

Five- Year Strategic Plan 2022-2027

A.T. Still University Speech-Language Pathology Graduate Program

Focus Areas	Goal	Strategy/Project	Action Plan	Indicators of Success (KPI)	Responsible Party	Budget Consideration	Timeline
Student Enrollment	Increase # of Admitted Students	Recruitment		Meet the target number			
	30	Recruit and enroll at least 4 students from culturally/linguistically diverse groups	ASHA Convention Booth '21/ Social Media/ Mailing UG programs SLP/ Virtual Sessions	30	Program Director (PD) Communication and Marketing	Proforma	2022-2023
	35	Recruit and enroll at least 8 students from culturally/linguistically diverse groups	ASHA Booth '22/Social Media/Mailing UG programs SLP/Virtual Sessions	35	Program Director (PD) Communication and Marketing	Proforma	2023-2024
	40	Recruit and enroll at least 12 students from culturally/linguistically diverse groups	ASHA Booth '23/Social Media/Mailing UG programs SLP/Virtual Sessions	40	Program Director (PD) Communication and Marketing	Proforma	2024-2025
	45	Recruit and enroll at least 13 students from	ASHA Booth '24/Social Media/Mailing	45	Program Director (PD)	Proforma	2025-2026

		culturally/linguistically diverse groups	UG programs SLP/ Virtual Sessions		Communication and Marketing		
	50	Recruit and enroll at least 14 students from culturally/linguistically diverse groups	ASHA Booth '25/Social Media/Mailing UG programs SLP/Virtual Sessions	50	Program Director (PD) Communication and Marketing	Proforma	2026-2027
	Graduation of students within the program in a timely manner	Provide student supports to increase student graduation rate and decrease student attrition	Review student academic status at Student Disposition Reviews, Provide student remediation as needed	95%-100%	Program Director/ Faculty/ Students	Two years	2024 (30) 2025 (35) 2025 (40) 2026 (45) 2027 (50)
Faculty Growth	Increase # of Faculty	Recruitment		Meet the target number			
	(2) Program Director/ Clinic Director	Recruit at least one faculty from a culturally/linguistically diverse background	Search Committee	2	Interim Program Director Vice Dean	Salaries Proforma	2020-2021
	(3) 2 doctoral degree 1 master degree	Recruit at least two faculty from culturally/linguistically diverse backgrounds	Search Committee	3	Program Director/Search Committee	Salaries Proforma	2022-2023
	(3) 1 master 2 doctoral	Recruit at least one faculty from a	Search Committee	3	Program Director/Search Committee	Salaries Proforma	2023-2024

		culturally/linguistically diverse background					
	1 doctoral	Recruit at least one faculty from a culturally/linguistically diverse background	Search Committee	1	Program Director/Search Committee	Salaries Proforma	2024-2025
	1 doctoral	Recruit faculty from culturally/linguistically diverse background	Search Committee	1	Program Director/Search Committee	Salaries Proforma	2025-2026
Academic Excellence	Technological Advancement: Students will be competent in the use of instrumentation	Laboratory Training	FEES Stroboscopy Endoscopy VisiPitch Aerophone Telehealth technology	One experience per student in each instrument	Faculty members	\$200,000 proforma	Once in Spring I or Fall II for each cohort over 5 years
	Research Productivity: Students will complete and present one research study	Carry out research study with support of faculty member in research course	1) Identify problem, 2) gather data, 3) analyze data, 4) write paper, 5) present findings in ProSemand/or external venue	All students complete five points of action plan	Faculty members	Consideration of student monetary support if research paper is accepted for conference presentation	Fall I for each cohort over 5 years
Diversity	Clinical service with culturally and linguistically diverse (CLD) populations	Clinical placement in (CLD) site	Students will have at least one CLD client in school or medical setting	Each student has at least one CLD site with one CLD patient	Director of Clinical Education/Clinical Educator	Clinical Educator payment as needed	During two-year graduate program

