

## Collaboration and Research

*Increase the number of CD research-clinic/community and CD research-clinic/university partnerships*

Committee Members: Emma Brothers, Luca Campanelli, Litsa Cheimariou, Abigail Lesley, Evie Malaia, Amanda Mennen, Rebecca Summy, HyunJoo Yoo

Activity/Target Behavior	Date to be Completed	Target Metrics	Timeline
Identify collaboration opportunities within the department, across campus, and across community partners	Fall 2027	Share specialties, research interests, and caseload makeup with departmental and campus colleagues	Fall 2022/Spring 2023
		Create database of potential opportunities within the department campus, and community	Begin Fall 2022 (ongoing)
		Follow-up and share with partners, collaborators, and colleagues to support carry-over	Fall 2023 (and continue)
Identify funding opportunities and explore the logistics of collaboration	Fall 2027	Create a database of common funders and opportunities	Fall 2022(and ongoing)
		Submit for grants and other funding 1 per year starting 2023	Fall 2027
		Points of contact, resources, etc. will be added to database as needed	
Disseminate research and scholarly output related to collaborations	Fall 2027	3 of any type (conferences, symposia, articles, etc) per year starting 2024	Fall 2027
		1 per year (starting 2024)	Fall 2027

*Increase scholarly output of the department*

Activity/Target Behavior	Date to be Completed	Target Metrics	Timeline
Identify and/or attend grant funding workshops (department, college, university levels)	Fall 2027	Attend a workshop	Fall 2024
		Host a grant workshop	Fall 2026
Create routine research meetings of faculty to collaborate, brainstorm, learn, and set goals	Fall 2027	Start writing/accountability meetings	Fall 2022/Spring 2023 (and ongoing)
		Host research-related workshops	Fall 2023 (and ongoing)
Set up system to educate CD faculty/staff/graduate students/undergraduate students regarding current projects	Fall 2027	Update research webpage with research interests and current projects yearly	Fall 2022 (and ongoing)
		Identify publication venues that support specific research	Fall 2023 (and ongoing)
Disseminate research and scholarly output	Fall 2027	Submit to conferences, symposia, etc. 3 per year	Fall 2024
		Submit articles and other research output 1 per year	Fall 2023 (and ongoing)
		Complete needs assessment for creating a PhD program within CD department	Spring 2026
		Designate a PhD Exploration Committee Evaluate feasibility of starting PhD program to include budgetary considerations/funding, accreditation, and need within the greater community (state, field, etc...) Submit completed needs assessment report to the department chair and clinical director Present findings of the needs assessment to the department during a regularly scheduled meeting	Spring 2024 Spring 2025 Fall 2025 Spring 2026

## Program Consideration & Administration

*Expand and diversify the University of Alabama's Department of Communicative Disorders offerings to support our vision of being the Southeast's premiere educational program for training in the fields of Audiology and Speech-Language Pathology.*

Committee Members: JoAnne Paye, Memorie Gosa, Mary Bryan, Melissa Jordan, Mary Price, Candace Cook

Activity/Target Behavior	Date to be Completed	Target Metrics	Timeline	
Explore feasibility of an Undergraduate Study Abroad experience	Summer 2025	Explore undergraduate and graduate opportunities for study abroad	Fall 2023	
		Identify a faculty member to lead study abroad experience	Summer 2024	
		Identify a partner program with whom to collaborate	Summer 2025	
Become ASHA-approved CEU provider	Fall 2025	Explore requirements	Fall 2023	
		Complete application	Fall 2024	
		Hold first event as ASHA CEU provider	Fall 2025	
Increase diversity representation in students & faculty/staff	Summer 2027	Meet with DEI Committee to determine goals and objectives to meet this target	Spring 2023	
AuD program application process and candidacy completed.	Summer 2027	Explore requirements for developing AuD program, including cost analysis	Summer 2024	
		Complete app for candidacy if feasible	Summer 2025	
Increase variety of clinical services to support clinical education	Fall 2027	Dx & Tx services for adult dysphagia	Interested clinicians complete FEES training	Fall 2023
			Develop and implement internal competencies for provision of FEES	Summer 2024
			Develop documentation templates for FEES services	Summer 2025
			Provide swallowing outpatient FEES diagnostic services	Fall 2025
			Interested clinicians complete training for at least one dysphagia treatment modality	Spring 2025
			Develop and implement internal competencies for provision of adult dysphagia treatment	Summer 2025
			Develop documentation templates for adult dysphagia treatment	Fall 2025
			Provide outpatient adult dysphagia treatment services	Spring 2026
			Increase adult in-house clinical experiences	Fall 2027
			Provide voice outpatient diagnostic services	Fall 2024
		Dx & Tx services for voice clients	Fall 2025 = Provide voice outpatient treatment services	Fall 2025

