

UNIVERSITY OF MARY SPEECH LANGUAGE PATHOLOGY DEPARTMENT STRATEGIC PLAN

2020-2025

University of Mary Mission

The University of Mary exists to serve the religious, academic and cultural needs of the people in this region and beyond. It takes its tone from the commitment of the Sisters of Annunciation Monastery. These Sisters founded the University in 1959 and continue to sponsor it today. It is Christian, it is Catholic, and it is Benedictine.

School of Health Sciences Mission

The mission of the School of Health Sciences is to prepare competent, caring, and ethical health care professionals who will be servant leaders to their constituents and in their professions.

University of Mary Graduate Outcomes

The University of Mary graduate programs offer its students preparation in the following four areas of competence:

1. **Communication** - Graduates demonstrate excellence in all facets of communication including the publication and presentation of scholarship.
2. **Scholarship** - Graduates access, analyze, evaluate, and process information from a variety of sources to generate new ideals which guide decision-making to influence meaningful changes.
3. **Professional Distinction** - Graduates are values-based and evidence-driven professionals who are servant leaders committed to excellence in their professions and communities.
4. **Moral Courage** - Grounded in faith and reason, graduates clarify and defend personal and social values to uphold the pathway for justice in multiple contexts.

Speech-Language Pathology Department Mission

The mission of the Speech Pathology Program is to foster the development of highly qualified, ethical, and skilled speech-language professionals to be servant leaders with strong academic ability and character that will support their individual growth and a passion for contributing to society and improving the lives of others.

The Role of The Program(S) and Relationship to the University Mission:

Preparing students to achieve a master's degree in SLP fits the mission of the university to cater to the needs of our region and beyond. The field of speech-language pathology currently has a shortage of clinicians; thus, our program helps to meet the health needs of our rural and urban areas surrounding Bismarck.

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Speech-Language Pathology Vision

The vision of the Speech Language Department is to be a leader in Speech Pathology programs for providing outstanding undergraduate and graduate academic and clinical training. The University of Mary Speech Pathology program will positively impact the number of qualified speech-language pathologists to increase service to the community, the state, and beyond.

Speech Language Pathology Program Outcomes

1. University of Mary SLP graduates will demonstrate the knowledge and skills necessary to conduct comprehensive speech, language, and swallowing evaluation and provide evidence-based treatment for individuals with communication disorders across the lifespan, exhibiting professional oral and written communication skills.
2. University of Mary SLP graduates will develop and apply critical thinking skills necessary to participate in interdisciplinary collaboration and problem-solving by participating in interprofessional, problem-based learning experiences involving educational and clinical settings.
3. University of Mary SLP graduates will conduct clinical practice under the principles of servant leadership upholding the highest ethical standards to provide service to individuals from a variety of cultures throughout the lifespan.
4. University of Mary SLP graduates will develop knowledge in the areas of quantitative and qualitative research procedures in the field of communication sciences and disorders. Our graduates will have the opportunity to participate in beginning research. They will demonstrate the ability to analyze and interpret data as well as determine the implications and applications to the field of speech-language pathology.

Focus Areas:

1. Accreditation of Master's SLP Program
2. Faculty Recruitment
3. Scholarship
4. Student Recruitment
5. Clinical Training Sufficiency

Focus One: Accreditation of Master's SLP Program

Outcome 1.1: The master's program in SLP will achieve initial accreditation.

Indicators of Success:

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1. Submission and approval of Annual Reports.
2. Full accreditation achieved no later than the fall of 2023.

Strategies to Achieve Outcomes:

2018-2019: Candidacy awarded in March 2018, and the first MS SLP cohort entered in the Fall of 2018, the first annual report was submitted in February 2019 and approved in July 2019.

2019-2020: Second annual report submission in February 2020.

2020-2021: Third annual report submission or applying for initial accreditation in February 2021.

2021-2023: Initial accreditation application to be submitted no later than February 2022.

Focus Two: Faculty Recruitment

Outcome 2.1: The quality and the total number of faculty will be sufficient to meet the clinical, academic, and institutional demands of the graduate SLP program.

Indicators of Success:

1. Graduate faculty will hold terminal degrees or expertise in their areas of instruction.
2. Institutional support for faculty hiring.
3. Travel allowance for faculty to attend a National conference yearly for networking and ongoing participating with governing bodies, including ASHA, CAA, and CAPCSD.
4. The amount of faculty needed is based on student enrollment.

Strategies to achieve outcomes:

2019-2020: Current faculty: Javad Anjum, MBBS, Ph.D., Jessica Smith, Ed.D., CCC-SLP., Robyn Zeltinger, Ph.D., CCC-SLP, Brittany Hernandez, M.S., CCC-SLP and adjunct faculty.

2020-2021: Hiring terminal degree faculty and full-time clinical supervisors; Attending local, national, and international conferences and professional workshops for continuing education and dissemination of research.

2021-2022: Overall faculty sufficiency and retention; Attending local, national, and international conferences and professional workshops for continuing education and dissemination of research.

2022-2023: Overall faculty sufficiency and retention; Attending local, national, and international conferences and professional workshops for continuing education and dissemination of research.

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2023-2024: Overall faculty sufficiency and retention; Attending local, national, and international conferences and professional workshops for continuing education and dissemination of research.

Focus Three: Scholarship

Outcome 3.1: Faculty and students will participate in ongoing research and dissemination in the fields of speech-language pathology and interprofessional education and practice.

