

SLHS Vision, Mission, and Strategic Plan for 2024-2029

Vision

The School of SLHS prepares reflective learners to positively impact diverse and dynamic communities while promoting well-being in speech, language, and hearing.

Mission

The School of SLHS engages with students, colleagues, and community members to develop and implement inclusive, research-based practices in speech, language, and hearing sciences. We believe that communication is a human right and strive to ensure that our work is grounded in evidence and centered on the people we serve.

Strategic Plan 2024-2029

The School of Speech Language and Hearing Sciences (SLHS) developed the current 5-year strategic plan during the 2022-2023 academic year and during the Fall 2023 semester. Three themes were identified as high priorities for the School during the next 5 years. The School Director will lead the evaluation of progress towards the goals under each theme and will be presented at relevant regularly-scheduled faculty meetings and retreats. Goals will be revised on an ongoing basis.

The strategic plan aligns closely with the San Diego State University's (SDSU) current [mission](#) and [strategic plan](#), SDSU's College of Health and Human Services' (CHHS) current [purpose, mission, and values](#), and SLHS' [diversity, equity, and inclusion plan](#).

Theme A: Student Success

Goal 1. Increase financial support for students and SLHS programs

- Increase student awareness about funding opportunities for research and academic endeavors

- *Measurable outcome:* Advisors and faculty will provide self-reports of the communication with students regarding student funding opportunities
- *Dates:* At least once per year
- Increase attempts toward and attainment of internal and extramural sources for funding for student support
 - *Measurable outcome:* Advisors and faculty will provide self-reports of student efforts (e.g., applications) for student funding
 - *Dates:* At least once per year
- Increase supplemental revenue streams to support School programs and initiatives
 - *Measurable outcome:* School Director will provide a report of revenue streams
 - *Dates:* At least once per year

Goal 2. Improve preparation of undergraduate students for post-graduation goals (e.g., grad school, CA workforce)

- Increase the percentage of students accepted to graduate school
 - *Measurable outcome:* Undergraduate advisors will survey graduating senior students to identify the number of students applying to graduate programs, in what field(s), and success rate of these applications
 - *Dates:* At least once per year
- Increase percentage of students successfully employed or pursuing desired post-graduation goals
 - *Measurable outcome:* Advisors will survey recent alumni to identify the number of students successfully employed, and in what fields
 - *Dates:* At least once per year
- Address equity gaps in student achievement through targeted initiatives
 - *Measurable outcome 1:* School Director will use data from SDSU's [Analytic Studies and Institutional Research](#) to identify equity gaps (defined as the student outcomes, such as final grades in specific courses and graduation rates)
 - *Measurable outcome 2:* School Director will summarize targeted initiatives from the past academic year
 - *Dates:* At least once per year

Goal 3. Enhance and refine the curriculum

- Refine interprofessional education within SLHS (between SL and AuD)
 - *Measurable outcome:* Program Directors for the M.A. and Au.D. programs will summarize efforts from the past academic year to conduct interprofessional education
 - *Dates:* At least once per year
- Expand interprofessional education with other professions across the University
 - *Measurable outcome:* School Director will summarize efforts to initiate and/or conduct interprofessional education within the University
 - *Dates:* At least once per year
- Infuse content on diversity, equity, and inclusion as it pertains to our professions into courses throughout the curriculum at the undergraduate, graduate, and doctoral levels

- *Measurable outcome:* Audiology and Speech-Language Division Heads will evaluate the diversity, equity, and inclusion content throughout the curricula
- *Dates:* At least once per year
- Enhance training through invited speakers and other supplemental opportunities for learning
 - *Measurable outcome:* School Director, in cooperation with the Program Directors and Division Heads will track the invited speaker and supplement opportunities for students, and will summarize efforts
 - *Dates:* At least once per year
- Faculty searches: Conduct a faculty search to expand clinical and research training in the area of Speech Science that can expand current training opportunities in low incidence disorders
 - *Measurable outcome:* School Director and Personnel Committee chair will summarize efforts to obtain a faculty line in Speech Science and the search for this position
 - *Dates:* At least once per year, until position is obtained and filled

Goal 4: Enrich on-campus clinical learning opportunities

- Deepen and strengthen existing partnerships with various community agencies
 - *Measurable outcome:* School Director, in cooperation with Division Heads, Program Directors, and Clinic Directors, will summarize new and existing community agency partnerships and the efforts to strengthen those relationships
 - *Dates:* At least once per year
- Increase number and variety of service delivery options (e.g., small group treatment, intensive therapy options, telehealth)
 - *Measurable outcome:* Audiology and Speech-Language Clinic Directors will summarize service delivery options in their respective clinics
 - *Dates:* At least once per year

