

**Department of Speech-Language-Hearing Sciences:  
The Undergraduate Program in Speech Pathology & Audiology  
&  
The Graduate Program in Speech-Language Pathology**

**Strategic Plan 2022-2027**

*Evaluated annually*

**Objective 1: Prepare high-quality, culturally sensitive, diverse graduate students to assume the roles of speech-language pathologists in a global society and meet the workforce needs. *This goal aligns with Lehman College Institutional Goal # 1: Educate, Empower, and Engage Students to Participate in a Global Society and Meet Workforce Needs***

- a. Recruit well-prepared, motivated students of diverse ethnicity, gender, gender identity, cultures, ability and linguistic backgrounds
  - 1. Develop new admission criteria to improve the quality of the selection process for students and the inclusion of students from diverse cultural and linguistic backgrounds, ability, gender, and gender identity

**Objective 2: Recruit, support, and retain distinguished faculty and staff that are committed to excellence, equity, and culture inclusivity. This goal aligns with Lehman College Institutional Goal # 2: Enhance Faculty and Staff Success**

- a. Hire new faculty and staff from diverse backgrounds, of the highest quality, committed to teaching, research, and service
- b. Support the professional development of faculty, staff, and clinical educators by sponsoring continuing education workshops
- c. Promote the efficient use of space, and ensure a well-maintained environment that supports teaching, research, learning, and a sense of community
- d. Recruit IT support personnel to support instruction, research labs, clinic education, and web design/application

**Objective 3: Reimagine the undergraduate program by implementing a more holistic approach to education, preparing students for professional vocation in speech, language, and hearing sciences/disorders, as well as related allied health professions. This goal aligns with Lehman College Institutional Goal # 3: Sustain Growth, Vitality, and Institutional Effectiveness**

- a. Revise existing course content, objectives, and learning outcomes to align instructions across sections and instructors
- b. Offer elective courses in other allied health professional programs (e.g., exercise science, health services administration, public health, dietetics, foods, and nutrition,

therapeutic recreation, etc.) to increase the employment possibilities for students upon graduation

- c. Administer annual assessment of student learning outcomes and student survey to analyze the current program, student, and vocational interests
- d. Improve student retention, progression, academic performance, and graduation rates to meet the global community and workforce needs

**Objective 4: Assess graduate program and develop new tracks of exceptional quality informed by a rigorous review process to meet the needs and technological changes in our industry and our society. This goal aligns with Lehman College Institutional Goal # 3: *Sustain Growth, Vitality, and Institutional Effectiveness***

- a. Administer annual assessment of student learning outcomes, student survey, and alumni survey to address the needs of the program, the field, and the student needs
- b. Reassess courses and electives to ensure inclusion of academic and clinical content that prepares the students to serve culturally diverse populations across the life span
- c. Develop an online graduate program in speech-language pathology
- d. Develop a M.A. to Ph.D. track

**Objective 5: Expand professional development of graduate, undergraduate students, and alumni engagement beyond the curricular requirements through active participation in the Lehman College NSSLHA chapter, faculty research, and the Alumni Mentorship Network. This goal aligns with Lehman College Institutional Goal # 4: *Embrace the Spirit of Community Engagement***

- a. Develop a peer undergrad-grad mentoring program
- b. Offer undergraduate teaching assistant opportunities to graduate students
- c. Promote student engagement in, and ongoing expansion of, student clubs: NSSLHA, Celebration of Accent and Culture Club, Spoken Word for the SLP, The SLP Research Club as well as engagement in the Interprofessional Student Council for HS2N
- d. Develop and implement a plan to promote greater alumni engagement in the undergraduate and graduate program through the Alumni Mentorship Network (AMN)