



SPEECH-LANGUAGE PATHOLOGY

Strategic Plan
University of Louisville
2023-2026

Vision Statement

Our vision is to become the premier graduate educational institution for speech-language pathology in the state of Kentucky.

Mission Statement

The mission of the speech-language pathology section is to provide high quality academic education, facilitate student access to varied clinical populations and settings, expand the scientific base of speech-language pathology through basic and applied research, and maintain student diversity and community partnerships.

Academic Goals

- Provide a theoretical basis for the practice of speech-language pathology,
- Prepare students to enter the profession thoroughly trained to provide patient care using appropriate communication modalities,
- Present major philosophical points of view on issues in the field so students may integrate and formulate their own practice approach,
- Bring contemporary technology to bear in all situations where it is feasible and cost-effective with respect to patient care, record keeping, graduate student training and research, and
- Instill in each student the realization that continuing education is a career obligation.

Clinical Education Goals

- Provide competencies for state-of-the-art diagnostic and therapeutic techniques over a wide range of disorders in various clinical and educational settings,
- Partner with various community service settings to provide comprehensive evidenced-based patient care,
- Provide practicum opportunities over a diverse clinical population,
- Instill in each student the notion that he/she is a member of a “team” of professionals each of whom brings his/her unique skills and expertise to bear on the patient’s care, and
- Instill in each student an understanding of the broader cultural, social, political, and economic milieu in which they will practice as professionals.

Development, Implementation, and Executive Summary of the Strategic Plan:

The Strategic Plan of the speech-language pathology section incorporates the general missions of the University and the School of Medicine and focuses them within the discipline of speech-language pathology. As an accredited educational program, we strive to provide the academic background and clinical experiences that will enable our graduates to meet the diverse communicative needs of the citizens within a multicultural metropolitan society. The Preparatory program supports students as they complete prerequisite coursework in order to enter the Core degree program. The Core program provides didactic and clinical applications across the discipline. The Core program is also designed to prepare future speech-language pathologists who are ethical in the provision of services, including issues of cultural-linguistic diversity (e.g., dialectical differences among speakers, Deaf culture) and ethnicity. Our goal is to provide comprehensive, state-of-the-art practices in speech-language pathology in collaboration with other disciplines and community resources in the Louisville metropolitan region. Finally, we see our mission, contribution to the scientific knowledge base in communication sciences and disorders through basic and applied research on the part of our faculty.

In order to achieve our vision, mission, and goals, the program's strategic plan will comprise four primary focus areas central to making the University of Louisville's speech-language pathology program a: GREAT place to learn, a GREAT place to work, a GREAT place to discover, and a GREAT place to connect. We will accomplish our goals in the following ways:

- **LEARN** (Improve diversity within both our Preparatory and Core programs; Develop and implement an undergraduate degree program; and Develop a service-learning clinic in effort to further the clinical educational aspirations of the program but to also meet the speech/language needs of Louisville's most vulnerable groups)
- **WORK** (Improve access to and variety of professional development for staff and faculty; Promote collegiality, connection, and communication across the three sections of our department: speech-language pathology, audiology, and otolaryngology)
- **DISCOVER** (Increase the overall visibility of the program through varied platforms; Foster a culture of research, productivity, and innovation)
- **CONNECT** (Help meet the speech/language/hearing needs of the community through the development of a service-learning clinic; Strengthen community partnerships via increased affiliation agreements and alumni involvement)

The Strategic Plan is designed to be implemented over the course of three (3) years; however, it is evaluated annually by the faculty to ensure congruence with the strategic plans of the School of Medicine and the University collectively. The plan, itself, is disseminated to the faculty, staff, students, alumni, and other stakeholders through a link on the program's website.

A Great Place to **LEARN**

Strategic Goal: The University of Louisville is a great place to LEARN because it prepares students for success now, next, and beyond. We accomplish this by supporting the whole student through transformative purpose-driven and engaged learning.

