

Department of Communication Sciences & Disorders Beyond 2012 Strategic Plan

The mission of the Baylor University Department of Communication Sciences and Disorders is to educate men and women for worldwide leadership and service in the areas of Speech Language Pathology, Audiology, and Deaf Education by integrating academic excellence, clinical experiences, and service to the community.

The mission of the CSD Department strongly supports a Baylor Foundational Assumption that “we find the highest order of personal fulfillment in working constructively for the betterment of others, and that we have an obligation to do so.”

In addition, the CSD Program is one of the strongest examples of Baylor’s Core Conviction to “Promote the health of mind, body and spirit as these are understood in the Christian tradition and by the best of modern physical and psychological science.”

The Department seeks to fully integrate academic and clinical experiences to enable students to learn current theories, principles, cutting edge technologies and practices in order to prepare students for success as Speech-Language Pathologist. The Department creates an educational and work environment which inspires co-discovery through the dynamic interaction of teaching and learning. Students are equipped for the workplace challenges of today and tomorrow by experiencing a variety of academic, clinical, and service experiences within a culturally diverse society.

The CSD Department holds to the following 9 imperatives:



IMPERATIVE I

I. Provide an environment where learning can flourish

The CSD Department will continue to maintain a culture that fosters the highest level of student learning in a caring environment. We teach undergraduate and graduate students state-of-the-art concepts and techniques in Communication Sciences & Disorders and help the students to attain their professional goals.

Goals to Achieve Imperative I

- Reduce student-faculty ratio in the academic classes
- Establish additional courses to respond to the changing scope of practice.
- Create facilities that will enable learning, research, and teaching including a new Clinical Health Sciences Building
- Foster communication and integration between the CSD Department and the community through applied or engaged scholarship.
- Maintain a strong connection between the academic classroom and clinic and other field experiences.
- Maintain syllabi illustrating how the outcomes will be demonstrated through course work and clinical experiences

- Conduct ongoing evaluation of outcome-based education, modify policy as indicated using accurate and honest formative assessments from students regarding the program
- Encourage learning community development by:
 - Holding social events for faculty and students.
 - Establishing a process for faculty and students to discuss selected topics of interest
 - Encourage student and faculty participation in professional organizations and activities
- Provide opportunities for students to develop and test hypotheses
- Provide opportunities for students to be encouraged to participate in research activities
- Encourage the integration of scientific inquiry into various aspects of the clinical program
 - Assess typical and atypical development through the design, selection and use of appropriate formal and informal assessment procedures and tools
 - Analyze psychometric properties of assessment tools
 - Critique and analyze clinical/curriculum activities and programs
- Encourage student involvement in classroom-based projects that culminate in professional presentations and data-based publication
- Continue to seek excellence in the student organization in service learning opportunities



IMPERATIVE II

II. Provide faculty who strive to achieve the highest levels of scholarship, in teaching, research, and clinical abilities.

The CSD Department will continue to recruit faculty who combine strong teaching abilities with a commitment to scholarship.

Goals to Achieve Imperative II

- Continue to recruit faculty who combine strong teaching abilities with a commitment to scholarship.
- Support scholarship in the clinic as a valued aspect of the department.
- Support an emphasis on research as the path to the discovery of new knowledge.
- Encourage the integration of research into all aspects of the clinical program.
- Increase participation in research by undergraduate and graduate students.
- Develop and maintain clinical and basic lab facilities
- Continue to support faculty travel for continuing education

III IMPERATIVE III

III. Continue to attract and support a top-tier student body

The CSD Department will continue to recruit a student body of high academic merit with a commitment to service and potential for leadership.

Goals to Achieve Imperative III.

- Seek students from a range of backgrounds to enrich our community.
- Continue to seek additional funding for scholarships and other forms of support for the students.
- Provide the newest technological innovations for students to interact with.
- Enhance the online resources for student recruiting such as video clips
- Monitor student achievement of knowledge and skills outcomes across time
- Move toward the establishment of a Pre-Major and/or minimum GPA Standard for CSD undergraduate majors

IV IMPERATIVE IV

IV. Create and support outstanding academic and clinical programs in selected areas.

The CSD Department will continue to provide a comprehensive undergraduate program, while at the graduate level we must focus on niches that fit our mission and afford the greatest opportunities for national success.

Goals to Achieve Imperative IV.

- Create a Clinical Health Sciences Center
- Emphasize interdisciplinary study
- Move toward the development of a doctoral program that will fill a niche
- Continue to provide outstanding clinical services for individuals with speech language and hearing disorders
- Emphasize interdisciplinary study
 - Promote opportunities for collaborative teaching and research
 - Explore opportunities for collaborative assessment and intervention services
- Explore the role of the Clinic in prevention, wellness, and community education activities



IMPERATIVE V

V. **Guide students through academic and clinical programming to understand work as a vocation.**

The CSD Department will continue to emphasize the central importance of vocation and service in the students' lives and help them explore their value and role in society. Our academic body of knowledge is primarily focused on the assessment, treatment and prevention of disorders that impair individuals and cause suffering.

Goals to Achieve Imperative V.

- Ensure that curricular and co-curricular opportunities are available to help students discern their vocation and enrich their understanding of their professional scope of practice.
- Provide students with a sufficient breadth of experiences to allow them to choose the part of the field in which they are the most comfortable and to maximize the potential employment opportunities.
- Develop and incorporate service learning opportunities



IMPERATIVE VI

VI. **Provide outstanding academic facilities.**

The CSD Department will continue as a highest level priority to work with Baylor to construct a Clinical Health Sciences Center.

Goals to Achieve Imperative VI.

- The College of Arts and Sciences understands that academic excellence relies in part on superior facilities. Baylor will construct a Clinical Health Sciences Center.
- The CHSC will integrate various areas in the health sciences in one clinical location.
- The CHSC will provide the community with a world-class clinical facility.



IMPERATIVE VII

VII. **Enhance involvement of the entire Baylor family**

The CSD Department will increase involvement of the entire range of groups with ties to the University.

Goals to Achieve Imperative VII.

- Use emerging technologies to facilitate meaningful relationships with alumni from the program.
- Use emerging technologies to encourage networking of new graduates with alumni who are established in the profession.
- Develop a broader array of strategies for communication with alumni, as well as other constituents, including strategies for contact databases and management.

- Ensure the Baylor family is well informed of the services that are available to them and to their families through our many speech language services and clinics.
- Use emerging technologies to develop a periodic department newsletter to inform alumni and the community
- Use emerging technologies to gain feedback from alumni, employers, and the community regarding outcomes
- Seek out venues at Baylor to inform faculty, staff, and students about the department, clinic, and professional field

IMPERATIVE VIII

VIII. *Emphasize global education*

The CSD Department recognizes that its sphere of influence is the world itself, so Baylor must prepare its graduates to enter a global society.

Goals to Achieve Imperative VIII.

- Create and strengthen international programs.
- Be involved in ASHA and CAPCSD global initiatives.
- Expand opportunities for students to have multicultural experiences.
- Encourage the exploration of novel treatment procedures being used effectively in other countries
- Encourage a co-sharing of information through international programs.

IMPERATIVE IX

IX. *Increase scholarship and other funding opportunities for students.*

The CSD Department will continue to attain the highest level of support possible for the CSD undergraduate and especially the CSD graduate students.

Goals to Achieve Imperative IX.

- To sustain a strong student scholarship program, the CSD Department will continue to lobby the graduate school as well as donors to increase available funds to assist students in their education.
- Continue to explore the availability of relevant external funding sources for student financial support
- Seek endowments that will support students in perpetuity