NORTHERN ILLINOIS UNIVERSITY
School of Allied Health and Communicative Disorders
College of Health and Human Sciences

Strategic Plan for the Speech-Language Pathology Graduate Program 2024

The mission of the graduate program in Speech-Language Pathology is to further the understanding of human communication and its disorders and to contribute to the advancement of the field of Speech-Language Pathology through clinical practice, research and professional development. The program strives to prepare Speech-Language Pathologists who provide quality services across the lifespan, engage in intellectual discovery, and give back to the profession and their communities.

This mission will be achieved by:

Goal 1: Providing Innovative, Quality Speech-Language Pathology Services to The Region

Objective: Continue enhancement and improvement of clinical programs available for student and faculty participation
    Benchmark: Explore EI evaluation credentialing for additional faculty
    Benchmark: Explore new external contracts and sites
    Benchmark: Submit 1 grant to support clinic programs
    Benchmark: Explore becoming an Autism center listed on TAP website
    Benchmark: Advocate for hiring new clinical faculty member
    Benchmark: Facilitate students and faculty undergoing ADOS-2 training
    Benchmark: Explore incorporating clinic for undergraduate students

Objective: Continue interdisciplinary case-based learning
    Benchmark: Offer at least 2 guest speaker opportunities for graduate students to learn from experts in other disciplines
    Benchmark: Offer at least 3 classroom projects/assignments that ask students to demonstrate how they will work with interdisciplinary teams

Objective: Partner with interdisciplinary groups on clinical services and activities
    Benchmark: Collaborate with 2 different community groups/agencies
    Benchmark: Collaborate with 2 different NIU programs

Objective: Increase culturally and linguistically responsive services
    Benchmark: Provide ASD diagnostic team services in English and Spanish
    Benchmark: A minimum of 2 culturally and linguistically diverse simulated case projects will be completed across each cohort's program

    Fits with AHCD Goal 2: Increase alumni engagement opportunities

Fits with AHCD Goal 4: Increase revenue streams
Fits with Presidential Goal: Student Recruitment, Student Success & Student Experience
Fits with Presidential Goal: Research, Scholarship, Artistry and Engagement
Fits with Presidential Goal: Resource Development & Fiscal Responsibility
Fits with Presidential Goal: Diversity, Equity, and Inclusion
Fits with Presidential Goal: Academic Excellence & Curricular Innovation

Goal 2: Creating an Environment That Fosters Scholarly Activities and Critical Thinking

Objective: Highlight faculty research activity
Benchmark: Explore creating webpage highlights for all program labs
Benchmark: Discuss one scholarly activity at each faculty meeting
Benchmark: Faculty research will be presented in a public forum
Benchmark: 80% of full-time faculty who conduct research will submit at least 1 summary of their research from the past year for NIU's marketing staff to cross-post on social media pages using either a Huskie Spotlight, online form, or to marketing directly.

Objective: Increase student participation in research opportunities
> Benchmark: Create engagement activities for freshman admit students
> Benchmark: Increase recruitment efforts for freshman admit students
> Benchmark: Explore creating webpage highlights for all program labs
> Benchmark: Students will present at professional conferences
> Benchmark: A student will work in each faculty lab

Objective: Collaborate with interdisciplinary or external constituents regarding research
> Benchmark: Maintain research collaborations with external entities
> Benchmark: Publish with an interdisciplinary or external collaborator
> Benchmark: Participate on 3 interdisciplinary research teams with CHHS Ph.D. students

Objective: Increase research grant applications.
> Benchmark: Submit one external research grant
> Benchmark: Submit one internal research grant

Objective: Increase manuscript submissions
> Benchmark: Submit to a wider range of journals for smaller projects
> Benchmark: 2 conference presentations will be reworked for journal submissions
> Benchmark: Submit 2 internal grants to support graduate assistants
> Benchmark: Submit 2 internal grants for funding to support research initiatives
> Benchmark: Increase the number of publications with CHHS Ph.D. students

