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| **Five- Year Strategic Plan 2022-2027** |
| **A.T. Still University Speech-Language Pathology Graduate Program** |
| **Focus Areas** | **Goal** | **Strategy/Project** | **Action Plan** | **Indicators of Success (KPI)** | **Responsible Party** | **Budget Consideration** | **Timeline** |
| Student Enrollment | Increase # of Admitted Students | Recruitment |  | Meet the target number |  |  |  |
|  | 30 | Recruit and enroll at least 4 students from culturally/linguistically diverse groups | ASHA Convention Booth ‘21/ Social Media/ Mailing UG programs SLP/ Virtual Sessions | 30 | Program Director (PD) Communication and Marketing | Proforma | 2022-2023 |
|  | 35 | Recruit and enroll at least 8 students from culturally/linguistically diverse groups | ASHA Booth ‘22/Social Medial/Mailing UG programs SLP/Virtual Sessions | 35 | Program Director (PD)Communication and Marketing | Proforma | 2023-2024 |
|  | 40 | Recruit and enroll at least 12 students from culturally/linguistically diverse groups | ASHA Booth ‘23/Social Media/Mailing UG programs SLP/Virtual Sessions | 40 | Program Director (PD)Communication and Marketing | Proforma | 2024-2025 |
|  | 45 | Recruit and enroll at least 13 students from culturally/linguistically diverse groups | ASHA Booth ‘24/Social Media/Mailing UG programs SLP/ Virtual Sessions | 45 | Program Director (PD)Communication and Marketing | Proforma | 2025-2026 |
|  | 50 | Recruit and enroll at least 14 students from culturally/linguistically diverse groups | ASHA Booth ‘25/Social Media/Mailing UG programs SLP/Virtual Sessions | 50 | Program Director (PD)Communication and Marketing | Proforma | 2026-2027 |
|  | Graduation of students within the program in a timely manner | Provide student supports to increase student graduation rate and decrease student attrition | Review student academic status at Student Disposition Reviews, Provide student remediation as needed | 95%-100% | Program Director/Faculty/Students | Two years | 2024 (30)2025 (35)2025 (40)2026 (45)2027 (50) |
| Faculty Growth | Increase # of Faculty | Recruitment |  | Meet the target number |  |  |  |
|  | (2) Program Director/ Clinic Director | Recruit at least one faculty from a culturally/linguistically diverse background | Search Committee | 2 | Interim Program Director Vice Dean | Salaries Proforma | 2020-2021 |
|  | (3)2 doctoral degree1 master degree | Recruit at least two faculty from culturally/linguistically diverse backgrounds | Search Committee | 3 | Program Director/Search Committee | Salaries Proforma | 2022-2023 |
|  | (3)1 master2 doctoral | Recruit at least one faculty from a culturally/linguistically diverse background | Search Committee | 3 | Program Director/Search Committee | Salaries Proforma | 2023-2024 |
|  | 1doctoral | Recruit at least one faculty from a culturally/linguistically diverse background | Search Committee | 1 | Program Director/Search Committee | Salaries Proforma | 2024-2025 |
|  | 1doctoral | Recruit faculty from culturally/linguistically diverse background | Search Committee | 1 | Program Director/Search Committee | Salaries Proforma | 2025-2026 |
| Academic Excellence | Technological Advancement: Students will be competent in the use of instrumentation | Laboratory Training | FEESStroboscopyEndoscopyVisiPitchAerophoneTelehealthtechnology | One experience per student in each instrument | Faculty members | $200,000 proforma | Once in Spring I orFall II for eachcohort over5 years |
|  | Research Productivity: Students will complete and present one research study | Carry out research study with support of faculty member in research course | 1) Identify problem, 2) gather data, 3) analyze data, 4) write paper, 5) present findings in ProSemand/or external venue | All students complete five points of action plan | Faculty members | Consideration of student monetary support if research paper is accepted for conference presentation | Fall I for eachcohort over 5years |
| Diversity | Clinical service with culturally and linguistically diverse (CLD) populations | Clinical placement in(CLD) site | Students will have at least one CLD client in school or medical setting | Each student has at least one CLD site with one CLD patient | Director of Clinical Education/Clinical Educator | Clinical Educator payment as needed | During two-year graduateprogram |
