

## SPEECH-LANGUAGE PATHOLOGY PROGRAM STRATEGIC PLAN (2024-2026)

### Mission for Speech-Language Pathology Program

The mission of the Speech-Language Pathology Program at CSUMB is to promote an understanding of human communication and its disorders by preparing future professionals to serve the community, including children and adults from diverse cultural and linguistic backgrounds. The program incorporates evidence-based practices, community partnerships, and innovative technologies to prepare ethically responsible professionals to practice in a variety of interdisciplinary settings and to contribute to the advancement of the field of speech-language pathology.

The MS SLP program Strategic Plan incorporates several of CSUMB's strategic priorities along with the program's goals and are designed in alignment with the program mission to meet or exceed state and national accreditation standards. In order to do this, the program will focus on the following areas: Student Success, Belonging, Equity, & Inclusion, and Regional Stewardship.

| Area of Focus/University Alignment | Program Goal                                                                                                                                                                                          | Issue                                                            | Action Plan/Strategies                                                                      | Indicator(s) of Success                  |
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| Student Success                    | <b>Program Goal #1:</b> To provide candidates with a comprehensive graduate education resulting in a M.S. degree in Speech-Language Pathology and allows candidates to meet the most current practice | The SLP program does not have initial accreditation through CAA. | The M.S. SLP program will submit an application for full accreditation by February 1, 2025. | Become a CAA-accredited program by 2026. |

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|                        | standards needed for national certification and state licensure.                                                                                                                                                                          |                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Student Success</b> | <b>Program Goal #2:</b> To academically and clinically train ethically responsible students in prevention, assessment, and evidence-based intervention of speech, language, and swallowing disorders and differences across the lifespan. | As a developing program, hiring tenure track and adjunct faculty is a priority. Faculty have prioritized the implementation and refinement of academic and clinical curricula. | The SLP Program will hire 2 full-time tenure track faculty to teach across the curriculum. The SLP Program will hire adjunct and clinical faculty to support the academic and practicum needs of the program. Program faculty will work to incorporate interprofessional experiences in both academic and clinical placements. Program faculty will assess the curriculum on an ongoing basis and make changes as needed. | <p>Two tenure-track faculty were hired in January 2023 and have successfully implemented the academic curriculum as measured by student evaluations and RTP annual review.</p> <p>We continue to look for ways to increase tenure-track faculty to support our academic and research opportunities. Faculty will work closely with the Sponsored Programs Office (SPO) to submit at least 1 grant per year.</p> <p>The program continues to seek SLPs with various backgrounds and specialties for academic courses and clinical supervision. The SLP program will review all applicant submissions to the university and aim to hire 2 faculty (clinical</p> |

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|                                           |                                                                                                                                                                                                            |                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                        | <p>supervisors and/or adjunct lecturers) per year.</p> <p>The program will incorporate at least 2 interprofessional education (IPE) activities per academic year, including case studies and conferences with School Psychology, Social Work, Occupational Therapists, and Nursing students.</p> <p>The program will utilize the university's annual assessment process to make improvements to academic and clinical curricula at the end of every spring semester.</p> |
| <b>Belonging, Equity, &amp; Inclusion</b> | <p><b>Program Goal #3:</b><br/>The M.S. SLP program will build a community of belonging and inclusion, where people are encouraged to be themselves in order to engage in a safe learning environment.</p> | <p>The program realizes the need for diversifying our profession and building an inclusive community presents challenges. Students may feel marginalized or isolated, which can impact engagement, academic success, and well-being.</p> | <p>The SLP Program will recruit and admit underrepresented populations into the M.S. SLP Program. The program will recruit faculty from across the nation who are representative of our student population. The SLP program will continue to collaborate with professionals in the tri-county area to serve diverse populations. The program will develop, maintain, and encourage involvement in NSSLHA. The program will provide</p> | <p>The SLP Program will continue to matriculate students from underrepresented populations, as demonstrated by stable to increasing yearly enrollment data.</p> <p>The program will seek feedback from students regarding satisfaction and sense of belonging</p>                                                                                                                                                                                                        |

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|  |  |  | <p>opportunities for diversity and inclusion throughout the curriculum.</p> | <p>through Exit and Alumni Surveys. Student feedback will be discussed in program meetings and implemented strategically throughout the curriculum.</p> <p>Faculty will demonstrate proficiency in culturally responsive teaching practices, as evidenced by meeting all learning outcomes outlined in the syllabi.</p> <p>Faculty will attend at least one CEU per year, with the primary focus on developing culturally responsive teaching practices (e.g., neurodiversity, LGBTQ, etc.)</p> <p>The SLP program will continue to expand our community partnerships and seek diverse clinical mentorship opportunities, specifically targeting bilingual and medical SLPs. We will identify these partnerships through</p> |
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|                             |                                                                                                                                                                                                                                        |                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>outreach and site visits. We will track this information in Airtable, with the goal of increasing the number of underrepresented mentors across settings by 10% per year.</p> <p>NSSLHA started in Spring 2022. The program will continue to support NSSLHA and provide outreach opportunities, with the goal of completing one community-based activity per semester.</p> |
| <b>Regional Stewardship</b> | <p><b>Program Goal. #4:</b><br/>To provide students with various practicum experiences in a variety of settings, including schools, hospitals, clinics, and private practice, to meet the needs of the local community and beyond.</p> | <p>Providing high-quality and diverse practicum experiences can create logistical and resource challenges.</p> | <p>The SLP Program will develop collaborative relationships with community-based practitioners at local school districts, hospitals, clinics, rehabilitation facilities, and private practices to expand community engagement. The program will develop and maintain memorandums of understanding (MOUs) with the various community partners. The program will collaborate with the Clinic for Educational Supports (CES) to provide practicum experiences for a variety of ages and disorders. The program will provide</p> | <p>The program will continue to expand the number and diversity of practicum placements. We will identify these partnerships through outreach and site visits. We will track this information in Airtable, with the goal of increasing underrepresented clinical placements (e.g., early intervention and medical settings) by 5 additional</p>                               |

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|  |  |  | <p>opportunities to engage in service activities within our community.</p> | <p>facilities approached per year.</p> <p>The program will continue to expand collaborative clinic contracts through community engagement with the goal of attaining one new collaborative contract per year.</p> <p>The program will solicit student and supervisor feedback to assess quality and effectiveness. Students will complete self-evaluation forms twice a semester, which will be reviewed by faculty. Supervisors will also complete one additional CEU per year, focusing on developing supervision skills based on feedback they receive.</p> <p>The program will expand on-site clinical opportunities for students to serve clients across the lifespan. The program currently hosts adult language clinics on a consistent basis. Our goal</p> |
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|  |  |  |  | is to increase pediatric access to our clinic by hosting at least one pediatric clinic per year. |
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