**Abilene Christian University**

**Department of Communication Sciences and Disorders**

**Strategic Plan 2020-2025**

VISION

We believe that communication connects us to God and one another.

Consequently, we are committed to passing on knowledge and skills as well as a love for the profession and the people to whom we minister. We are determined to continue the legacy of forming students’ beliefs about God, themselves, others, and the world. We do this through a commitment to know students individually, connect with students where they are, and mentor them in the developmental process toward becoming an excellent professional within the field of communication sciences and disorders.

MISSION

To equip students with the knowledge and skills in speech-language pathology

for ministry to persons with communication disorders through a Christian world view.

CORE VALUES

Excellence, Community, Passion, Integrity

EXECUTIVE SUMMARY:

The continuing vision of the CSD faculty for growth in the Department of Communication Sciences and Disorders is shaped by our firm belief that communication connects us to God and one another. Consequently, we are committed to passing on knowledge and skills as well as a love for the profession and the people to whom we minister. We are determined to continue the legacy of forming students’ beliefs about God, themselves, others, and the world. We do this through a commitment to knowing students individually, meeting students where they are, and guiding them in the developmental process.  Our core values are reflected in all planning for our work:  **Excellence, Community, Passion, Integrity.**

After successful completion of a strategic plan targeting the academic years between 2015 - 2020, the department faculty and staff met in the summer of 2020 to draft a five year strategic plan in line with the missions of the college, the department, and with the current strategic plan of the university.  The faculty and staff conceived of seven focus areas for this plan:       1) PROGRAM and CURRICULUM, 2) SPIRITUAL FORMATION  ACROSS THE PROGRAM, 3) CLINICAL EDUCATION AND EXPERIENCES, 4) PERSONNEL, 5) SCHOLARSHIP, 6) ALUMNI ENGAGEMENT, and 7) DEVELOPMENT AND ENDOWMENT.

Program issues were: (1) the creation and launching of an accelerated BS-to -MS degree (3+2) track, (2) The review and updating of the graduate curriculum, and (3) the strengthening of a climate of diversity and inclusion throughout the department.

Spiritual Formation issues were: (1) the aligning of student spiritual formation efforts within the department with the university undergraduate spiritual formation program, and the utilization of spiritual formation resources within the graduate program as well.

Clinical Education issues were:  (1) the creation and launching, in collaboration with community partners, of hospital pre-externship orientation programs in Dallas and Abilene, and a school pre-externship orientation program in Abilene, and (2) the highlighting of faculty and clinical supervisor expertise to assist in student recruiting and to increase capacity for community services.

Personnel issues were: (1) the maintenance of a fully-staffed faculty of highly qualified individuals in the context of projected needs for faculty expansion in Dallas, and  approaching faculty retirements in Abilene.

Scholarship issues were: (1) the launching of a program of release time and research support funding for two faculty members per year, and (2) increasing student engagement in faculty research.

Alumni engagement issues were: (1) engaging alumni to build a broader base of support for the department by offering networking/continuing education opportunities, and creating an alumni organization (Wildcat SLPs).

Development and Endowment issues were:  (1) the creation of a department-specific endowment for the purpose of providing significant graduate student scholarships, and (2) the creation of an endowment to support the clinical education programs at the two campuses.

Outcomes and strategies were developed to address each of these focus areas and issues.   This plan will guide department work beginning in August 2020.