|  | Clinical service with culturally and linguistically diverse (CLD) populations | Experience with an interpreter | Students will have experience in real time or designed scenarios | Each student will have at least one interpreter experience | Faculty member/Clinical Educator | Clinical Educator payment as needed | During two-year graduateprogram |
| InternationalEfforts | Clinical service withinternationalpopulations | Experience at least onetreatment orintervention experiencewith internationalpopulation | Students will havean internationalexperience onsitein another countryor throughtelepractice | Each studentwill completeoneinternationalclinicalexperience | DCE/Faculty | Support forinternationalexperiencethroughRotaplastScholarship orSchoolsupport | During two-yeargraduateprogram |
| IPE/IPP | Engage in IPE | IPE student experiencethrough ATSU | Engage incase-based ATSUIPE experience | All studentscomplete thecase | ATSU IPEProgramDirector/StudentAdvisor | - | Year 1 |
|  | Engage in IPE | IPE capstone | Complete IPE in SPCH 5420 andSPCH 5440courses | All studentscomplete theIPE project | CourseFaculty/ASHSFaculty | - | Year 1 SpringSession 2 |
| ProgramSupport | Develop ProgramAdvisory Board | Build advisory board and board goals | Identify 2-3 boardmembers over 4 years for a total of8-10 boardmembersPrepare BoardStrategic Plan and Goals | Boardmembersmeet anddevelop boardstrategic planin year one,board yearlygoals eachyear, meettwice yearly | Program Director | Dinner forAdvisoryMeeting | 2022-20232023-20242024-20252025-2026 |
| StudentSuccess | Students willReceive academic/ service/ leadership awards | Review ASHA/NSSLHAscholarship calls eachJuly / ATSU GPSScholars | Support studentsto apply forMinority StudentLeadershipProgram | Receive atleast oneaward by year3 of program | ProgramDirector/Advisor | Support fortravel toconference toaccept awards | Yearly |
|  |  |  | Apply for other ASHA Awards and also other opportunities | Receive atleast oneaward everytwo years | ProgramDirector/Advisor | Support fortravel toconference toaccept awards | Yearly |
|  | Students willparticipate incommunityservice/servicelearning | Identify communityservice opportunitiese.g. OT/PT probonoclinic, Matter of Balance, E.A.R. Day, Community dental event with CAREPartnership, ASHSRebuilding Together,SOMA Nutrition & health awareness, Special Olympics, ATSU Day forSpecial Smiles, AZ Camp Sunrise | Student willpresentopportunities to advisor forapproval | Complete 10hours | Student/Advisor | - | Two-years |
| Faculty Success | A faculty member willreceive teaching/ service/ research/ leadership awards | Identify awards available | Apply for awards | One awardevery otheryear | ProgramDirector/FacultyMembers | Support totravel toreceive award | BiYearly |
|  | Faculty will receive tenure | Prepare 3-year reviewPortfolio | Review portfolio | PositiveReview | ProgramDirector/Faculty | - |  |
|  | “ | “ | - 2 faculty hired in2021 | 3 faculty will completepromotion and tenure3-year reviews | 2 faculty | - | 2024-20254th year |
|  | “ | “ | - 3 faculty hired in2022 | - | 3 faculty | - | 2025-20264th year |
|  | “ | “ | - 3 faculty hired in2023 | - | 3 faculty | - | 2025-20264th year |
|  | Faculty will receivepromotion | Prepare 3-year ReviewPortfolio | Review portfolio | PositiveReview | ProgramDirector/Faculty | - |  |
|  | “ | “ | - 2 faculty hired in2021 | - | 2 faculty | - | 2024-20254th year |
|  | “ | “ | - 3 faculty hired in2022 | - | 3 faculty | - | 2025-20264th year |
|  | “ | “ | - 3 faculty hired in2023 | - | 3 faculty | - | 2025-20264th year |
|  | Faculty will present papers/ workshopsof research/clinicalcases | Identify opportunities | Apply for awards | At least 50%of facultypresenting | Faculty | Support totravel forpresentation | Yearly |
|  | Faculty will submitresearch forpublication | Identify research projectsand complete | Submit researchproposal | At least 50%of facultysubmit | Faculty | - | Yearly |
|  | Faculty will publishresearch | Identify journals forsubmissions | Review ofsubmittedproposal | 2-3 articles indepartment | Faculty | - | Yearly |
|  | Faculty will receivegrants | Identify grantopportunities | Submit grantproposal | 1 grant yearly at least4 grants in 5 years | Faculty | - | Yearly |
|  | Faculty willparticipate incommunityservice/servicelearning | Identify communityservice opportunitiese.g. OT/PT pro bonoclinic, Matter of Balance, E.A.R. Day, Communitydental event with CARE Partnership, ASHS Rebuilding Together, SOMA Nutrition & healthawareness, SpecialOlympics, ATSU Day for Special Smiles, AZ CampSunrise | Regularparticipation withstudents | Focusedinvolvementassociatedwithacademic/clinicaleducation | Faculty  | - | Yearly |