

CDIS STRATEGIC PLAN SUMMARY

2023-2024 Academic Year

Strategic Plan 2024-2029: Adopted November 8, 2024

STRATEGIC DOMAIN 1:

SPEECH-LANGUAGE PATHOLOGIST PERSONNEL SHORTAGES IN NEBRASKA

Goal: As one of the University of Nebraska's three master's degree SLP programs (UNK: Kearney, UNL: Lincoln, UNO: Omaha), we will develop and implement strategies over time to alleviate the shortage of Speech-Language Pathologists in Nebraska generally, and more particularly in rural Nebraska communities.

Objectives and Annual Results:

1. Maintain enrollment numbers 14-24 students per cohort.
 - On-Campus Cohort size: year 1 students (12), year 2 students (14)
 - Online Cohort size: year 1 students (30), year 2 students (24), year 3 students (20)
2. Maintain internship placement agreements within and out of state to provide placements for graduate students.
 - 100% of students had internships in school and clinically based placements during 2023-2024 academic year.
3. Share employment opportunities with graduate students.
 - Employment opportunities are posted to students via Canvas.
4. Develop recruitment and retention plan.
 - CDIS has partnered with the UNK Admissions team to educate recruiters about the program and provide them with updated recruitment materials.
 - Admissions team works with CDIS to ensure highly qualified candidates meet with programs representative on campus or via zoom to answer programmatic questions. 20 visits were conducted last year.
 - CDIS program has partnered with Health Sciences to provide programming for high school students interested in studying medical professions as a potential recruitment mechanism. Students engage in hands-on learning activities guided by CDIS faculty.
5. Engage stakeholders to help evaluate and update program to best meet current needs in the field.
 - CDIS Advisory Board continues to meet and provide input to address this goal.
6. Expand online graduate program to meet needs of rural Nebraska as well as other remote, underserved

areas nationwide.

- The first CDIS online master's degree cohort graduated in summer 2024; we admitted our 4th cohort in fall 2024. This program includes students in Nebraska, specifically rural Nebraska, as well as other underserved geographic areas of the United States.

STRATEGIC DOMAIN 2:

RESOURCES

Goal: The Department of Communication Disorders will effectively petition the university administration to maintain adequate budgetary funding and other resources to assure that ongoing essential needs of the Program are met over time, including adequate faculty, staff, graduate assistantships, physical facilities, operating funds, library resources, capital equipment, and technology. The Department will also seek supplemental funding both from within the University (e.g. Priority Program funding; intramural research grants) and from outside sources as appropriate.

Objectives and Annual Results:

1. Secure local support for meeting programmatic needs.
 - The CDIS department met regularly with the Dean of the College of Education and the Dean of Graduate Studies to discuss both residential and online graduate program needs. Both Deans are supportive of our programs. Over the 2022-2023 academic year we were able to hire one new clinical educator and one new lecturer in CDIS to support our continued growth and personnel needs.
2. Engage in efforts to strategically plan for the future of the program.
 - The department chair met monthly with the College of Education Dean to discuss enrollment, budgets, and to strategize for the future.
3. Apply for grants, as available, to secure funding to support research, teaching, student engagement.
 - CDIS faculty have been very productive in grant applications and funding. Three new grants have been awarded and partnerships within the NU system continue to increase.

STRATEGIC DOMAIN 3:

QUALITY IMPROVEMENT THROUGH EFFECTIVE ASSESSMENT

Goal: The Department of Communication Disorders will maintain compliance over time with the University's Annual Assessment Plan and Report mandate. Quality enhancement efforts will be data based and collaborative.

Objectives and Annual Results:

1. Ensure student outcomes data for Praxis pass rates, program completion rates and employment rates all meet benchmark of 80% or higher.
 - Student outcome data for Praxis, program completion, and employment all meet benchmark of 80% or higher. Please see program website for details.
2. Collect data from alumni and employers on an annual basis to inform programmatic changes including content updates to courses to meet current needs in the field.
 - Data from Alumni and Employers is collected on an annual basis. The results of surveys from each of these populations is discussed at the annual fall faculty retreat as well as during regular faculty meetings. Data from both surveys were used to initiate the online graduate program as well as content updates to courses such as experiential learning in adult-related courses (e.g., Aphasia Rehabilitation, Cognitive Communication Disorders).

STRATEGIC DOMAIN 4:

ACCREDITATION AND PROFESSIONAL STANDARDS COMPLIANCE

Goal: The Program will devise and implement appropriate strategies and practices to maintain compliance with the administrative, accreditation, credentialing, and other professional standards and policies over time

Objective and Annual Results:

1. Maintain all accreditation, follow university, and state policies.
 - All university and state policies have been followed, and accreditation maintained.

STRATEGIC DOMAIN 5:

PROGRAM FACULTY

Goal: Program faculty will demonstrate maintained competency and achievement in Teaching, Scholarship, Professional Service and/or other assigned duties; all will hold current Nebraska Licensure, Certificate(s) of Clinical Competence (ASHA/CCC), and comply with the standards required to obtain and retain them; the Program will remain committed to hire and retain qualified doctoral level faculty; faculty will be provided with institutional and administrative support, information, and resources to facilitate their ongoing success including eventual attainment of tenure and/or advancement in rank as appropriate to the individual's assignments.

Objectives and Annual Results

1. Recruit and retain qualified faculty to meet student, program needs.
 - Recruited two new lectures, 1 full-time, 1 .75 FTE to facilitate additional undergraduate teaching and clinical education needs related to growth of online program
 - Retained existing faculty
2. Develop and implement departmental mission and vision statements
 - Revision of the mission and vision statements finalized in fall 2024.
3. Encourage faculty and students to engage in research contributing to our field both locally as well as in collaboration with other professionals, institutions
 - CDIS research faculty are active researchers and maintained .25 release time for research.
 - CDIS students are actively engaged in research at the undergraduate and graduate levels.
Three CDIS students presented their projects at UNK Research Day (April 2024).
4. Engage faculty in meaningful continuing education to provide current evidence (content) and teaching practices to best support student learning
 - CDIS faculty engage in continuing education and the annual review process to ensure their skills and knowledge align with current best practices. One CDIS faculty was awarded promotion in the 2023-2024 academic year.

This strategic plan will be reviewed annually at the CDIS Fall Faculty Retreat. This review will include evaluation of the goals and objectives included. Related programmatic updates will be considered at this time as well to support progress towards meeting goals and objectives within the strategic plan. Each year, an executive summary of the strategic plan will be share with key stakeholders including faculty, students, staff, alumni, and other interested parties.