		LA & TA SERVICES FOR VOICE CLIENTS	Increase adult in-house clinical voice experiences for graduate students so that total of 10 receive in-house experiences	Fall 2027
			Create needs assessment re: additional services needed by SHC	Fall 2023
			Distribute, collect, summarize results of survey/assessment	Spring 2024
		Complete needs assessment for other areas	Discuss results of needs assessment and determine next steps	Summer 2024
Program Evaluation	Fall 2027	Determine/identify all relevant existing clinical and educational evaluations (Student evals of		Fall 2023
		Evaluate usefulness of current forms		Fall 2024
		Edit as necessary		Fall 2025
		Trial revised metrics/program evaluations		Fall 2026
		Finalize based on the results of the trial		Fall 2027
Systematically evaluate the role of chair to determine feasibility of incorporating a vice-chair role within the department to share administrative responsibilities	Fall 2026	Put together working group of individuals that have administrative responsibilities within the department		Spring 2024
		Document administrative responsibilities across Chair, Clinic Director, Grad Director, and UG Director		Fall 2024
		Assess compiled document for redundancy and opportunities to consolidate responsibilities		Spring 2025
		Formally write roles/responsibilities of current positions (Chair, Clinic Director, Grad Director, and UG Director)		Fall 2025
		Document roles/responsibilities of associate chair position		Spring 2026
		Advocate to Dean's office for additional resources to support implementing a vice-chair		Fall 2026
Advocate for the consolidation of clinical faculty positions within our department to provide equity for promotion across all clinical educators & to provide position titles that accurately reflect the job expectations and experience	Spring 2025	Construct a comprehensive Clinical Educator Renewable Contract Faculty (RCF) job description with FTE categories that includes clinical work		Spring 2024
		Document criteria for promotion of RCF positions		Fall 2024
		Present criteria for promotion of RCF positions to department for voting/adoption		March/Spring 2025

Present CD RCF job description and promotion guidelines to Associate Dean/Dean for approval *May/ Spring 2025*

## Undergraduate and Graduate Degree Programs

*Explore and develop academic and clinical training experiences at the undergraduate and graduate levels to promote student growth.*

Committee Members: Christy Albea, Jennifer Baggett, Kayce Hinton, Laura Moss, Mary Ray-Allen, Paul Reed, Sara Shirley, Lacey Watts

Activity/Target Behavior	Date to be Completed	Target Metrics	Timeline
Implement undergraduate CD recruiting program at the high school and community college level	Spring 2025	Develop recruiting programming/materials	Spring 2023
		Contact high schools and community colleges in the West Alabama area (with specific/initial focus on schools with underrepresented/minority populations) and inquire about opportunities to share this information –principals, assistant principals, counselors, career advisors as contacts	Fall 2023 (and ongoing)
		Present recruiting information to at least two schools (with specific/initial focus on schools with underrepresented/minority populations); recruitment material related to department/UA program and obtained from ASHA	Spring 2024 (and ongoing)
Expand undergraduate elective offerings within the department	Fall 2025	Offer a senior seminar type elective in which practical information and training related to future academic (i.e., graduate school, PhD, research/thesis) and career (i.e., SLP-A, audiology assistant, technical documentation, resumes, interviewing, etc.) based information is the focus **not a repeat of CD 102/CD 225/Professional Issues	Spring 2023 (and ongoing)
		Offer UG dysphagia elective	Fall 2025
Develop a stronger and more systemic link between the classroom and the clinic	Fall 2027	Identify academic/clinical faculty pairings	Spring 2023
		Develop general guidelines for implementation of these pairings (i.e., academic faculty will follow one client a semester; clinical faculty will speak in one class taught by the academic faculty a semester –academic/clinic faculty may informally present the case history on the chosen client in one class meeting)	Spring 2023 (and ongoing)

		Add 1-2 clinical faculty to the department's curriculum committee for more cohesiveness and representation across class and clinic	Fall 2023
Partner with e-Tech to outline the specific processes needed to incorporate CSDCAS graduate application software into our graduate application system and present the CSDCAS proposal to the graduate school for consideration	Spring 2026	<p>Follow-up with e-Tech representative, Andrew Richardson, to document the process required to integrate CSDCAS into SLATE</p> <p>Schedule a meeting w/ graduate school representatives to review the CSDCAS to SLATE integration process outlined by e-Tech</p> <p>Implement CSDCAS into graduate application cycle for c/o 2026</p>	<p>Fall 2024</p> <p>Spring 2025</p> <p>Spring 2026</p>