Fits with AHCD Goal 1: Develop ethical student leadership/advocacy
Fits with AHCD Goal 3: Create an environment that supports faculty research
Fits with AHCD Goal 4: Increase revenue streams
Fits with Presidential Goal: Student Recruitment, Student Success & Student Experience
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Goal 3: Facilitating Involvement in University, Professional, Alumni and Community Organizations

Objective: Highlight faculty involvement and participation in professional and community organizations
      Benchmark: Discuss one outreach activity at each faculty meeting
      Benchmark: Publicize 2 outreach activities

Objective: Increase student participation in professional organizations
      Benchmark: Notify students of at least 3 regional conference opportunities
      Benchmark: Explore student funding for students to attend conferences
      Benchmark: 5 students will attend a professional conference
      Benchmark: Invite at least 2 alumni to speak about professional involvement
      Benchmark: Notify students of professional practice alerts and discuss role of professional organizations
      Benchmark: Organize one faculty presentation about their involvement in professional organizations
      Benchmark: NSSHLA chapter will participate in at least 2 ASHA take action events
      Benchmark: NSSHLA chapter will have a standing ISHA student liaison

Objective: Increase participation in international collaborations
      Benchmark: Develop one international collaboration experience

Objective: Develop NIU as a regional choice for professional development
      Benchmark: Offer two continuing education experiences that have participant fees
      Benchmark: Renew credentials as an ASHA CEU provider

Objective: Continue to provide students with opportunities prior to graduation that prepare them for future employment
      Benchmark: Provide lectures from career services on networking, interviewing & resume writing
      Benchmark: Invite at least two alumni to speak in classes about career opportunities
      Benchmark: All students will complete at least three different external practica

Objective: Increase relations with alumni and stakeholders
      Benchmark: Invite external supervisors to graduation reception
      Benchmark: Invite alumni and external supervisors to CEU events
      Benchmark: Present an outstanding alumni award
      Benchmark: Seek nominations for 2023 outstanding alumni award
      Benchmark: Seek input from the AHCD advisory board

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Fits with Presidential Goal: Empowerment & Shared Responsibility

Goal 4: Promote an Atmosphere of Equity and Inclusion

Objective: Promote an atmosphere of equity in student learning and leadership
    Benchmark: Invite 2 external speakers to talk about their experiences as SLPS of color or other culturally/linguistically diverse backgrounds
    Benchmark: Seek input from the AHCD Diversity, Equity, and Inclusion committee
    Benchmark: Host 2 social events each semester
    Benchmark: Use multimedia sources to promote diversity and inclusion in SLP
    Benchmark: Use the COMD majors blackboard community to increase communication amongst faculty and students
    Benchmark: Develop a high school student recruitment plan with at least one cultural center at NIU
    Benchmark: Hold at least 1 student group meeting to discuss SLP terminology in Spanish
    Benchmark: Institute a bilingual student coordinator for ASD caregiver group
    Benchmark: NSSHLA chapter will host 2 events focused on diversity, equity, and inclusion topics in COMD

Objective: Promote an atmosphere of equity and inclusion in faculty development
    Benchmark: Review personnel policies and procedures
    Benchmark: Review course evaluation questions
    Benchmark: Create a diversity, equity, and inclusion statement for syllabi
    Benchmark: Create a diversity, equity, and inclusion statement for clinic team guidelines
    Benchmark: 75% of faculty will create introductory videos and include in course materials

Fits with Presidential Goal: Student Recruitment, Student Success & Student Experience
Fits with Presidential Goal: Empowerment & Shared Responsibility
Fits with Presidential Goal: Diversity, Equity, and Inclusion

Goal 5: Assure Program Accreditation and Compliance with Standards

    Benchmark: Hire one new faculty member to fill vacancies
    Benchmark: Secure adjunct faculty to teach in specialty areas not covered by regular faculty
    Benchmark: Monitor 2023 proposed changes in CAA standards to ensure they are met
    Benchmark: Ensure that students obtain 400 clinical practicum hours in three different settings prior to graduation
    Benchmark: Complete external supervisor survey
    Benchmark: Complete annual accreditation reports
    Benchmark: Analyze data from new ISBE professional educator completer survey

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