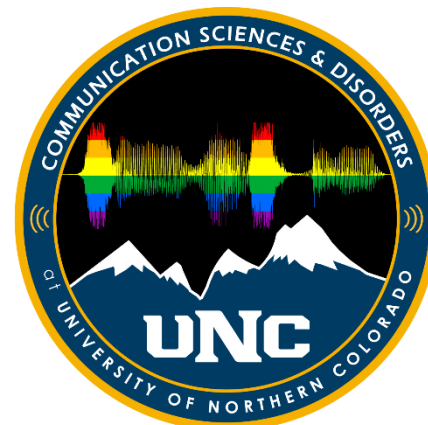


University of Northern Colorado
Communication Sciences & Disorders
Strategic Plan 2025 - 2030
Executive Summary



MISSION

Communication Sciences and Disorders (CSD) provides outstanding student-focused academic and clinical training for Audiology and Speech-Language Pathology and related fields. We foster diversity, equity, inclusion, and justice to benefit the professions and community through educational programs, research endeavors, and clinical activities.

VISION

The UNC CSD program's vision is to be a leader in education, community service, and scholarly activities related to improving the lives of individuals with communication challenges. Through our commitment to excellence, we envision a world where every individual has access to the highest quality of care, enabling them to communicate effectively and to live fulfilling lives. Our goal is to cultivate a diverse and inclusive community of professionals and scholars who are dedicated to making a meaningful impact on the lives of those with communication challenges; fostering a future where communication barriers are overcome and human connections are strengthened. We aspire to promote a clinician-scholar model in the classroom, within our on-campus clinic, and in the community through innovative teaching, engaged learning, and unique field experiences.

Program Description: Communication Sciences and Disorders offers an undergraduate degree in Communication Sciences & Disorders and graduate degrees in Audiology (Au.D.) and Speech-Language Pathology (M.A). Graduate programs are accredited by the Council on Academic Accreditation (CAA) in Audiology and Speech-Language Pathology of the American Speech-Language-Hearing Association (ASHA). The undergraduate program offers a pre-professional bachelor's degree in speech-language pathology and audiology. At the graduate level, both the speech and audiology programs are designed to prepare students to become professional practitioners in their field. Training focuses on the prevention, diagnosis and treatment of speech, language, voice, hearing, and balance disorders in both children and adults.

As part of the training program, the CSD program houses the Speech-Language Pathology and Audiology Clinic, which provides a variety of diagnostic and rehabilitative services to individuals of any age with speech, language, voice, and/or hearing difficulties.

VALUES, PURPOSES & GOALS

The Department of Communication Sciences and Disorders strives to create an environment that cultivates the following values: Flexibility, adaptability, creativity, diversity, integrity, student-centered instruction, mentorship, collegiality, leadership, and celebration of faculty achievement and student success. The CSD program strives to meet the needs of multiple stakeholders including students, faculty/staff, clients/community, employers, and alumni, and is committed to promoting the following core values:

| University of Northern Colorado Communication Sciences & Disorders Core Values | |
|---|--|
| Advocacy | <ul style="list-style-type: none"> • To advocate for the speech, language, hearing and balance health care of all persons by promoting accessible, individualized, understandable, and cost-effective care. • To commit to the greater community on issues related to health care through clinical service, education, research, prevention and input on public policy. • To respect diversity and inclusion by treating all stakeholders fairly and equally without discrimination on the basis of race, ethnicity, creed, religion, disability, sex, age, sexual orientation, or national origin. |
| Education | <ul style="list-style-type: none"> • To integrate Evidence-Based Practice into clinical and academic training for making decisions about the prevention, diagnosis, treatment, and management of persons with speech, language, hearing, balance and related disorders, based on the integration of individual clinical expertise and the best available research evidence. • To utilize Evidence-Based pedagogical approaches in our educational training programs. • To utilize the Teacher-Scholar model to produce graduates who are equipped to be critical consumers of research and competent clinicians ready to provide quality professional services. • To facilitate interdisciplinary collaboration and interprofessional education. |
| Leadership | <ul style="list-style-type: none"> • To behave in a trustworthy manner, adhering to ethical conduct and acting with integrity, responsibility and respect when interacting with program stakeholders. • We value an environment that cultivates opportunities for leadership and service within the program, school, university, community and profession. • To engage relevant stakeholders in decision making processes necessary for the sustained growth of the programs. • To be effective communicators with all stakeholders |
| Community Engagement | <ul style="list-style-type: none"> • To be involved in our communities and in our professional organizations to improve access to information, quality of services, and quality of life. • To provide service-learning opportunities. |
| Research | <ul style="list-style-type: none"> • To support innovative research and to develop, implement, or apply technology, prevention/diagnostic/treatment methods, or practice management processes as a means for improving pedagogy, services and care. • To accept the responsibility and obligation of the profession to produce research, to apply theoretical knowledge to teaching and practice, and to display competence in a specialized body of knowledge and skills. • To involve students in research opportunities. • Efforts to obtain internal and external funding. |
| Environment | <ul style="list-style-type: none"> • To support individual and unique scholarship efforts of colleagues through shared resources, manageable workloads and space. • To secure and utilize necessary equipment and other resources to facilitate student and faculty scholarship across the scope of practice of the disciplines. Additionally, the use of such equipment is necessary for continued growth of student skills. • To promote a work environment with collegiality and trust within an atmosphere that accepts and encourages respectful sharing of ideas and desires. Furthermore, the environment should encourage a comfortable and fun atmosphere. |

Strategic Plan: Short- and Long-Term Goals

Short-Term Goals (1-2 Years)

1. **Increase Enrollment and Recruitment:** Increase undergraduate enrollment by developing innovative recruitment strategies.
2. **Program Development and Diversification:** Innovate and revitalize CSD undergraduate and graduate programs to embed career readiness competencies and high-impact practices.
3. **Support for Diverse Student Populations:** Strengthen engagement with diverse students and communities to improve student recruitment and retention.
4. **Expand Assessment of Student Outcomes:** Establish the following surveys:
5. **Clinical Services:** Increase funding for clinical activities.

Long-Term Goals (3-5 Years)

1. **Recruitment and Retention Strategies:** Establish and implement innovative long-term plans to improve student retention at both undergraduate and graduate levels.
2. **Career Readiness Integration:** integrate career readiness components into both undergraduate and graduate coursework to prepare students for successful transitions into the workforce.
3. **Leveling Program:** create online asynchronous leveling coursework program through Extended Campus or other online formats. Explore developing fully online undergraduate degree.
4. **Community Engagement:** Expand community engagement programs and experiences to serve a greater number of community members and to provide greater opportunities for our students.
5. **Interprofessional Practice Training:** develop interprofessional relationships (e.g., with the College of Osteopathic Medicine) to improve access to clinical services and educational opportunities.
6. **Research participation:** Increase student participation in research through pursuit of obtaining funding and support mechanisms.
7. **Establish an Advisory Board for CSD and the Clinic**