

## Communication Disorders

### 2025-2026 Strategic Plan for the Speech-Language Pathology MS and BS (CAA Standard 1.5)

**Goal #1: The faculty of the Communication Disorders Program will develop a smaller scale renovation plan (mini-plan) of the Welch-Schmidt Center for Communication Disorders, identify funding within and outside the university and complete a portion of the renovation associated with the available funding by the end of the 2025-2026 school year.**

Overview: The goal will be continued. The next steps include:

- 1) Development of a sensory room (Martin 60) for clients with sensory needs. This room is fully funded through a donation by the Scottish Rite Masons- \$7500. The room should be in use by the Fall of 2025.
- 2) The Early Childhood Classroom (Martin 62) will have a makeover as a result from funding of an Opportunity Grant obtained through the Alumni Foundation- \$10000. The makeover will be completed by July 2026.
- 3) The entry way to the Center will be replaced with a modern full glass “store front” look. This work will be completed during the 2025-2026 school year. (Paid through CD funds. Estimate \$35000)

Will continue to monitor and/or resubmit the MoExcels Workforce Initiative grant in collaboration with the Chair of Human Services and the Dean of HCBPS. The grant was submitted in the Spring of 2025 by the University administration to the State of Missouri to obtain matching funding for the renovation of the Center.

Responsible Faculty: Elizabeth Smith, Dr. Kourtney Dey, Dr. Caitlin Imgrund & Dr. Greg Turner

Targeted Long-Term Goal: #3

*Relationship to Program UCM Strategic Plan, HCBPS College Strategic Plan, CAA Standards and/or Program SWOT Analysis: UCM Goal #2: Academic Excellence & CAA Standard 3.2B: Curriculum Currency & CAA Standard 6.3 Physical Facilities; Program SWOT: Perception by Students of Outdated Facilities.*

**Goal #2: Continued analysis of assessment data for adopting potential changes to the Program**

Overview: The following two activities will be completed for this goal.

**1) University Assessment:**

The assessment results for 2024-2025 for both the BS and MS speech-language pathology programs will be submitted by September 30, 2025. The targeted goals and assessment procedures for the 2025-2026 school year will be identified, discussed and decided by the faculty. Program assessment results and plans for both the BS and MS programs will be placed in Nuventive. Changes from the 2024-2025 analysis will be implemented in the 2025-2026 school year.

## 2) **Advisory Council**

The 2025-2026 Advisory Council meeting will be held on Sept 17, 2025. The Advisory Council will be tasked with identifying activities and/or experiences to be adopted at the medical and educational offsite experiences (CD 5801 and CD 5802) to gain explicit practice with each of the 11 IPEC sub-competencies (see attached). The 11 IPEC sub-competencies are skills adopted for professional collaboration on health and education care teams. If activities can be developed and enough time is allotted during the Council meeting, assessment procedures will be considered for each activity or group of activities.

Responsible Faculty: Dr. Greg Turner & Advisory Council Committee Members

Targeted Long-Term Goal: #1

Relationship to Program UCM Strategic Plan, HCBPS College Strategic Plan, CAA Standards and/or Program SWOT Analysis: UCM Goal #2: Academic Excellence & Goal #5: External Relationships and Development; CAA Standard 5.3: Ongoing Program Assessment & CAA Standard 5.4: Maintaining Ongoing Assessment; Program SWOT: W5- Healthcare IPE Experiences are Limited & Program SWOT: O15- Partner with Stakeholders for Program Improvement.

**Goal #3: To successfully complete a search for an assistant/associate tenure-track doctoral faculty member with experience in speech-language pathology (i.e., voice and feeding/swallowing and/or cognitive-linguistic communication disorders).**

Overview: Dr. Emily Ciesielski resigned her position at the end of the Spring 2025 semester. The program faculty will be searching for a candidate with a PhD or EdD and expertise in voice and swallowing disorders or cognitive-linguistic neurological disorders.

Responsible Faculty: Dr. Caitlin Imgrund and the Search Committee

Targeted Long-Term Goal: #6

*Relationship to Program UCM Strategic Plan, HCBPS College Strategic Plan, CAA Standards and/or Program SWOT Analysis: UCM Goal #2; CAA Standard 2.2: Faculty Sufficiency- Overall Program, Program SWOT: W1- Reduce # of Faculty (reduce capacity), W11- Reduce Opportunities for Student Research Due to Reduced # of Faculty, T2- Small Candidate Pools for Faculty Searches.*

**Goal #4: To successfully complete a search for a tenure-track associate/full professor with experience in speech-language pathology (i.e., voice and feeding/swallowing and/or cognitive-linguistic communication disorders) and experience and/or interest in program directing.**

Overview: Dr. Greg Turner will be retiring on August 31, 2026 and this position needs to be filled for the Fall, 2026 school year. Emphasis will be placed on identifying a candidate with expertise in voice and swallowing disorders or cognitive-linguistic neurological disorders but also an interest in administration of the program.

