



## Academic Year 2024-25 Strategic Plan Executive Summary & Progress Report

### Executive Summary:

In 2024–2025, the Division of Communication Disorders made strong progress toward the 2023+ Strategic Plan. We sustained gains in external funding competitiveness (Objective 1) and secured significant new awards. Objective 2 was achieved through faculty-wide adoption of evidence-based teaching strategies, ensuring students are well prepared for an evolving speech-language pathology workforce. Student success initiatives (Objective 3) advanced significantly, with one subobjective fully met and the other nearly complete, requiring review of just one remaining student policy/procedures document. Engagement and service to Wyoming (Objective 4) continued to be a hallmark of our mission, with excellent progress on both subobjectives and plans to sustain outreach through clinical services and consultations across the state. Overall, the Division has met or is on track to meet all objectives, maintaining strong momentum toward the three-year targets.

**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)	Year 1Academic Year 2023-24 update	Status
Increase the Division's competitiveness for regional and national grant applications.  ≈ Three-year Target 1) Three research consultations to mentor faculty members on grant applications 2) Each PhD faculty member will attend a CSD/related grant-writing workshop.	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.	Target successfully met, AY 2023–24

**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	Academic Year 2024-2025	Status
Improve quality and variety of innovative learning experiences for students ≈ Three-year Target 4 hours per faculty member by yr 3	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)	100% of faculty met the 4 hour target	Target successfully met, AY 2024-25

**Objective 3: Enhance Student Success in Division programs.**

Performance Indicator	Baseline (Fall 2023)	Academic Year 2023-24 update	Academic Year 2024-25	Status
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  ≈ Three-year Target 1) increase courses that include information on multiple populations/groups 2) All 6 documents will have	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  2) 3/6 documents underwent bias review (Status: good progress made, continue to review documents)	1) 94% of courses included information on multiple populations/groups (Status: Excellent progress made.  2) 5/6 documents underwent bias review	1) Subobjective met with excellent progress AY 2024-25  2) Status: very good progress made, review of 1 document remaining

undergone a bias review				
-------------------------	--	--	--	--

<sup>2</sup> Relevant documents include: the clinic procedural manual, graduate student handbook, student appeals document, professionalism policy, Division's Code of Ethics.

#### Objective 4: Engage with and serve the State of Wyoming.

Performance Indicator	Baseline (Fall 2023)	Academic Year 2023-24 update	Academic Year 2024-25 update	Status
1) Collaborate with local and state partners  2) Engage with and serve state through clinical practice and expertise  ≈ Three-year Target 1)-Increased or continued collaboration observed 2) Maintained or increased capacity of clinic service	1) hours of faculty, staff, student provided professional collaboration  2) Number of clinical contacts: Aud Speech Tele	1) 125 hours of professional collaboration reported.  2)Aud: 764, Speech: 1401, Tele: 357.	1) 33 hours of professional collaboration reported. Note data missing from one PhD faculty member.  2)Aud: 749 Speech: 1114, (including 334 Tele).	Excellent progress demonstrated across both subobjectives, with plans on sustaining engagement in the coming academic year.