



Academic Year 2023-24 Strategic Plan Executive Summary & Progress Report

Executive Summary:

In the 2023-2024 academic year, the Division of Communication Disorders made significant strides towards achieving its three-year objectives outlined in the 2023+ Strategic Plan. Our research faculty actively participated in grant writing consultations and training sessions, resulting in increased grant submissions and new awards. Additionally, our commitment to innovative learning experiences was robust, with all faculty engaging in Scholarship of Teaching and Learning (SOTL) trainings, a milestone that aligns with our three-year objectives. To enhance student success in Division programs, we analyzed courses and their inclusion of content *to serve individuals from all backgrounds*. We reviewed and discussed course content, finding that over half of our courses now incorporate material relevant to multiple demographic groups. Concurrently, we conducted a thorough audit of student policies within the Division, successfully updating 50% of the documents identified for audit in our three-year target. Finally, our Division maintained a strong engagement and service profile within Wyoming, as demonstrated by extensive faculty collaboration hours and the number of clinical visits provided by the UW Speech and Hearing Clinic.

Overall, these achievements underscore our Division's strong progress towards the established three-year targets outlined in the 2023+ Strategic Plan.

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

Performance Indicator	Baseline (Fall 2023)	Academic Year 2023-24 update	≈ Three-year Target
Increase the Division's competitiveness for regional and national grant applications.	Limited/no discipline grant writing support in place.	1) 100% of research faculty received consultations/mentoring (Status: 1 of 3 consultations occurred) 2) 100% of research faculty attended a CSD related grant writing workshop. (Status: Target met)	1) Three research consultations to mentor faculty members on grant applications and related activities 2) Each PhD faculty member will attend a CSD/related grant-writing workshop.

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

Performance Indicator	Baseline (Fall 2023)	Academic Year 2023-24 update	≈ 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)	63% of faculty met the 4 hour target. (Status: 63% of faculty met the target, 37% in progress)	4 hours per faculty member by yr 3

Objective 3: Enhance Student Success in Division programs.

Performance Indicator	Baseline (Fall 2023)	Academic Year 2023-24 update	≈ Three-year Target
1) Deliver content that prepares students to serve individuals from all backgrounds 2) Conduct an audit, review, and revision (as needed) of Division policies, statements, and handbooks to reduce bias	1) % of courses that include information on multiple populations/groups 2) 0/6 documents have undergone a bias review	1) 59% of courses included information on multiple populations/groups (Status: A good percentage of courses include this information. We will keep working to strengthen support for the objective) 2) 3/6 documents underwent bias review (Status: good progress made, continue to review documents)	1) increase courses that include information on multiple populations/groups 2) All 6 documents will have undergone a bias review

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

Objective 4: Engage with and Serve the State of Wyoming.

Performance Indicator	Baseline (Fall 2023)	Academic Year 2023-24 update	≈ Three-year Target
1) Collaborate with local and state partners	1) hours of faculty, staff, student provided	1) 125 hours of professional collaboration	1- Increased or continued

2) Engage with and serve state through clinical practice and expertise	<p>professional collaboration</p> <p>2) Number of clinical contacts: Aud Speech Tele</p>	<p>reported. (Status: strong engagement occurred)</p> <p>2)Aud: 764, Speech: 1401, Tele: 357. (Status: strong engagement/service occurred)</p>	<p>collaboration observed</p> <p>2 - Maintained or increased capacity of clinic service</p>
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