	Clinical service with culturally and linguistically diverse (CLD) populations	Experience with an interpreter	Students will have experience in real time or designed scenarios	Each student will have at least one interpreter experience	Faculty member/Clinical Educator	Clinical Educator payment as needed	During two-year graduate program
International Efforts	Clinical service with international populations	Experience at least one treatment or intervention experience with international population	Students will have an international experience onsite in another country or through telepractice	Each student will complete one international clinical experience	DCE/Faculty	Support for international experience through Rotaplast Scholarship or School support	During two-year graduate program
IPE/IPP	Engage in IPE	IPE student experience through ATSU	Engage in case-based ATSU IPE experience	All students complete the case	ATSU IPE Program Director/Student Advisor	-	Year 1
	Engage in IPE	IPE capstone	Complete IPE in SPCH 5420 and SPCH 5440 courses	All students complete the IPE project	Course Faculty/ASHS Faculty	-	Year 1 Spring Session 2
Program Support	Develop Program Advisory Board	Build advisory board and board goals	Identify 2-3 board members over 4 years for a total of 8-10 board members Prepare Board	Board members meet and develop board strategic plan in year one, board yearly	Program Director	Dinner for Advisory Meeting	2022-2023 2023-2024 2024-2025

			Strategic Plan and Goals	goals each year, meet twice yearly			2025-2026
Student Success	Students will Receive academic/ service/ leadership awards	Review ASHA/NSSLHA scholarship calls each July / ATSU GPS Scholars	Support students to apply for Minority Student Leadership Program	Receive at least one award by year 3 of program	Program Director/Advisor	Support for travel to conference to accept awards	Yearly
			Apply for other ASHA Awards and also other opportunities	Receive at least one award every two years	Program Director/Advisor	Support for travel to conference to accept awards	Yearly
	Students will participate in community service/service learning	Identify community service opportunities e.g. OT/PT pro bono clinic, Matter of Balance, E.A.R. Day, Community dental event with CARE Partnership, ASHS Rebuilding Together, SOMA Nutrition & health awareness, Special Olympics, ATSU Day for Special Smiles, AZ Camp Sunrise	Student will present opportunities to advisor for approval	Complete 10 hours	Student/Advisor	-	Two-years
Faculty Success	A faculty member will receive teaching/	Identify awards available	Apply for awards	One award every other year	Program Director/Faculty Members	Support to travel to receive award	BiYearly

	service/ research/ leadership awards						
	Faculty will receive tenure	Prepare 3-year review Portfolio	Review portfolio	Positive Review	Program Director/Faculty	-	
	"	"	- 2 faculty hired in 2021	3 faculty will complete promotion and tenure 3-year reviews	2 faculty	-	2024- 2025 4th year
	"	"	- 3 faculty hired in 2022	-	3 faculty	-	2025- 2026 4th year
	"	"	- 3 faculty hired in 2023	-	3 faculty	-	2025- 2026 4th year
	Faculty will receive promotion	Prepare 3-year Review Portfolio	Review portfolio	Positive Review	Program Director/Faculty	-	
	"	"	- 2 faculty hired in 2021	-	2 faculty	-	2024- 2025 4th year
	"	"	- 3 faculty hired in 2022	-	3 faculty	-	2025- 2026 4th year
	"	"	- 3 faculty hired in 2023	-	3 faculty	-	2025- 2026 4th year
	Faculty will present papers/ workshops	Identify opportunities	Apply for awards	At least 50% of faculty presenting	Faculty	Support to travel for presentation	Yearly

	of research/clinical cases						
	Faculty will submit research for publication	Identify research projects and complete	Submit research proposal	At least 50% of faculty submit	Faculty	-	Yearly
	Faculty will publish research	Identify journals for submissions	Review of submitted proposal	2-3 articles in department	Faculty	-	Yearly
	Faculty will receive grants	Identify grant opportunities	Submit grant proposal	1 grant yearly at least 4 grants in 5 years	Faculty	-	Yearly
	Faculty will participate in community service/service learning	Identify community service opportunities e.g. OT/PT pro bono clinic, Matter of Balance, E.A.R. Day, Community dental event with CARE Partnership, ASHS Rebuilding Together, SOMA Nutrition & health awareness, Special Olympics, ATSU Day for Special Smiles, AZ Camp Sunrise	Regular participation with students	Focused involvement associated with academic/clinical education	Faculty	-	Yearly