

## **Department of Communication Science and Disorders**

### **Strategic Plan<sup>1</sup> 2021-2026**

#### **Department Mission**

The mission of the Department of Communication Sciences and Disorders is to promote and advance knowledge of the nature, prevention, diagnosis, and treatment of communicative and related disorders through all stages of the lifespan and across all individual backgrounds. As the leading graduate and research program in communication sciences and disorders in South Carolina and one of the leading programs in the nation, it seeks to prepare students as clinical scientists through excellence in clinical training, scientific research, instruction, and service. The department seeks to fulfill its mandate in providing an open and welcoming environment where all can develop to their highest potential.

#### **Executive Summary**

This Strategic Plan is consistent with the missions of the Department, School, and University. It moves the Department forward by creating innovative programs and strategies to further strengthen the quality of key target populations within the department and the Montgomery Speech, Language, and Hearing Clinic.

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<sup>1</sup> At minimum, this Strategic Plan will be reviewed biannually to remain nimble and responsive to opportunities and to restructure, revise, add, and eliminate goals as agreed upon.

<b><u>Long-term Goal</u></b>	<b><u>Specific Measurable Objectives</u></b>	<b><u>Strategies for Attaining Goals and Objectives</u></b>	<b><u>Schedule for Analysis of Outcomes</u></b>	<b>Met/Unmet</b>
<p>Strengthen the USC <u>undergraduate to graduate applicant pool.</u></p>	<p>COMD will provide one or more new opportunities for non-COMD students:</p> <p>Provide one or more honor's course(s).</p> <p>Every research lab will have one or more UG paid or unpaid volunteer/year.</p>	<p>An Honor's College course will be developed and offered.</p> <p>Department Chair and/or research Labs will contact the honor's program to seek volunteers or paid research assistants.</p>	<p>Summer/Fall 2023</p> <p>Spring 2022</p>	<p>Met</p> <p>Met (on-going)</p>

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Increase teaching revenue as a result of <u>strategic course enrollment</u> .	Increase UG student enrollment in COMD 500 and other COMD courses with instructor permission.	Add a summer offering of COMD 500  Advertise selected upper level COMD courses to other departments	Spring 2022  Spring 2023	Met (ongoing)

<p>The MS graduate program will include students from <u>minoritized and/or underrepresented backgrounds</u>.</p>	<p>Conduct four recruitment activities or admissions modifications focused on attracting students from <u>minoritized and/or underrepresented backgrounds</u> into the MS program</p>	<p>The Diversity Scholarship Committee, the Diversity committee, and the Admissions committee will assume responsibilities.</p> <p>Admissions committee will review applicants with consideration of minoritized and/or underrepresented backgrounds.</p> <p>Faculty will attend National Black Student Speech-Language Hearing Conference or recruitment event.</p> <p>Faculty will discuss the effect of dropping the GRE score requirement for applications with a 2021 start date on underrepresented minority recruitment.</p>	<p>A minority scholarship (Breaking Barriers) was created for a 2021 start date.</p> <p>Admissions in 2020 for a 2021 start date.</p> <p>Spring 2023</p> <p>Discuss the effect of GRE requirement change at the Faculty Retreat, 2021.</p>	<p>Met and on-going.</p> <p>Met and on-going</p> <p>Met and on-going</p> <p>Met, faculty agreed to continue to not require the GRE.</p>
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The curriculum will reflect cultural competence and Diversity, Equity and Inclusion.	Faculty members will weave cultural competence and DEI into course lectures, assignments, and activities on syllabi.	Graduate Director will review syllabi each semester for cultural competence and DEI.	Spring 2023	Met, ongoing
COMD will maintain top-notch externship placements	COMD will hire an additional part-time clinical professor or staff member to focus exclusively on contributing to the externships.  COMD will hire a part-time recruiter or assign a staff member to increase the number of available externship sites.	Complete steps to hire a temporary or permanent staff or clinical instructor to manage MOUs and student placements for clinical externships.  Complete steps to identify a recruiter of externship clinical sites.	Discuss at the Fall retreat 2021 Hire by August 2022  Hire or assign role by August 2023.	Met (Amy Nguyen)

<p>Maintain a <u>course curriculum</u> that allows students to be competitively selected for externship placements and eventually jobs.</p>	<p>75% or more of the graduate courses will be taught by full-time faculty.</p>	<p>Determine full-time faculty members' top three teaching preferences and assign one.</p>	<p>December 2022</p>	<p>Met and on-going</p>
	<p>60% or more of the graduate courses will be taught by faculty with terminal degrees (CAA requires more than 50%)</p>	<p>Identify required courses where no teaching expertise exists among full-time faculty. Hire part-time instructors only for those courses.</p>	<p>December 2022</p>	<p>Met and on-going</p>
	<p>Doctoral students who teach for the first time will be mentored and observed at least one time per semester.</p>	<p>Doctoral mentors will observe student and provide feedback to graduate director.</p>	<p>May 2024</p>	<p>Met</p>
	<p>Part-time faculty will be observed during their first semester of teaching and then again after 3 years</p>	<p>Teaching mentors will be assigned by the Department Chair and mentoring will be documented by the Graduate Director.</p>	<p>Dec 2022</p>	<p>Met</p>
	<p>Director of DE will continue to assist instructors of distance program courses with course development.</p>	<p>Director of DE will distribute DE course information and meet with instructors as needed.</p>	<p>November 2022</p>	<p>Met, ongoing</p>

