

**College/School/Department: Communication Disorders**  
**Academic Plan 2017-2023**

**I. Introduction**



State your department/school/college mission statement.

The Department of Communication Disorders is dedicated to excellence in teaching, research, and clinical practice in speech-language pathology and audiology. We are committed to innovative instruction, expansion of knowledge, and community-based collaboration to create a vibrant and supportive learning community that engages and inspires students, faculty, staff, and clients. Advanced clinical and educational training, grounded in evidence-based practice (EBP) and practice-based evidence (PBE), prepares students to serve individuals with communication disorders and their families in an ethical and culturally competent manner.

Outline briefly your “vision” for the 2017-2023 planning cycle.

The vision of the Department of Communication Disorders is to become the leading program in the State of Texas for educating future speech-language pathologists and audiologists for clinical, research, and leadership roles ready to work successfully with culturally and/or linguistically diverse individuals across the lifespan.

Using University goals and initiatives as a guide, list and briefly describe your top five priorities for the 2017-2023 planning cycle and indicate the university goal/initiative to which the unit's goal is linked.

1. Increase faculty salaries to compete with today's market in an effort to retain highly qualified academic and clinical faculty (Goal 4/Initiative 4.1)
2. Increase the number of staff to support the department's infrastructure to sustain an increase in faculty productivity by adding a Graduate Admission's Coordinator, use of the college Alumni Outreach Coordinator, departmental Grant Coordinator and a departmental person for instructional/research technology needs (Goal 1/Initiative 1.5; Goal 2/Initiative 2.1; Goal 3/All Initiatives; Goal 4/Initiatives 4.2, 4.8, 4.9, 4.10, 4.12)
3. Become a "Center of Excellence" in a number of areas including: School-Age Speech & Language, Telepractice, Autism, Bilingualism, Literacy, and Fluency (Goal 2/Initiatives 2.2, 2.3, 2.7; Goal 3/Initiatives 3.1, 3.3, 3.5)
4. Develop new clinical training/clinical research programs: voice, feeding/swallowing; aphasia & related disorders; hearing & related disorders (Goal 2/Initiatives 2.1, 2.2, 2.7; Goal 3/Initiatives 3.1, 3.3, 3.5)
5. Complete feasibility study and submit a proposal for the development of a Doctorate of Audiology program (Goal 2/Initiatives 2.1, 2.2, 2.7)

Based on unit goals, list the number of new (not replacement) faculty lines you plan to request in the 2017-2018 academic year and in the remaining 2-6 years.

New Faculty Lines for 2017-2018:

- 1) None

New Staff Lines for 2017-2018

- 1) Addition of 3 graduate assistantships

New Faculty Lines for 2 to 5 years

- 1) One Clinical Lecturer (Speech-Language Pathologist with Hearing expertise)
- 2) Four Tenure-Track Ph.D. Audiology Faculty (2 Assistant/ 2 Associate)
- 3) Three Tenure-Track Assistant Professors (Enrollment growth with move to Round Rock)

Based on unit initiatives outlined in your plan, estimate the total amount of new funding that your unit will realistically need in the 2017-2018 academic year and in the remaining 2-6 years.

Contingency for move to RR not accounted for in new building: \$50,000

Additional funds for student travel for scholarly presentations: \$6000 X 6yrs = \$36,000

- 1) Clinical Lecturer (Speech-Language Pathologist) \$51,948 x 5yrs = \$259,740
- 2) Three Assistant Professors \$65,561 x 3 x 5yrs = \$983,415
- 3) Three 25% Graduate Assistants \$5,202 x 3 x 5yrs = \$93,636
- 4) One Graduate Admissions Coordinator \$57,216 x 5yrs = \$286,080
- 5) One IT/Research Technology Specialist \$57,216 x 5yrs = \$286,080
- 6) One departmental Grant Coordinator \$24,504 x 5yrs = \$122,520
- 7) 2 Assistant / 2 Associate Professors (Audiology): \$62,500 x 2 x 6yrs = \$750,000 76,435 x 2 x 6yrs = \$917,220

State the facilities (e.g. offices, research and lab space, classrooms) that will be required for anticipated growth and new unit goals.

