

Department of Audiology and Speech-Language Pathology (ASLP)
College of Health & Public Service
University of North Texas

Strategic Plan
2020 – 2025

ASLP Mission Statement

The mission of the Department of Audiology and Speech-Language Pathology (ASLP) is to provide excellent, evidence-based teaching, research and service in the disciplines of Audiology and Speech-Language Pathology. Our diverse faculty will offer didactic, fundamental and research-based courses; excellent clinical education that incorporates appropriate and accurate assessment and treatment strategies for individuals with communication disorders; and faculty-led innovative research activities that are globally recognized. We will recruit, retain and graduate highly qualified undergraduate and graduate students in ASLP within an expansive culture of learning, and prepare them to be highly productive, thoughtful and caring professionals.

ASLP Vision Statement

The Department of Audiology & Speech-Language Pathology will be known for its excellent training of undergraduate and graduate students in Audiology and Speech-Language Pathology, and for expert provision of clinical services for populations with hearing and communicative disorders. The Department will be especially known for its cutting edge basic, clinical and translational research conducted by its faculty, undergraduate students and graduate students. The educational, service and research activities of the Department will be relevant, diverse and inclusive as a sustainable resource within the university, higher educational system, the State of Texas, and the nation.

ASLP Academic Plan

Introduction and Background:

The Department of Audiology and Speech-Language Pathology (ASLP) at the University of North Texas (UNT) is one of seven departments in the College of Health and Public Service (HPS). UNT is a Carnegie R1 Doctoral Institution, and is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master's and doctoral degrees. The ASLP department stresses excellence in academic and clinical teaching, service and scholarly activities by its faculty and students. The Department has under its aegis the highly-successful UNT Speech & Hearing Center that provides innovative procedures and techniques to diagnose and treat speech, language and hearing disorders. Affiliations with off-site placements such as public school systems, physician offices, hospitals, governmental facilities and private practices yield additional didactic and practicum learning experiences for students. The department achieves its goal for excellence by recruiting, retaining and graduating high-achieving students in the undergraduate program in audiology and speech-language pathology, master's program in speech-language pathology (M.S.-SLP), clinical doctoral program in audiology (Au.D.) and research doctoral program (Ph.D.) in health science research in the concentration area of ASLP. The Au.D. and M.S. programs are accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology of the American Speech-

Language-Hearing Association. The Department employs latest computing and other technological advances in its teaching, research and service components. The mission and goals of the department are congruent with the mission and goals of HPS and UNT, and are highly integral to the overall direction of UNT, which is to educate and empower our students to thrive, be innovative and care for a healthy, equitable and just society around us.

Department Goals

Goal 1: Provide excellent student education for successful careers as audiologists and speech-language pathologists.

Lead(s): Department Chair, Directors of Graduate Studies in Audiology and Speech-Language Pathology, Clinic Directors, All Faculty.

Objective: The department will focus on evidence-based academic and clinical education and exceed required standards for knowledge and skills by the university as well as higher education and professional accreditation bodies.

Approach:

1. Recruit talented, bright and diverse students nationally and internationally, and retain them by providing excellent education, regular advising and support in a nurturing environment.
2. Recruit and retain high quality faculty.
3. Adopt state-of-the-art and technologically-driven pedagogical methods and expand experiential learning opportunities for successful learning that fosters collaboration.
4. At the undergraduate level, exceptional faculty will provide students a well-rounded foundation in the scientific study of human auditory and verbal communication and concomitant disorders. A sustainable and supportive environment that promotes critical thinking skills and emphasizes racial and ethnic diversity will be adopted.
5. At the graduate level, exceptional faculty will provide superior graduate education programs based on scientific knowledge in the basic sciences and clinical sciences that underlie audiology and speech-language disorders so as to produce a cadre of well-trained professionals to assume academic and clinical positions in the field.
6. Develop sustainable strategies for student enrollment growth and maintenance of resources to fulfill the growing needs of the department in terms of staff, faculty, equipment, space and support services.

