

University of Texas-Pan American Communication Sciences and Disorders Strategic Plan

The Communication Sciences and Disorders Program (COMD) at the University of Texas Pan American has established and implemented a Strategic Plan that includes all components of the COMD Mission, the COMD goals, the Student Learning Outcomes and the Assessment of Education Summary.

Departmental Mission: The Mission of the Department of Communication Sciences and Disorders prepares students for independent professional practice as speech-language pathologist for service in a diverse and multicultural society. The Graduate Program provides students with instruction in speech, language, and hearing through innovative delivery systems that lead to the master's degree in communication disorders and professional license and certification. Through teaching, research, creative activity, and public service in communication sciences and disorders, the Program prepares students for lifelong learning and leadership roles in the region, state, nation, and world communities. The Program is committed to enhancing the quality of life and communication needs of individuals in the region and state.

Departmental Goals:

- 1) Improve Student Learning
 - a. Demonstrate use of Student Learning Outcome (SLO) results in SLO Report
 - b. 80% of graduates will take the PRAXIS Exam and pass on the first attempt by the fall of each academic year.
- 2) Improve Access
 - a. Maintain the number of Semester Credit Hours as compared to the previous year.
 - b. Maintain overall enrollment figures
 - c. 100% of the graduate degree plan will have experiential learning experiences such as fieldwork, clinical or practicums included and there will be an increase in the number of these experiences available to undergraduate and graduate students overall.
- 3) Acquisition of External Funds
 - a. Improve the acquisitions of external funds as measured by an overall increase in the key outcome indicators:
 - i. Number of projects submitted for funding and the percentage funded.
 - ii. Number of students participating in funded and unfunded research projects.
 - iii. Amount of Revenue
 - iv. Amount of Revenue generated through entrepreneurial activities.
 - v. Amount of indirect funding generated.
- 4) Scholarly Productivity
 - a. Increase the number of scholarly activities as compared of the previous year using the key outcome indicators:
 - i. Number of entrepreneurial activities generating revenue
 - ii. Number of refereed /juried works in journals
 - iii. Number of state, national and international presentations by faculty and staff
 - iv. Number of books by faculty
 - v. Number of book chapters by faculty
- 5) Recruitment and Retention of Faculty
 - a. An open rank faculty position is reopened for recruitment and hiring. The Dean will have sought funding for the chair position.

Departmental Student Learning Outcomes (SLO's):

1. SLO 1: Graduates of the COMD Program will be able to demonstrate psychomotor/clinical skills expected of entry level speech-language pathologists.
2. SLO 2: Graduates of the COMD Program will be able to demonstrate the affective behaviors consistent with entry level speech language pathologists.
3. SLO 3: Graduates of the COMD Program will be able to demonstrate the use of technology while enrolled in Clinical Practicum.

Departmental Assessment Summary Procedure Analysis:

In order to promote the attainment of all SLO's, the Undergraduate and Graduate Coordinators each, first review and formulate a report, then it is forwarded to the Chair who analyzes the SLO report and data to determine if the criteria for each measurable outcome has been met.

To promote the attainment of SLO's, the program will implement various teaching and study methods to maintain the 100% pass rate on the PRAXIS exam. Graduate students will meet, test, review, and discuss content material. COMD will continue to explore innovative teaching methods and materials to keep the pass rates at 100%.

The Chair will monitor key indicators for the department and compare figures against the previous year to determine if there has been a change in each of the key outcome measures such as total semester credit hours, graduate and undergraduate enrollment and paid or unpaid experiential experiences such as fieldwork or practicums.

This will be done by continuing to pursue activities that help improve semester credit hours and enrollment while maintaining accreditation standards. All graduate students will participate in clinical externships during the fall and spring semesters as a requirement of the program. They will be routed to adult and child sites to provide them with varied clinical experiences.

The COMD Program will improve the acquisition of external funds as measured by the following outcome measures:

- Number of projects submitted for funding and percent funded.
- Number of students actively participating in funded and unfunded research projects.
- Amount of revenue generated through entrepreneurial activities.
- Amount of indirect funding generated.

This will be done by continuing to secure outside contracts to generate revenue and student clinical hours. The Speech and Hearing Center will continue to increase clientele within the approved standards. COMD faculty will review new ideas for outside contracts and to increase clinic clientele.

The COMD Program will improve the recruiting of qualified faculty as measured by:

- Preparing initial offers for qualified applicants.
- Maintain percentage of faculty positions filled with non- 1 year appointments.

The Interim Chair will continue to request permission to continue search for the open rank faculty positions (i.e. Chair and Open Rank). The department will continue to pursue permanent faculty positions. The program will continue recruiting qualified tenure/tenure-track applicants who teach both graduate and undergraduate courses.

The COMD Program will continue improving the production and dissemination of scholarly and creative works as demonstrated by the outcome measures listed below:

- Number of entrepreneurial activities generating revenue.
- Number of refereed/juried works in journals.
- Number of state, national and international presentations by faculty and staff.

- Number of books by faculty.
- Number of book chapters by faculty.

COMD faculty will continue to increase in number of presentations at the local, state and national level. The faculty will continue to discuss and implement ways to increase publications. Faculty will continue to discuss and implement new research and grant ideas to increase scholarly activities. The COMD Program will utilize both internal and external resources to increase production and dissemination of scholarly and creative works.