

Department of Communication Sciences & Disorders, and Education of the Deaf
SLP Division
Tactical Plan 2006 – 2011

ACCESS:

Objective 1. Develop and implement plan to address need for outreach to facilitate access to the graduate speech-language pathology program.

Strategies:

1. Facilitate and support part-time enrollment of students through flexibility with course sequence, and individualizing enrollment to address specific student needs.
2. Develop on-line program or combination on-line and campus based with summers on campus to facilitate student outreach for underserved areas.
3. Investigate offering a summers only program for graduate study to facilitate student outreach for underserved areas.
4. Investigate the development of an associate's speech-language assistants program to train speech-language assistants to assist in addressing the current shortage of qualified master's level speech language pathologists.

Objective 2. Develop and implement formal mechanism for recruitment of students to enter the profession of speech-language pathology (e.g., high school level, ISU, local junior colleges, colleges, and universities).

Strategies:

1. Increase presentations to and interaction with potential student groups through organization of speaker's bureau for presentations to secondary school setting, community based organizations, and university job and health fairs.
2. Distribute printed publicity materials / distribution of information to community groups, colleges, universities through departmental and student organization (NSSLHA) activities.
3. Form a public relations committee.
4. Create user friendly information sources regarding the speech-language pathology program and clinical opportunities such as CSED Web page committee providing information on clinical opportunities/offerings, admission requirements / procedures / materials, faculty information, career information, and program choices.
5. Review all current undergraduate and graduate information including admissions requirements, admissions procedures, and curriculum for accuracy.

Objective 3. Add academic position to the Boise site to facilitate positive educational support of students.

Strategies:

1. Support current faculty members to pursue a terminal degree.
2. Make current needs in teaching obvious to current administrators including the Dean through effectively use work load document to demonstrate overload.

Objective 4: Increase number of permanent graduate teaching assistants within the department.

Strategies:

1. Identify funding sources both locally, regionally, and nationally to support students including regional grants, national grants, and university funding.

COMMUNITY SERVICE:

Objective 1: Market and promote clinical service opportunities including new specialty clinics to the Boise and Pocatello communities.

Strategies:

1. Complete a thorough analysis of needs and barriers in the development of specialty clinics.
2. Prepare brochures presenting the clinical programs for placement in prime community locations.
3. Work with the university public relations to prepare information to be distributed to local news agencies regarding clinic activities.
4. Investigate incentives for faculty that create and implement specialty clinics.
5. Provide clinical service those who have no funding source.

Objective 2: Provide expanded annual high quality continuing educational opportunities in speech-language pathology to the intermountain area.

Strategies:

1. Offer yearly workshop.
2. Contact professionals from other universities and professional setting to participate in continuing education offerings.
3. Involve students in the organization and management of the continuing educational activities.
4. Encourage all faculty to present at state, regional, or national level no less than once within three years.

INTERPROFESSIONAL ACTIVITY:

Objective 1: Develop interdisciplinary assistive technology centers with occupational and physical therapy.

Strategies:

1. Contact OT/PT faculty to determine interest and resources to increase joint activity related to assistive technology.
2. Collaborate with occupational therapists and physical therapists for AAC evaluations that are conducted at the Speech and Hearing Clinics in Pocatello and Boise.
3. Contact Institute of Rural Health and consider collaborating on needs assessment to document the extent to which citizens of Idaho have access to assistive technology.
4. Develop a long term vision of interdisciplinary activities in assistive technology to include student preparation, clinical needs of Idaho citizens, in-service training, and research activity.
5. Collaborate with Office of Research to identify potential support. Development of a plan to present this for possible “ear mark” funding should be included.

Objective 2: Develop new clinical partnerships with existing agencies and professionals (e.g., Counseling, audiology, etc.).

Strategies:

1. Collaborate with faculty in counseling for diagnostic evaluations and on-going therapy for those clients who have mental health issues.

2. Collaborate with faculty from KCHP in local, regional and state conferences on topics that cross disciplines.
3. Continue continuing education symposiums at Idaho State University to educate, promote, and improve communication among professionals and members of the community.
4. Collaborate with speech language pathologists who are working outside ISU in programs that benefit individuals with disabilities; e.g. Summer Day Camps.
5. Collaborate on grant proposals to improve the quality of service of individuals with disabilities and to obtain assistive technology.

SCHOLARLY ACTIVITY:

Objective 1: Increase grant and manuscript completion.