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<p>Develop a course curriculum where students who successfully complete the coursework are confident entering their CF experience.</p>	<p>Course in multiculturalism will be added to the electives. <b>COMD 728 Cultural Responsiveness in Clinical Practice (2 Credits)</b></p> <p>Streamline the curriculum by regularly evaluating required courses and electives.</p>	<p>Part-time and full-time faculty will be offered \$1200 for re-recording a distance education course once every 3 years or when the faculty member changes.</p> <p>COMD 728 will be developed and approved.</p> <p>COMD 728 will be advertised to non-COMD students and COMD students.</p> <p>Curriculum committee will review curriculum and provide recommendations to chair and faculty.</p>	<p>Spring, 2023</p> <p>November 2022</p> <p>Spring, 2023</p> <p>Spring, 2023</p>	<p>Met</p> <p>Met</p> <p>Met and ongoing</p> <p>Met and ongoing</p>

Promote high-contact communication between faculty and students	Hold two or more Wed evening presentations and chats ('Poolside chat' meetings, focus groups, or pizza parties) per semester.	Master's Leadership team will develop programming and discussions for poolside chats/focus groups/pizza parties.	Fall, 2022	Met, ongoing
		Director of Graduate Program, Director of the Distance Education Program and Chair of the Department will schedule meetings. Members of the Master's Leadership Team will host.	Fall, 2022 and ongoing	Met, ongoing
	Hold 1 or more doctoral meetings (Prosem per semester)	Doctoral Chair and Coordinator, doctoral mentors, and student leaders will develop programming for Prosem.	Fall, 2022 and ongoing	Met, ongoing
		Events will be posted on the Bb site for masters and doctoral students	Fall, 2021 and ongoing	Met Fall 2022 ongoing
		Develop a way to recognize / reward student participation in 'poolside chats'/focus	Spring 2023	

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		<p>groups and Prosem. (leadership roles, gift cards)</p> <p>Graduate Program Director, Director of Distance Education, and Admissions coordinator will coordinate and document master's program meetings.</p>	Fall, 2021	

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<p>Masters and doctoral students who are from minoritized and/or underrepresented backgrounds will be provided with mentorship opportunity.</p>	<p>Masters and doctoral students from minoritized and/or underrepresented backgrounds will be given the opportunity to participate in a mentoring program.</p> <p>Two students will participate in a mentoring program</p>	<p>The Diversity committee will develop a procedure either independently or in cooperation with the ASPH DEI committee to develop a mentoring program.</p> <p>Students will be made aware of mentoring opportunities created by COMD (community externship supervisor mentors, peer mentors), the ASPH DEI, the ASHA Student to Empowered Professional (S.T.E.P.) online mentoring program, and the Minority Access to Research Careers (MARC) Branch of the National Institute of General Medical Sciences (NIGMS).</p>	<p>August 2022</p> <p>Spring 2023 Diversity Committee Meeting</p>	

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<p>Increase the size of the doctoral program and increase the variety of funding sources.</p>	<p>COMD will increase its doctoral program by two students who have funding through a national or international government program.</p> <p>Doctoral students will apply for F31 and T32 NIH funding mechanisms to sustain funding.</p>	<p>Develop recruitment strategies to master's level SLPs, public health services and military SLPs, international programs (Fulbright program) that fund doctoral training.</p> <p>Contact potential funding sources or entities at U of SC who have international contacts.</p> <p>Doctoral students will receive instruction and support for applying for F31 and T32 through COMD and ASPH faculty.</p>	<p>August 2024</p> <p>September 2022</p>	<p>Met Fall 2022 ongoing</p> <p>Met Fall 2022 and ongoing</p>

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<p>Increase faculty and full-time/part-time adjunct instructors and research faculty from minoritized/ and or underrepresented backgrounds.</p>	<p>COMD will hire at least one tenure track or clinical faculty full-time or part-time instructor who is from an underrepresented minority group.</p>	<p>LWW position was approved to fill by Dean’s office and posted.</p> <p>Clinical Assistant or Associate Professor position was approved by the Dean’s office to fill because of retirement/promotion.</p> <p>Solicit applicants and instructors who have expertise and skills needed to fill research and teaching positions.</p>	<p>August 2022</p> <p>August 2023</p>	<p>Unmet- Position filled in 2022 but not with minority candidate.</p>

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Increase support for tenure track and clinical faculty through mentoring programs	A mentoring program will be available to every faculty member. Mentoring programs will include NIH Bootcamp, COMD Tenure track Faculty mentoring program, COMD Clinical Faculty Mentoring Program, University Teaching mentoring programs	Department Chair will work with ASPH Administrative council to implement mentoring programs	Report on existing mentoring programs and faculty experience at the Fall 2021 Retreat  Monitor and improve programs to 2026.	Met, ongoing
Research Productivity will be maintained in COMD	Peer-reviewed publications  Internal Funding/amount  External Funding/amount	Collaborate, celebrate, and support faculty research. Strategically hire research faculty who have potential for external funding.	Sustained through 2026	Met, ongoing