



### 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.*

**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 strategies<sup>1</sup> 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

<sup>1</sup> 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: Enhance Student Success in Division programs.**

Performance Indicator	Baseline (Fall 2023)	≈ 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) increase courses that include information on multiple populations/groups 2) All 6 documents will have undergone a bias review

<sup>2</sup> 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 Objective 1- 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

Document History:

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

*Division faculty edited the wording of the plan to parallel the University's language/preferences: July 2024*