Focus Area 1: Increasing faculty research productivity

- **Proposed Actions:**
  - The Department will hold monthly off-campus writing retreats during the semester.
  - Meetings will be conducted at least annually between the Chair and each faculty member to set goals for research accomplishments.
  - The Faculty will develop teams for mutual mentoring, goal-setting, and accountability check-ins.
  - The Chair will continue to advocate for increased and higher-quality research space.
  - The Chair will advocate for reduced teaching load for research-active faculty.
  - The Chair will explore the possibility of granting a one-course teaching release for faculty who are writing new R-level (or equivalent) grant proposals.
  - The Faculty will discuss equity of service responsibilities.

- **Performance Measures:**
  - Each faculty member will submit at least one unique peer-reviewed manuscript each academic year.
  - Each faculty member who currently does not have grant funding will submit at least one grant proposal per year.

Focus Area 2: Revitalizing our Ph.D. program

- **Proposed Actions:**
  - The Curriculum Committee will examine our existing PhD curriculum and develop a revised curriculum that will be approved by the entire faculty.
  - The Chair will discuss with the Dean how PhD fellowship money is allocated, bringing up the challenges involved in guaranteeing 4 years of funding using the existing system.
  - The Faculty will increase grant productivity in order to provide increased funding for PhD students via RA positions on research grants and TO positions from research grant buyouts.
  - The Chair will advocate to the Dean for office space for PhD students.
  - The Faculty will devise a recruitment/marketing plan for our PhD program, with special attention to recruitment of applicants from under-represented groups who qualify for Graduate Student Minority Fellowships.
o The Faculty will increase inter- and intra-department collaborations with an eye toward shared funding of PhD students.

• **Performance Measure:**
  o We will admit, enroll, and fund 8 PhD students over a 4-year period.

**Focus Area 3: Updating our professional graduate degree programs**

• **Proposed Actions:**
  o The Faculty will explore the idea of combining course content in the M.A. program in several areas into a single 3-credit course.
  o The Faculty will survey current M.A. graduate students regarding possible electives.
  o The Faculty will complete a survey of current off-campus supervisors to identify curricular areas that need additional coverage.
  o The Clinical Instructors will hold periodic on-site meetings with off-campus supervisors to get their input on possible curricular modifications.
  o The Faculty will devise and implement comprehensive examination of M.A. students.

• **Performance Measures:**
  o Satisfaction with our professional graduate degree programs will be higher on our next Alumni Survey, as compared to the survey administered in Fall 2017.
  o Comprehensive examinations will be re-instated for M.A. students.

**Focus Area 4: Increasing student diversity in all degree programs, and improving our training of students to work effectively with diverse clients**

• **Proposed Actions:**
  o The Faculty will examine content of the classes they teach to assure that topics related to diversity are included in all relevant courses.
  o The Faculty will explore the requirements for offering a graduate multicultural certificate.
  o The Faculty will explore the requirements for offering a graduate assistive technology certificate.
  o The Clinical Instructors will explore options for offering the opportunity for students, faculty, and staff to complete an international service trip.
  o The Center for Language, Speech and Hearing will increase marketing efforts aimed at attracting diverse clients.
• **Performance Measures:**
  - The number of students from underrepresented groups will increase by 20% in all Communication Disorders degree programs.
  - Issues related to diversity will be infused to a greater extent in academic classes.
  - The Center for Language, Speech, and Hearing will serve a more diverse (in terms of race, ethnicity, socio-economic status, gender identity, and disability) population of clients.

**Focus Area 5: Enhancing the connection between what is taught in the classroom and what is taught in the clinic**

• **Proposed Actions:**
  - The Faculty and Clinical Instructors will establish a schedule of annual meetings between academic and clinical faculty.
  - The Faculty and Clinical Instructors will explore the possibility of establishing specialty clinics that coordinate with faculty research interests.

• **Performance Measure:**
  - Increased communication and collaboration between academic and clinical instructors.

**Focus Area 6: Expanding the scope and number of clients served by the Center for Language, Speech and Hearing**

• **Proposed Actions:**
  - The Department will work with Fuel Medical Group to provide assistance with marketing and management of the Center.
  - The Clinic Director will develop a budget proposal for a marketing plan that the Chair will bring to the Dean.
  - The Clinic Director and Clinical Staff will update the Center’s website and marketing material to focus on the expertise/experience offered in our organization.
  - The Clinic Director will collect data on current referral sources.
  - The Center will expand services offered (e.g., bilingual evaluations, MACIE groups, summer camps).

• **Performance Measure:**
  - Increased number and scope of clients served by the Center for Language, Speech, and Hearing.