Goal 5. Enrich off-campus clinical learning opportunities

- Increase number of clinical placement sites for both speech-language and audiology
 - *Measurable outcome:* Audiology and Speech-Language Clinic Directors will summarize clinic placement sites and efforts to create new community partnerships
 - *Dates:* At least once per year
- Increase number of speech-language clinical placement sites with multilingual supervisors
 - *Measurable outcome:* Speech-Language Clinic Director will summarize the clinical placement sites with multilingual supervisors
 - *Dates:* At least once per year

Theme B: Research and Creative Endeavors

Goal 1. Increase extramural research funding

- Increase the number of federal grants awarded to faculty
 - *Measurable outcome:* School Director, in collaboration with the CHHS Associate Dean for Research, will summarize the amount of federal funding awarded to SLHS faculty in the prior AY
 - *Dates:* Every Fall semester
- Increase the number of grant dollars awarded to SLHS
 - *Measurable outcome:* School Director, in collaboration with the CHHS Associate Dean for Research, will summarize the amount of grants and contracts funding awarded to SLHS faculty in the prior AY
 - *Dates:* Every Fall semester
- Establish community-research partnerships
 - *Measurable outcome:* School Director, in cooperation with the Division Heads, will summarize the number of community-research partnerships
 - *Dates:* At least once per year

Goal 2. Increase the number of research publications

- Increase the number of high-quality, peer-reviewed publications authored by faculty
 - *Measurable outcome:* School Director, in cooperation with the Division Heads, will summarize the number of peer-reviewed publications from the prior year
 - *Dates:* At least once per year
- Increase faculty-student collaborative research publications
 - *Measurable outcome:* School Director, in cooperation with the Division Heads, will summarize the number of peer-reviewed publications with student from the prior year
 - *Dates:* At least once per year
- Increase intra-faculty collaborative research publications
 - *Measurable outcome:* School Director, in cooperation with the Division Heads, will summarize the number of peer-reviewed publications with 2 or more faculty from the prior year
 - *Dates:* At least once per year

Goal 3. Increase student (B.A., M.A., Au.D., Ph.D.) attendance and presentations at university, local, national, and international research meetings.

- Seek out funding to support student travel to conference venues
 - *Measurable outcome:* Advisors and faculty will provide self-reports of known funding opportunities to support student travel for conferences
 - *Dates:* At least once per year
- Seek out funding mechanisms to support competitive student research grants
 - *Measurable outcome:* Advisors and faculty will provide self-reports of known funding opportunities to support student research

- *Dates:* At least once per year
- Seek out funding to support presentations for lecture series and colloquia
 - *Measurable outcome:* Advisors and faculty will provide self-reports of known funding opportunities to support student research
 - *Dates:* At least once per year

Theme C: Diversity, Equity, Inclusion, and Community Outreach

Goal 1. Expand and the linguistic and cultural diversity of our student cohorts

- Increase student recruitment and outreach activities at the School, University, and community levels
 - *Measurable outcome:* Advisors and faculty will provide self-reports of outreach activities
 - *Dates:* Ongoing
- Encourage participation and engagement of diverse student voices through active student groups focused on justice, equity, diversity and inclusion as well as cultural and linguistic diversity in our field
 - *Measurable outcome:* School DEI committee will provide reports of activities related to engaging diverse students in School-related activities
 - *Dates:* At least once per year
- Maintain mindful and sustained faculty leadership and growth on issues related to diversity, equity, and inclusion
 - *Measurable outcome:* School DEI committee will provide reports of activities related to faculty professional development and leadership in this area
 - *Dates:* At least once per year

Goal 2. Nurture community partnerships to meet the needs of the greater San Diego community.

- Engage members of the professional community in activities relevant to student training by increasing professional development opportunities at SDSU that align with the activities, interests, and availability of local professionals
 - *Measurable outcome:* Division Heads/Program Directors will provide reporting of professional development opportunities offered to the professional community
 - *Dates:* At least once per year
- Expand our alumni network and create a culture of alumni engagement to support the SLHS mission
 - *Measurable outcome:* School Director and Division Heads/Program Directors will provide reporting of activities, communication, and outreach to School alumni
 - *Dates:* At least once per year
- Cultivate awareness around the professions and school through community outreach

- *Measurable outcome:* School Director and Division Heads/Program Directors will provide reports of outreach activities
- *Dates:* At least once per year

Goal 3. Develop students' abilities to deliver patient-centered care using principles of evidence-based practice and cultural humility.

- Enhance training opportunities for students to work with interpreters and cultural mediators
 - *Measurable outcome:* Clinic Directors and Division Heads/Program Directors will provide reports of student training opportunities to provide patient-centered care using principles of evidence-based practice and cultural humility
 - *Dates:* At least once per year
- Ensure ongoing training on universal design and equity-minded teaching
 - *Measurable outcome:* School DEI committee and School Director will provide reports of activities related to faculty professional development and leadership in this area
 - *Dates:* At least once per year