

**DEPARTMENT OF SPEECH-LANGUAGE-HEARING SCIENCES:  
THE UNDERGRADUATE PROGRAM IN SPEECH PATHOLOGY & AUDIOLOGY & THE GRADUATE  
PROGRAM IN SPEECH-LANGUAGE PATHOLOGY**

**STRATEGIC PLAN (2017-2022)**

**LAST UPDATE: 1/5/2017**

**Objective 1: Recruit, support, and retain distinguished faculty.**

- a. Develop a plan for the hiring of new faculty of the highest quality, committed to both teaching, research, and service.
- b. Obtain approval to appoint an Assistant Clinic Director with knowledge of software in order to administer and expand the department's clinical externship program, assist in the operations of the Lehman Speech & Hearing Center, and develop and maintain clinical databases.
- c. Continue to support and reward creative teaching and excellence in research and scholarship by faculty with travel funds.
- d. Support the professional development of full-time/adjunct faculty members, and externship supervisors by sponsoring continuing education workshops and in-house faculty developmental series of talks at Lehman, free of charge.
- e. Continue to encourage faculty intra-and inter-disciplinary collaboration, scholarship, and creative work.
- f. Support academic leadership by reducing the administrative burdens and strengthening departmental administrative support.
  - 1) Recruit an experienced speech-language pathologist of the highest quality as an externship coordinator.
  - 2) Recruit a full time lecturer to support the undergraduate program.
  - 3) Recruit experienced bilingual speech-language pathologists to supervise in the speech & hearing center.

**Objective 2: Support existing undergraduate program and develop new tracks of exceptional quality informed by a rigorous review process.**

- a. Strengthen existing undergraduate program, fostering ongoing assessment and evaluation of student learning outcomes; provide academic and clinical curriculum and resources essential to an outstanding professional education.
  - 1) Conducting a Self-Study
    - a) Re-evaluating the major requirements
    - b) Re-assessing the course sequence
    - c) Revising course descriptions
    - d) Change course prerequisites

- e) Establish student learning outcomes for each undergraduate course
  - f) Create template syllabi for all undergraduate courses
- 2) Increase the presence of full time faculty in the undergraduate program.
  - 3) Support professional and academic development of Lehman's undergraduate students by developing the following:
    - a) GRE preparation for students applying to graduate programs
    - b) Professional development workshops through our NSSLHA chapter with invited speakers from our profession and research community
    - c) Identify a course in the math department that would provide our students with the skills and knowledge required for success in our scientific coursework
    - d) Develop a peer mentoring program between our undergraduate and graduate students
    - e) Increased opportunities to engage in faculty research

**Objective 3: Support existing graduate program and develop new tracks of exceptional quality informed by a rigorous review process.**

- a. Strengthen existing graduate program, fostering ongoing assessment and evaluation of student learning outcomes; provide academic and clinical curriculum and resources essential to an outstanding professional education.
  - 1) Develop Friday and Saturday Diagnostic Practicum programs and Saturday Clinical Practicum programs.
  - 2) Create a video library to provide students with the integration of clinical applications in the first year of graduate courses.
  - 3) Develop an online prerequisite program.
  - 4) Expand existing program by exploring new tracks:
    - a) An undergraduate-to-graduate accelerated track for exceptional students;
    - b) Graduate-to-Doctorate track for exceptional students.
  - 5) Explore collaboration with the Graduate Center on Clinical Doctorate in SLP.
  - 6) Develop clinical and academic partnership with clinical sites and universities abroad to serve as potential externship sites for our graduate students.

**Objective 4: Increase undergraduate and graduate programs' visibility and alumni engagement.**

- a. Foster a dynamic research/clinical environment to promote both student achievement and greater faculty success; encourage and support student engagement in faculty research and outreach programs.

- b. Develop a robust collaboration and partnership with clinical facilities (externship sites), hospitals, and private and public schools to: (1) diversify and increase student clinical experiences, (2) support community outreach, and (3) promote clinical research.
- c. Develop and implement a strategic marketing plan to enhance the Speech & Hearing Center's image and standing in the Bronx and the surrounding areas.
- d. Develop and implement a plan to promote greater alumni engagement in the graduate program.

**Objective 5: Recruit intellectually engaged, successful, and loyal students**

- a. Recruit well-prepared, promising, and motivated students of diverse ethnicity, gender, cultures, and linguistic backgrounds.
- b. Continue assessment and evaluation of admission criteria to improve quality of students and the inclusion of students from diverse cultural and linguistic backgrounds.

**Objective 6: Improve student retention, progression, academic performance, and graduation rates.**

- a. Create a Graduate to Undergraduate Peer Mentoring Program, where graduate students mentor/advise undergraduate students seeking to pursue a graduate degree in speech pathology.
- b. Create a Graduate Peer Mentoring Program, where more-experienced graduate students mentor/advise incoming graduate students through face-to-face meetings or email/phone conversations on all matters related to succeeding in the graduate program.
- c. Invite successful alumni of diverse ethnicity, cultures, and linguistic backgrounds to talk with current students about the challenges, success, and future possibilities for speech-language pathologists.
- d. Establish student scholarships to support exceptional students on the basis of academic and clinical excellence and participation in faculty research.

**Objective 7: Enhance existing facilities, promote the efficient use of space, and ensure a well-maintained environment that supports teaching, research, learning, and quality of life.**

- a. Develop and implement a plan for the renovation and upkeep of classroom and office buildings that offers an inviting and attractive environment with appropriate technology:
  - 1) Expand the CORS video observation system in four additional treatment/seminar rooms and in 2 locations to facilitate applied clinical research

**Objective 8: Enhance the IT infrastructure, service, and support**

- a. Propose to the Dean of the School of Health Sciences, Human Services, and Nursing a plan to recruit and appoint a part-time support IT assistant to provide ongoing technical

support to the research labs, the clinic, and the teaching facilities (smart classrooms) as well as web managing.

**Objective 9: Creating a Bilingual Extension track for SLPs**

- a. Offer a bilingual extension program to bilingual SLPs, who hold a Master's in Speech Pathology and are interested in pursuing the Bilingual extension certificate.