Outcome measures:

1. Annual assessment of student enrollment, credentials, retention rate and graduation within published time.
2. Successful completion of the Praxis exam.
3. Students' successful eligibility for national certification and state licensure.
4. Departmental resources for maintenance of high-quality instructors, support staff as well

as physical and technical infrastructure.

Goal 2: Augment innovative research and scholarship activities.

Lead(s): Department Chair, Tenure-Track Faculty, Clinical Professors.

Objective: ASLP faculty, graduate and undergraduate students will conduct cutting-edge research resulting in the increase of conference presentations, publications and grants.

Approach:

1. Recruit and retain tenure-track faculty with productive research agenda.
2. Promote research faculty members' engagement in interdisciplinary research with colleagues within and outside of UNT.
3. Provide research mentors for junior tenure-track faculty within and outside the department.
4. Encourage research faculty members to involve undergraduate and graduate students in their research projects.
5. Budget for travel monies for faculty to travel to professional conferences.
6. Target talents in each faculty member and assign workload accordingly and provide incentives for outstanding performance by faculty for including students at conference presentation and co-authorships on publications.

Outcome measures:

1. Annual assessment of faculty productivity in research and scholarship by departmental Personnel Affairs Committee and the department chair.
2. Mid-term and fifth year tenure and promotion reviews by the department, college and university.
3. Number of faculty engaged in interdisciplinary research projects.
4. Student participation in research projects.
5. Resources for faculty travel to conferences.

Goal 3: Promote community engagement, extension of clinical services and service grants.

Lead(s): Department Chair, Clinic Directors, Professional Staff, All Faculty.

Objective: ASLP, through the UNT Speech & Hearing Center, will provide excellent clinical services in audiology and speech-language pathology and disseminate service-related information to professionals and general public.

Approach:

1. Expand number and type of clinical services and specialty clinical areas offered in the Speech and Hearing Center.
2. Enhance marketing strategies highlighting our innovative client-centered clinical services to local physicians, school districts, nursing homes and at-risk individuals.
3. Obtain service grants to provide free services or reduced service fee for eligible clients.
4. Host workshops and seminars for students, professionals and public to disseminate state-of-the-art information in clinical services.

Outcome measures:

1. Annual assessment of faculty engaged in clinical service and teaching by departmental Personnel Affairs Committee and department chair.
2. Promotion reviews of faculty engaged in clinical service by the department, college and university.
3. Type and number of service grants procured and administered by faculty.
4. Review of community partnerships, clinic revenue, student participation in grant-related services and methods of information dissemination.
5. Semester client satisfaction surveys.

Goal 4: Enhance diversity, inclusion and collaboration.

Lead(s): Department Chair, All Faculty and Staff.

Objective: ASLP will continue to preserve an environment rich in diversity and inclusion. The department will provide opportunities to increase faculty and students' participation in activities aimed at enhancing cultural competence and promote collaboration among its members.

Approach:

1. Require discrimination prevention training offered by UNT for all faculty and encourage participation in diversity and inclusion training.
2. Address diversity and inclusion throughout the curriculum.
3. Increase communication and transparency to build trust, mutual respect and shared responsibility.
4. Encourage collaboration and engagement of faculty and staff members in professional organizational committees to identify and eliminate barriers for initiation and continuation of cultural competence in the profession.

Outcome measures:

1. Monitor diversity training success rates.
2. Infuse curricular experiences in various undergraduate and graduate courses.
3. Recognize faculty and staff members with collaborative and team spirit, and those that diligently advocate and engage in conflict resolution.

4. Reward faculty involved in professional organizational committees striving for increasing diversity in our disciplines.

Assessment Timeline

The Department encourages communication between all its stakeholders. This dynamic five-year plan, based on the current leadership and management principles, will be assessed annually and revised as required to maximize the quality and efficiency of our educational programs.