Responsible Faculty: Dr. Greg Turner and the Search Committee

Targeted Long-Term Goal: #6

*Relationship to Program UCM Strategic Plan, HCBPS College Strategic Plan, CAA Standards and/or Program SWOT Analysis: UCM Goal #2; CAA Standard 2.2: Faculty Sufficiency- Overall Program, Program SWOT: W1- Reduce # of Faculty (reduce capacity), W11- Reduce Opportunities for Student Research Due to Reduced # of Faculty, T- Small Candidate Pools for Faculty Searches.*

**Goal #5: Reviewing and development of policies and procedures for supporting academic and clinical success for students with diverse learning needs.**

**Overview:** The program faculty changed the name of the Retention and Progression Committee to the Student Success Team. Through the 2025-2026 school year, the Team will focus on reviewing, editing and developing policies and procedures thought to be supportive of student success. The initial focus will involve students providing clinical services in the Welch-Schmidt Center for Communication Disorders. Policies and procedures will not only focus on those students needing remediation but also at different developmental levels of clinical skills.

Responsible Faculty: Student Success Team

Targeted Long-Term Goal: #3

*Relationship to Program UCM Strategic Plan, HCBPS College Strategic Plan, CAA Standards & Program SWOT Analysis: UCM Goal #1: Student Access and Success; CAA Standard 4.2: Student Adaptations & CAA Standard 4.9: Student Support Services*

**Goal #6- Obtain curriculum approval by successfully moving all curriculum through the review process by the end of the 2025-2026 school year in order to implement the new curriculum starting the fall semester of 2026.**

**Overview:** The faculty voted and approved changes to both the graduate and undergraduate curriculum. The changes will now need to go through the curricular review process. This should be completed by the end of the 2025-2026 school year.

**Graduate Program (MA) Proposed Changes:**

The proposed changes to the graduate program will better support student learning and clinical skill development, while also improving overall program flow/structuring. All 2-credit courses were changed to 3 credits, an elective requirement was added, as well as new courses focused on evaluation of communication disorders and child language disorders. Students will now complete four semesters of on-campus clinical practicum and two semesters of off-campus clinical practicum in schools and medical settings. A few courses were removed, and this content was integrated into other parts of the curriculum to reduce overlap/redundancy.

**New courses:** Fundamentals of Evaluation, Child Language: Early Childhood, Child Language: School-Aged, Clinic Seminar (x4), and an online elective (Pediatric Swallowing, Language & Literacy, Autism)

**Removed courses:** Professional Issues, Clinical Management

**Other changes:** Revised clinic sequence; Increased CD credit hours to 60

#### **Undergraduate Program (UG) Proposed Changes:**

The undergraduate program was revised to improve how topics are introduced and developed across semesters as well as better differentiate undergraduate versus graduate-level content. All 2-credit courses were converted to 3-credit courses, and a clinic seminar was added to support earlier connections between academic content and clinical work

**Removed/Revised courses:** Language-Based Literacy Disorders, Best Practices in Early Childhood Intervention, School-Aged Issues, Intro to Speech Sound Disorders

**New/modified courses:** Language Science, Language Across the Lifespan, Speech Sound Disorders Across the Lifespan, Intro to Audiology and Hearing Measurement (with lab), Undergraduate Clinic Seminar

**Other changes:** Increased CD credit hours from 48 to 49; eliminated some required Gen Ed courses to provide more scheduling flexibility.

Responsible Faculty: Curriculum Committee

Targeted Long-Term Goal: #2

*Relationship to Program UCM Strategic Plan, HCBPS College Strategic Plan and/or CAA Standards: UCM Goal #1: Student Access and Success & UCM Goal #2: Academic Excellence; CAA Standard 3.2B: Curriculum Currency; Program SWOT: W6- Curriculum Limitations in Providing Competitive and Attractive Content & W7- Missing Important Topic Content.*

**Goal #7: By July 1, 2026 develop and implement three additional marketing strategies (e.g., social media content, digital testimonials and outreach flyers) for recruitment of students to the BS in Speech-Language Pathology program.**

Overview: The undergraduate speech-language pathology program is an important pipeline to the graduate program. The faculty continue to work with Undergraduate Admissions and attend all campus undergraduate recruitment events. This year we will attempt to have not only faculty attend the events but also student members of the National Student Speech-Language-Hearing Association local chapter. This will provide UG candidates the chance to learn about the program from both faculty and students..

In addition, we wanted to move in some different directions to increase the pool of candidates declaring speech-language pathology as a major.

Plan: Our initial plan is to continue to work with Heather Wirsig in Integrated Marketing and Britni Hume in UG admissions. We will develop content in the three areas:

A) media content

B) digital testimonials

C) outreach flyers

This material will be developed during the Fall to middle of the Spring , 2026 semester. Some of the material will be implemented in the spring and summer months. At the end of the spring semester a review of the results will be considered and decisions for direction of recruitment for the 2026-2027 school year will be considered.

Responsible Faculty: Dr. Kourtney Dey

Targeted Long-Term Goal: #6

*Relationship to Program UCM Strategic Plan, HCBPS College Strategic Plan, CAA Standards and/or Program SWOT Analysis: UCM Goal #4: Inclusive and Diverse Communities & Goal #6: Institutional Excellence and Enhance Reputation; Program SWOT: O5- Marketing and Advertising.*