



Strategic Plan 2023+

Vision: *Our vision is to be a program of excellence with cutting edge research, exceptional teaching and learning, and state-of the art clinical programs.*

Mission: *Our mission is to advance the science behind practice, develop practice ready speech-language pathologists to serve the communication needs of individuals from all backgrounds, and to elevate diversity, equity, and inclusion in the profession.*

Objective 1: Increase the competitiveness of external funding applications to support the Division’s vision and mission.

Performance Indicator	Baseline (Fall 2023)	≈ Three-year Target
Increase the Division’s competitiveness for regional and national grant applications.	Limited/no discipline grant writing supports in place	1) Three research consultants to mentor faculty members on grant applications and related activities 2) Each PhD faculty member will attend a CSD/related grant-writing workshop.

Aligned with UW Objective 5- Cultivate Financial Stability/Diversification: (5c) Grow external funding for research and scholarship across all disciplines

Objective 2: Deliver innovative learning experiences by implementing evidence-based teaching strategies¹ that will prepare speech-language pathologists for adaptation in the changing workforce.

Performance Indicator	Baseline (Fall 2023)	≈ Three-year Target
Improve quality and variety of innovative learning experiences for students	Professional development hours in Teaching & Learning (each faculty member will report each year)	4 hours per faculty member by yr 3

¹ strategies include are not limited to: interprofessional education, virtual reality, use of Anatomage, state of the art clinical models, and clinical simulations

Aligned with UW Objectives: Objective 1- Enhance Student Success: (1b) Build a Student-ready, Student-focused Enterprise ; (1f) Prepare Students for Life and Adaptation to a Changing and

Increasingly Digital World. Objective 2-Pursue Institutional Excellence: (2b) Value and reward all teaching, extension, engagement, and innovation contributions to UW’s mission

Objective 3: Advance *Diversity, Equity, And Inclusion* (DEI) In Our Academic Programs

Performance Indicator	Baseline (Fall 2023)	≈ Three-year Target
1) Deliver DEI learning activities across the curricula 2) Conduct an equity audit, review, and revision (as needed) of Division policies, statements, and handbooks ² .	1) # of “equity/access” related topics in curricula 2) 0/6 documents have undergone an equity review	1) increased equity and access topics from baseline, in each course. 2) All 6 documents will have undergone an equity review

² Relevant documents include: the clinic procedural manual, graduate student handbook, student appeals document, professionalism policy, Division statement of Diversity, Equity, and Inclusion.

Aligned with UW Objective1- Enhance Student Success: (1c) Enhance Graduate Student Support Services; (1d) In line with Wyoming’s post-secondary educational attainment goals, increase enrollment and engagement with all student populations including tribal, marginalized, and underserved students; (1f) Prepare Students for Life and Adaptation to a Changing and Increasingly Digital World

Objective 4: Engage with and Serve the State of Wyoming

Performance Indicator	Baseline (Fall 2023)	≈ Three-year Target
1) Collaborate with local and state partners 2) Engage with and serve state through clinical practice and expertise	1) hours of faculty, staff, student provided professional collaboration 2) Number of clinical contacts: Aud Speech Tele	1- Increased from baseline measures 2 - Maintained or increased capacity of clinic service

Aligned with UW Objective 4- Engage with and Serve the State of Wyoming: (4b) Grow health and wellbeing initiatives across the state; (4e) Enhance UW’s connections with and service to the people of Wyoming; (4f) Grow educational opportunities for Wyoming

Note:

Approved by Division Faculty & the College of Health Sciences Dean: May 2023