The Department of Communication Disorders will require the additional facilities to accommodate growth and new initiatives:

- 1.) Eleven offices to house the 1 Clinical Lecturer, 1 Graduate Admissions Coordinator, 1 IT/Research Technology Specialist, 1 Grant Coordinator, 3 Tenure-track Assistant Professors for growth, and 4 Tenure-track Audiology Faculty
- 2.) Seven additional therapy rooms in the Speech-Language-Hearing Clinic to accommodate the new specialty clinics (voice, hearing & related disorders, aphasia and related disorders, feeding and swallowing.
- 3.) Four research labs to accommodate the anticipated audiology faculty members as well as current faculty members growing research agendas that include undergraduate and graduate students assisting with research activities.
- 4.) Need a classroom to hold up to 70 students.
- 5.) One instructional lab to accommodate clinical instrumentation labs/growth.

## II. Process



Describe, in a brief paragraph, the process used to develop your plan, including the nature and extent of faculty involvement.

The unit's strategic plan was designed by the faculty and staff of the department with input from the undergraduate and graduate student representatives. The faculty began with the previous strategic plan, the University/CHP Progress Plan, the CAA recommendations from the reaccreditation process, the new 2017 CAA standards, the mission statements and goals for Texas State University, College of Health Professions, and Department of Communication Disorders. Using those as a basis, the faculty engaged in changes to address both programmatic, faculty, and student needs. Current professional practices and the needs of professionals within the Central Texas area and the state were also considered and incorporated. These needs were integrated with the College of Health Professions and Texas State University's vision and mission. A strategic plan that was aggressive but achievable within the next five years was designed. The CDIS goals and time frames listed will be reviewed every year during the annual Faculty Retreat held during the summer to determine progress.

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**III. Program Maintenance**

Maintenance Need	Reason for Need	Cost	Result of Funding
Audiology Equipment	Equipment must be calibrated yearly to ensure proper functioning.	\$5000.00/ 12 months	Continued provision of audiological services in the Speech-Language-Hearing Clinic (San Marcos and Round Rock)
Continued funding for five clinical lecturers	In an effort to maintain the current graduate enrollment as well as the quality of clinical supervision, we must continue to maintain the same number of clinical faculty in the department.	\$335,125.92/ 12 months	Continuation of quality clinical education of our students
Maintenance of the current budget including M&O, faculty and staff salaries, research M&O, Electronic Course Fees, Speech-Language-Hearing Clinic Budget, graduate assistants salaries, and accreditation fees.	In order to maintain the current graduate, graduate non-degree seeking, and undergraduate students, we must continue to receive the funding awarded to us for this current fiscal year	\$1,301,884.16/ 12 months	Maintenance of current program

Contingency costs	The unknown elements of the transition to Round Rock need to be taken into account.	\$50,000	Adequate support for the new costs associated with move to new building and any unanticipated expenses incurred by the move
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**IV. Planning Goals (University Goal Statements)**

Dept.	Unit Goal	1 yr	2-6 years	New Resources Required	Cost	Source of Resources	Assessment Criteria	University Initiative
<b>University Goal 1: Promote the success of all students.</b>								
CDIS	Additional graduate assistantships		X	Addition of 3, 25% FTE graduate assistantships	\$15,606 for 5 years	Graduate College	Increase from 2.25 full-time assistantships to 3	1.4
CDIS	Develop an endowed scholarship from alumni by increasing alumni outreach		X	None	None	Use of College Alumni Coordinator	Offer two new scholarships to students	1.4, 4.12
CDIS	Continue to maintain CAA accreditation and refine SACS student learning outcomes	X	X	Existing faculty	\$0	Department	Maintenance of accreditation	1.9
CDIS	Recruit, hire & retain highly qualified faculty	X	X	Requesting 3 new faculty positions to assist with enrollment growth.	\$400,000	University	Fill all vacant and future faculty positions	3.1, 4.1
CDIS	Continue to integrate the CDIS Diversity Action Plan and continuation of a CDIS Diversity Week/event	X	X	Existing faculty and staff	\$10,000	Department	Faculty, staff, and students report a more enriched learning and working environment	1.12, 4.11
CDIS	Increase flexibility of completing the graduate program (part-time offerings, non-cohort models; for example)		X	1 office and one staff position (Undergraduate/Graduate Admissions Coordinator)	\$57,216	University	Increased graduate enrollment with corresponding retention and graduation rates	1.2, 1.3, 4.10
<b>University Goal 2: Offer high quality academic and educational programming.</b>								
CDIS	Maintain national	X	X	Existing faculty and staff	\$0	N/A	Approval of yearly	2.2

