global community and professions through client and professional education and advocacy.
- Expanding efforts to support diversity, equity, and inclusion within our students, clients, faculty, staff, and society at large.

GOALS

Goal I: Prepare graduates to assume the roles of the professions.

Objectives/Strategies:

1. Promote clinical autonomy through active learning and interprofessional collaborations.
 - a. Continue to develop collaboration with varied clinical sites to ensure excellent and diverse clinical training for all students.
 - b. Identify potential preceptors/community partners with assistance from the ASP Advisory Board.
 - c. Enhance student learning with clinically applicable technologies.
 - d. Expand the use of in-house specialty clinics to meet student training needs.
 - e. Partner with internal/external entities to develop a culture of interprofessional practice among graduates.
 - f. Evaluate existing IPE collaborations for efficacy of learning.
2. Equip students with the necessary clinical knowledge and skills to become dynamic members of the professions.

- a. Ensure that the program curriculum is comprehensive and current as outlined by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA).
 - b. Map current course objectives (didactic and clinical) to program objectives and CAA accreditation standards on a yearly basis.
 - c. Maintain 100% pass rates on the National Praxis Examination.
 - d. Offer specialized experiences to meet the needs within the professions.
3. Increase student recruitment and retention.
- a. Increase funding available for student education to attract/recruit students.
4. Support the professional growth of academic and clinical faculty to strengthen educational offerings.
- a. Provide funding for training/continuing education to support programmatic improvement, innovative teaching techniques, and discipline-specific knowledge.

Goal II: Advance knowledge, theory, and practice to improve services and broaden awareness of communication, swallowing, and balance concerns to scientific and clinical communities, and the public.

Objectives/Strategies:

1. Increase scholarly activities within the department.
 - a. Establish a 3-year baseline for scholarly activities (i.e., grants, publication, and presentations).
 - b. Maintain a workload model that provides faculty protected time to engage in scholarly activity.
 - c. Incorporate translational/clinical research projects with collaboration between academic and clinical faculty.
 - d. Establish scholarly collaborations with colleagues outside of the department.
 - e. Provide scholarly mentorship of students and faculty at various stages in their career.
 - f. Reopen admissions/enrollment for the CSD PhD program.
 - g. Recruit and mentor students in the CSD PhD program.
2. Promote life-long learning and increase visibility of scholarship by integrating research into the department culture and curriculum.
 - a. Provide practical research opportunities to all graduate students.

- b. Establish interdisciplinary opportunities for students to present and observe research.
- c. Support faculty and students in presenting at local, state, national, international meetings.
- d. Develop mechanisms to improve dissemination of information about research projects.
- e. Utilize student workers in quality improvement projects.
- f. Designate a faculty member to be a research liaison to promote scholarly opportunities (e.g., research events/presentations).

Goal III: Provide services that improve the health and well-being of our community region, and state.

Objectives/Strategies:

1. Provide accessible and affordable services to the community through the CHP UAMS Speech-Language, and Hearing Education Clinic.
 - a. Provide free speech and hearing Screenings during summer semesters.
 - b. Provide hearing screenings for local schools.
 - c. Offer affordable and accessible services to clients with various speech-language and hearing needs.
2. Increase opportunities for community service-learning activities to promote social justice and global awareness.
 - a. Develop a study abroad program.
 - b. Participate in local community activities for awareness and advocacy related to the clients we serve.
 - c. Incorporate service-learning projects into class curricula.
3. Create and preserve local and regional partnerships to improve the awareness of and accessibility to speech and hearing services.
 - a. Utilize advisory board to establish relationships with local and regional organizations.
 - b. Continue partnership with LEND to increase interdisciplinary relationships in service to the community.
 - c. Provide health education and health literacy to the populations we serve.
 - d. Participate in outreach programs to high school and undergraduate students in areas with students from marginalized backgrounds.

Goal IV: Ensure the Department proactively fosters a diverse, equitable, and inclusive (DEI) learning and working environment that reflects the principles of social justice and provides equitable opportunities for all students, faculty, and staff.

Objectives/Strategies

1. Infuse information about DEI throughout the curricula.
 - a. Review all syllabi and find innovative and meaningful ways to implement cultural information in an integral way within our courses.
 - b. Ensure that the programs adhere to the Council for Academic Accreditation (CAA) requirements.
2. Provide diverse clinical opportunities for graduate students.
 - a. Offer clinical opportunities that serve underrepresented members of the community (e.g., Deaf/Hard of Hearing, Transgender/Nonbinary, English as a Second Language speakers, Neurodiverse groups, Veterans, Uninsured/Low Socio-Economic groups, BIPOC groups, etc.).
3. Recruit and retain diverse graduate students, faculty, and staff.
 - a. Utilize holistic admissions metrics and monitor for those that are biased or create barriers for applicants from marginalized backgrounds.
 - b. Participate in outreach programs to high school and undergraduate students in areas with students from marginalized backgrounds.
 - c. Establish and maintain alliances and support groups for students from marginalized backgrounds.
 - d. Seek out applicant for open faculty and staff positions from underrepresented backgrounds and provide opportunities for professional development and advancement.
4. Educate faculty about issues related to DEI.
 - a. Implement required DEI training for faculty during faculty retreats and other times throughout the year by outside and in-house experts.
 - b. Create a supportive and inclusive environment that values diversity.
5. Establish a DEI Task Force of faculty, staff, and students to monitor and maintain progress toward DEI objectives.
 - a. Develop a committee dedicated to diversity, equity, and inclusion in the Department that includes diverse representation of Audiology, Speech-Language Pathology, faculty, staff, and students.