DEPARTMENT OF SPEECH-LANGUAGE-HEARING SCIENCES
GRADUATE PROGRAM IN SPEECH-LANGUAGE PATHOLOGY
STRATEGIC PLAN (2012-2017)

Goal 1: Recruit, support, and retain distinguished faculty.

a. Develop a plan for the hiring of new faculty of the highest quality, committed to both teaching and research to direct the Bilingual Extension Certification Program.

b. Develop a plan for hiring a new clinic director of the highest quality, committed to writing clinical grants to support the development and expansion of the clinic’s activities and services.

c. Support and reward creative teaching and excellence in research and scholarship of faculty with travel funds.

d. Support the professional development of students, full-time/adjunct faculty members, and externship supervisors by sponsoring continuing education workshops and in-house faculty developmental series of talks at Lehman, free of charge.

e. Encourage faculty intra-and inter-disciplinary collaboration, scholarship, and creative work.

f. Support academic leadership by liberating the time of the chair and graduate program director through reducing the administrative burdens and by strengthening departmental administrative support.
   a. Recruit experienced, computer literate, department administrative assistant.
   b. Recruit experienced, computer literate, clinic administrative assistant.
   c. Recruit an experienced speech-language pathologist of the highest quality as a deputy clinic director.
   d. Recruit a full time bilingual lecturer to support the development of the bilingual extension program.
   e. Recruit experienced bilingual speech-language pathologists to supervise in the speech and hearing center.

Goal 2: Support existing academic program and develop new tracks of exceptional quality informed by a rigorous review process.

a. Strengthen existing graduate program, fostering ongoing assessment and evaluation of student learning outcomes; provide academic and clinical curriculum and resources essential to an outstanding professional education.
   a. Develop a performance measurement tool for evaluating clinical adjuncts to ascertain that clinical supervisors are meeting the standards for supervisions.
   b. Develop a pre-clinic seminar for first semester students for no additional cost or credits to ease the transition from the classroom to the clinic, support clinical writing and clinical thinking and cover areas of professional development to augment the content covered in the curriculum.
   c. Develop a summer clinical program allowing service to continue throughout the calendar year (as opposed to the academic year as it stands). The summer program can follow the traditional fall/spring semester schedule (will be considered an internship) or can take the form of a specialized program geared toward special population or focusing on special treatment/program such as a pre-literacy group.
for preschool SLI, reading program for LLD, fluency clinic, etc. (can satisfy the requirements for either internship or externship and support clinical research).

d. Develop a diagnostic practicum course in the summer to provide our students with an additional diagnostic practicum experience outside of the academic year.

e. Expand the topics covered in the current elective course offering (SPE 735, SPE 748), to include topics in related areas (occupational therapy, physical therapy, counseling, social work, etc.).

b. Expand existing program by piloting new tracks: (1) an undergraduate-to-graduate accelerated track for exceptional students; (2) bilingual extension track; (3) Graduate-to-Doctorate track for exceptional students.

Goals 3: Increase program’s visibility and alumni engagement.

a. Foster a dynamic research/clinical environment to promote both student achievement and greater faculty success; encourage and support student engagement in faculty research and outreach programs.

b. Develop a robust collaboration and partnership with clinical facilities (externship sites), hospitals, and private and public schools to: (1) diversify and increase student clinical experiences, (2) support community outreach, and (3) promote clinical research.

c. Develop and implement a strategic marketing plan to enhance the Speech and Hearing Center’s image and standing in the Bronx and the surrounding areas.

d. Develop and implement a plan to promote greater alumni engagement in the graduate program.

Goal 4: Recruit intellectually engaged, successful, and loyal students

a. Recruit well-prepared, promising, and motivated students of diverse ethnicity, cultures, and linguistic backgrounds.

b. Continue assessment and evaluation of admission criteria to improve quality of students and the inclusion of students from diverse cultural and linguistic backgrounds.

c. Increase current number of applicants and acceptances by: (1) reducing the number of prerequisite courses from 24 to 18, (2) establish an earlier application deadline to become competitive with the other programs (January 15th or Feb 1st)

Goal 5: Improve student retention, progression, academic performance, and graduation rates.

a. Create a Graduate Peer Mentoring Program, where more-experienced graduate students mentor/advise incoming graduate students through face-to-face meetings or email/phone conversations on all matters related to succeeding in the graduate program.

d. Invite successful alumni of diverse ethnicity, cultures, and linguistic backgrounds to talk with current students about the challenges, success, and future possibilities for speech-language pathologists.

e. Establish student scholarships to support exceptional students on the basis of academic and clinical excellence and participation in faculty research.
Goal 6: Enhance existing facilities, promote the efficient use of space, and ensure a well-maintained environment that supports teaching, research, learning, and quality of life.

a. Develop and implement a plan for the renovation and upkeep of classroom and office buildings that offers an inviting and attractive environment with appropriate technology:
   
a. Create more smart classrooms
b. Utilize computer lab for teaching and clinical practice
c. Purchase new computers and furniture for faculty
d. Create new lab spaces
e. Create new office spaces
f. Create a student lounge
g. Replace the existing clinic audio-visual monitoring system with a digital system

Goal 7: Enhance the IT infrastructure, service, and support

a. Propose to the Dean of the School of Health Sciences, Human Services, and Nursing a plan to recruit and appoint a part-time support IT assistant to provide ongoing technical support to the research labs, the clinic, and the teaching facilities (smart classrooms) as well as web managing.