Strategy L1	Improve the diversity of the graduate students admitted to the core/preparatory phases of the graduate program
	L1.A1: Increase diversity of accepted students through partnership with UofL's Office of Diversity and International Affairs; Porter's Scholars; other organizations.
	L1.A2: Expand recruitment efforts to general education courses, career fairs, undergraduate advisors, and prospective student visits to campus (f2f, virtual).
Strategy L2	Develop an undergraduate degree in communication sciences and disorders
	L2.A1: Track the number of undergraduate students enrolled in courses (as electives) in the preparatory phase and who then go on to apply to graduate school in SLP at UofL
	L2.A2: Facilitate buy-in from university stakeholders including financial support and at least three new faculty lines
	L2.A3: Consider the addition of an SLPA option/track
Strategy L3	Develop a service-learning clinic to assist with the clinical education needs of the graduate program
	L3.A1: Identify space on the HSC campus
	L3.A2: Secure funding for operations and the salary for at least one clinical supervisor (M.S. or M.A. level)

A Great Place to **WORK**

Strategic Goal: The University of Louisville is a great place to WORK because it is a workplace dedicated to personal growth and professional development. We accomplish this by fostering a culture where faculty, staff, and administration live our institutional values.

Strategy W1	Provide faculty and staff opportunities to pursue professional growth in academic and clinical practice as well as job duties/functions
	W1.A1: Create an online database where professional education listings are posted relating to academic or clinical matters (faculty) as well as job duties/functions (staff)
	W1.A2: Provide regularly scheduled in-services on select/requested topics related to faculty and staff development
	W1.A3: Increase financial support for faculty/staff trainings, registrations, and travel for professional development
Strategy W2	Improve communication between faculty/staff to support operations, reduce redundancy of workload, and improve collegiality
	W2.A1: Secure a location where the department's individual programs (e.g., audiology, speech-language pathology, and otolaryngology) are housed under one roof
	W2.A2: Add one additional administrative support staff member to assist with day-to-day operations of the CMDS/AuD programs

A Great Place to Discover

Strategic Goal: The University of Louisville is a great place to DISCOVER new knowledge that improves lives. We accomplish this through impactful research, innovation, scholarship, and creative activity.

Strategy D1	Expand the visibility of the program to the public and the university at large
	D1.A1: Redesign the program's website to improve the user experience, introduce the faculty/students to the community, and help publicize relevant/updated information
	D1.A2: Initiate and maintain a social media presence as well as an annual alumni newsletter
	D1.A3: Create a program advisory committee comprised of alumni, preceptors, and other stakeholders
	D1.A4: Expand CEU offerings for supervisors to include varied journal group topics, research-in-progress seminars, and invited guest speakers
Strategy D2	Foster an intra- and transdisciplinary culture of research, innovation, and productivity across students and faculty
	D2.A1: Increase research collaborations with other institutions and local professionals
	D2.A2: Increase the overall number of external grant applications from program faculty
	D2.A3: Increase faculty publications in peer-reviewed journals as well as presentations at the state and national levels
	D2.A4: Increase student theses per cohort and the overall number of students involved in research activities
	D2.1A5: Increase funding for undergraduate and graduate students to work in research labs

A Great Place to **Connect**

Strategic Goal: The University of Louisville is a great place with which to CONNECT because of its impact on the community and the economic, social, and cultural health and well-being of Louisville, the Commonwealth, and beyond. We accomplish this through principled leadership, responsible stewardship, and engaged partnerships.

Strategy C1*	Develop a service-learning clinic to help meet the speech/language/hearing needs of the community
	C1.A1: Identify space on the HSC campus
	C1.A2: Secure funding for operations and the salary for at least one clinical supervisor (M.S. or M.A. level)
Strategy C2	Expand and strengthen community partnerships
	C2.A1: Increase the number and variety of community-based practicum sites
	C2.A2: Increase lectureship opportunities for community-based speech-language pathologists (including alumni)

*It is important to note that C1.A1 is also an objective under the "Great Place to Learn" target.