Indicators of Success:

1. Graduate students will present their individual or collaborative research in the School of Health Sciences colloquium.
2. Extending the adequate time for faculty to complete scholarship, teaching and service to the university and community.
3. The goal is for 100% of graduate student research to be disseminated to a professional audience (colloquium, conferences, and publications).
4. Faculty will present at local, national, and/or international conferences at least every two years and publish in peer-reviewed journals at least every three years.

Strategies to achieve outcomes:

2019-2020: Graduate students will complete research projects by closely working with their faculty research mentors. The department will provide funding for conference registration, travel and equipment, and workload release for ongoing research capacity building. Additionally, faculty are encouraged to apply for grants to further support ongoing research

2020-2021: Graduate students will complete research projects by closely working with their faculty research mentors. The department will provide resources for ongoing research capacity building.

2021-2022: Graduate students will complete research projects by closely working with their faculty research mentors. The department will provide resources for ongoing research capacity building.

2022-2023: Graduate students will complete research projects by closely working with their faculty research mentors. The department will provide resources for ongoing research capacity building.

2023-2024: Graduate students will complete research projects by closely working with their faculty research mentors. The department will provide resources for ongoing research capacity building.

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Focus Four: Student Recruitment

Outcome 4.1A The department will recruit graduate students for the M.S. SLP program.

Indicators of Success:

4.1A A full cohort of 20 students for the fall cohort 2020.

4.1.B A full cohort of 22 students for fall cohort 2021.

4.1.C A full cohort of 24 students for fall cohort 2022.

Strategies to achieve outcomes:

2019-2020: Securing student recruitment booths and attending networking activities at local and national conventions. Meeting with the Admissions Department on campus to improve advertising for the graduate program. Increasing the visibility of faculty presenting research at National conventions to attract students to our program. Building networks with employers via local career fairs and campus visits. Identifying students at the undergraduate level to continue education in the master's program.

2020-2021: Securing student recruitment booths and attending networking activities at local and national conventions. Meeting with the Admissions Department on campus to improve advertising for the graduate program. Curricular changes to attract students, undergraduate to graduate pipeline program by completing post-baccalaureate CSD courses, and MS SLP degree in three years. Building networks with employers via local career fairs and campus visits. Identifying students at the undergraduate level to continue education in the master's program.

2021-2022: Securing student recruitment booths and attending networking activities at local and national conventions. Meeting with the Admissions Department on campus to improve advertising for the graduate program. Curricular changes to attract students, undergraduate to graduate pipeline program by completing post-baccalaureate CSD courses, and MS SLP degree in three years. Building networks with employers via local career fairs and campus visits. Identifying students at the undergraduate level to continue education in the master's program.

2022-2023: Securing student recruitment booths and attending networking activities at local and national conventions. Meeting with the Admissions Department on campus to improve advertising for the graduate program. Building networks with employers via local career fairs and campus visits. Identifying students at the undergraduate level to continue education in the master's program. Adding a clinical concentration area.

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2023-2024: Securing student recruitment booths and attending networking activities at local and national conventions. Meeting with the Admissions Department on campus to improve advertising for the graduate program. Building networks with employers via local career fairs and campus visits. Identifying students at the undergraduate level to continue education in the master's program. Adding a clinical concentration area.

Focus Five: Clinical Training

Outcome 5.1: The SLP department will add additional specialized clinical and interprofessional experiences to the on-campus clinic.

Indicators of Success:

1. Adding therapy groups for the clinical areas of aphasia, Parkinson's disease, fluency, and feeding.
2. Developing enhanced community partnerships.
3. Providing students high-quality, cutting edge clinical experiences through participating in the School of Health Sciences Interprofessional Clinic.

Strategies to achieve outcomes:

2019-2020: Contacting current families to participate in groups. Meeting with local agencies to provide information on relevant groups or camps; Advertising for group and camp information on the University of Mary website and Speech-Language Pathology social media platforms; Facilitating student participation in the interprofessional education and practice experiences by collaborating with other programs; Establishing community partnerships to support individuals we serve and to enhance student clinical education; Securing sufficient equipment.

2020-2021: Continuing advertising for group and camp information on the University of Mary website, Speech-Language Pathology Clinic and social media platforms; Continuing student participation in interprofessional education and practice experiences; Facilitating student participation in the interprofessional education and practice experiences; Establishing community partnerships to support individuals we serve and to enhance student clinical education.

2021-2022: Continuing advertising for group and camp information on the University of Mary website, Speech-Language Pathology Clinic and social media platforms; Continuing student participation in interprofessional education and practice experiences; Facilitating student participation in the interprofessional education and practice experiences; Establishing community partnerships to support individuals we serve and to enhance student clinical education.

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2022-2023: Continuing advertising for group and camp information on the University of Mary website, Speech-Language Pathology Clinic and social media platforms; Continuing student participation in interprofessional education and practice experiences; Facilitating student participation in the interprofessional education and practice experiences; Establishing community partnerships to support individuals we serve and to enhance student clinical education.

2023-2024: Continuing advertising for group and camp information on the University of Mary website, Speech-Language Pathology Clinic and social media platforms; Continuing student participation in interprofessional education and practice experiences; Facilitating student participation in the interprofessional education and practice experiences; Establishing community partnerships to support individuals we serve and to enhance student clinical education.

Updated May 2019, Finalized in January 2020.