Strategies:

1. Support grant writing through course release time.
2. Develop pool of funds that can be used by individuals in support of research.
3. Develop hierarchy of professional development that rewards completion of research.

Objective 2: Increase access to research

Strategies:

1. Support student thesis development.

Objective 3: Increase departmental visibility in research.

Strategies:

1. Develop an Idaho Center for Research in Communication Sciences and Disorders.
2. Solicit support to hire research faculty.

Objective 4: Develop research labs in the department.

Strategies:

1. Increase funding for extra-mural grants that include funds to purchase research equipment.
2. Submit Kasiska equipment requests that will develop labs.
3. Increase coordination among those requesting extra-mural funding so that equipment requests serve multiple needs.
4. Dedicated space for departmental labs.

SUPPORT:

Objective 1: Collect data and collaborate to develop a facility improvement and expansion plan for the educational facilities at the Pocatello and Boise campuses to address the student educational needs (e.g., laboratory space, study areas, library facilities, classrooms, clinical areas).

Strategies:

1. Conduct student survey and focus group interview to determine students' perceptions about which facilities are supportive of their education and what needs they see regarding space of all types.
2. Conduct faculty brainstorming sessions in each division to identify needs for space in both sites and plan for addition or modification of facilities is needed to achieve other goals and objectives.

3. Communicate with other departments of KCHP to determine if there are shared needs for space. If appropriate, develop multi-department plans for modifications or additions.
4. Prepare a plan that contains total facility needs and also identifies specific components. Review this plan in faculty meetings and share it with administration so that we are well prepared to take immediate advantage of opportunities to secure funding for modification and addition of space.

Objective 2: Add staff position in Boise site to be dedicated to support of faculty and students.

Strategies:

1. Gather data from Boise faculty & office staff relative to specific needs for additional support staff.
2. Develop written request that identifies requirements for a staff position (e.g., skills needed, amount of time needed). Plan should include a rationale based on achieving goals and objectives of the strategic plan.
3. Present request to Linda Hatzenbuehler and to Robin Dodson. Request should clearly summarize results of objectives above.

TEACHING:

Objective 1: Identify sources for permanent financial funds to support faculty development.

Strategies:

1. Review departmental sources of revenue (i.e. clinic, continuing ed.), and identify potential funds available.
2. Examine the current and potential model(s) of providing continuing education for bringing in revenue to support faculty development.
3. Continue to work with KCHP Dean on the approval of program/professional fees for CSED.

Objective 2: Add academic and clinical faculty positions to enhance student learning outcomes.

Strategies:

1. Present need to administration (i.e. KCHP Dean) by charting growth in undergraduate program, all Boise programs, pre-professionals and special grads, etc., and organize teaching workload data for Boise and Pocatello faculty to illustrate current overloads.
2. Identify incentives to draw faculty to Boise or Pocatello (i.e., funds, expanded role such as specialization clinic, etc.).
3. Discuss financial support options (e.g. visiting Professor, corporate sponsorship, private donor, etc.) with KCHP Dean, and identify potential for options available.
4. Recruit faculty per results of above.

Objective 3. Study and develop procedures to evaluate teaching more effectively.

Strategies:

1. Review current student evaluation process and form for potential revision.
2. Research alternative methods for evaluating teaching used in other departments on campus or at other universities, and consider implementing a peer review process.

3. Develop strategy and criteria that permit “different roles, same goals” concept for promotion and tenure (i.e., reward teaching as an emphasis, rather than as an equal component with service and research).

TECHNOLOGY:

Objective 1: Investigate application of Telehealth in the educational mission of the speech-pathology division.

Strategies:

1. Investigate possibilities for use of Telehealth in providing consultation/expertise to SLP’s in rural areas dealing with low-incidence populations.
2. Explore the advantages of using Telehealth/DL for community continuing education around the state.
3. Work to include Boise in trainings and opportunities through use of distance learning technology.

Objective 2: Advocate to higher administration for on-line testing center to support distance learning and on-line courses.

Strategies:

1. Collect data regarding current system use.
2. Investigate the possibility of (multi-disciplinary) testing center in collaboration with other departments who engage in on-line and DL courses. (pharmacy, nursing, OT/PT).
3. Investigate funding sources .

Objective 3: Increase software and hardware inventory for hands on learning opportunities and to serve individuals with special needs.

Strategies:

1. Investigate grant opportunities to continue to expand software and hardware inventory.
2. Secure/increase/use student fees to purchase equipment.
3. Educate students about technology that is available and encourage use with clients.

Approved 2.24.2006
CSED SLP Division