	accreditation by the Council of Academic Accreditation in Audiology and Speech-Language Pathology						annual reports by the CAA	
CDIS	Engage in a feasibility study and proposal development for the AuD (doctorate of audiology)		X	Workload release of 25% for person completing the feasibility study  2 Assistant/2 Associate Professors	\$17,500  Asst Prof = \$62,500 Assoc Prof = \$76,435	Department  University	Completion of the feasibility study and proposal	2.1, 2.2, 2.7
CDIS	Develop and implement a 2 <sup>nd</sup> faculty-led study abroad program	X		Existing faculty and staff	\$10,000	Study Abroad Fees	Establishment of an additional faculty-led study abroad program with 2 faculty members participating	2.7, 1.1
CDIS	Develop and implement one faculty-led study in America program		X	Existing faculty and staff	\$7,500	Study Abroad /America Fees	Establishment of a faculty-led study in America program with 2 faculty members participating	2.7, 1.1
CDIS	Develop a CDIS Honors Course		X	25% Workload release for interested faculty	\$17,500	Department	Development and offering of 1 CDIS Honors course	2.3
CDIS	Continue to strengthen the current cognates (Bilingual, Autism, Fluency, NVS, VIP) and add the Hearing and Related Disorders Cognate	X	X	Existing faculty and staff	\$0	N/A	Continued growth and development of cognates	3.1, 2.2, 1.1
<b>University Goal 3: Achieve significant progress in research and creative activity as measured by national standards.</b>								
CDIS	Increase number of students involved in research opportunities	X		Existing faculty and staff  Student Travel funds	  \$6,000	Department Alumni contributions	More students presenting at state and national conferences	3.1, 3.3

					annually	Graduate College External funding		
CDIS	Improve the departmental infrastructure to support an increase in scholarly activities		X	Existing faculty and staff and addition of one departmental Grant Coordinator and one IT/Research Technology Specialist	\$24,504 annually  Cost for IT staff included in Goal #4.	University	Increase the number of yearly publications and external grant submissions by faculty	3.4
CDIS	Become a “Center of Excellence” in a number of areas including: School-Age Speech and Language, Telepractice, Autism, Bilingualism, Literacy and Fluency		X	Existing faculty and staff	\$150,000	External Grants, Alumni contributions	Increased scholarly productivity, clinical referrals, invited presentations, and leadership development in these areas	3.1, 3.3, 3.5
CDIS	Develop new clinical training/clinical research programs: voice, feeding/swallowing; aphasia & related disorders; hearing & related disorders		X	Existing faculty and staff and one new clinical supervisor	\$51,948 for new faculty position, annually	University	Development of new programs with increased scholarly productivity, clinical referrals, invited presentations, and leadership development in these areas	3.3, 3.5, 2.1
CDIS	Participate in collaborative translational research		X	Existing faculty and staff	Varies	External grants	New projects involving units outside of CDIS	3.5
<b>University Goal 4: Provide the necessary services, resources, and infrastructure to support the university’s strategic direction.</b>								
CDIS	Increase academic and clinical faculty salaries in effort to retain the current academic and clinical faculty.	X		Current faculty	\$106,800	University	Retention of academic and clinical faculty	4.1
CDIS	Acquire additional office, classroom, clinical and research lab	X	X	11 offices, 7 additional therapy rooms, 4 research labs, classroom	To be Determined	To Be Determined	Addition of specialty clinics offered in the Speech-Language-	4.8

	space to accommodate the growth in undergraduate and graduate class sizes as well as faculty research programs			to hold up to 70 students, one instructional lab			Hearing Clinic and increased scholarly productivity	
CDIS	Recruitment of a full-time technology person to support the Speech-Language-Hearing Clinic, research lab, and instructional lab technological needs (also assists with Goal #3)		X	One staff position: IT/Research Technology Specialist	\$57,216 annually	University	With addition of an electronic health record, current clinic labs, increased HIPAA regulations, and research lab needs, this expertise is needed	4.9, 4.10, 3.4
CDIS	Employ an Undergraduate/Graduate Admissions Coordinator to handle admissions for all CDIS undergraduate, graduate, and non-degree seeking programs		X	1 office and one staff position	\$57,216 annually	University	Employment of an Undergraduate/Graduate Admissions Coordinator to accommodate the present and future significant increase in applications	4.2, 4.10, 1.2, 1.4
CDIS	Increase alumni outreach to generate financial and educational support of departmental programs and clinic		X	None	None	Use of College Alumni Coordinator	Increased donations from alumni and more alumni providing clinical supervision of students	4.12, 1.4