

CSCD Strategic Plan (2024-2029)

Approved 5/3/24

Revised 4/5/26

Vision

To advance knowledge, foster well-being, enhance quality of life, and reduce health disparities in the field of communication sciences and disorders through our leadership in transformative science, learning, and practice

The **CSCD Tripartite Mission** integrates Research, Teaching, and Engagement to serve both the vision of CSCD and the land grant mission of the university.

Research Mission

- To transform basic, translational, and clinical research in language, cognitive, speech, and swallowing processes, disorders, and delays using methods that embrace a holistic approach to prevention, diagnosis, and treatment strategies
- To conduct innovative, collaborative, and community-oriented research that intentionally focuses on equity and includes traditionally excluded groups

Goal 1: Increase infrastructural support for human research to continue to grow our already successful track record in garnering extramural support through:

1. **Partnering with extant registries** such as Language Research Registry, Brain Health Registry, and Stroke Research Registry
2. Building teams to support **hiring of community representatives** to aid in ethical recruitment and community support to underrepresented communities

Goal 2: Increase and incentivize networks of researchers within the unit, across the university, and country to encourage research innovation through:

1. **Hiring three strong faculty** who focus on one of our key areas of planned growth in areas such as aerodigestive and multilingualism
2. Building a portfolio of large collaborative grants (such as a **P50, T32, IGERT, or OSEP** grant) that involve collaborations between clinic and research and support clinical research partnerships across the university and within the unit
3. Improve communication, build cohesion, and support our growing reputation via a **monthly newsletter** to release to clinic patients, alumni, stakeholders, and industry partners

Goal 3: Increase external recognition of research preeminence through:

1. Increasing the number of faculty and CEs applying for and receiving **external and internal research awards**
2. **Broadening the portfolio of research awards** that faculty and CEs are applying for and receiving
3. **Building industry partnerships** with faculty and CEs in the unit

Teaching Mission

To educate and mentor students, trainees, clinicians, and researchers to advance the science and clinical care of language, speech, cognitive, and swallowing disorders in diverse communities.

- To prepare MA students in Speech-Language Pathology who:
 - Base their decision-making on internal and external evidence, clients' values and beliefs, ethical standards, and the context of care in clinical settings
 - Use a person-centered approach in their clinical care of and advocacy for individuals with language, cognitive, speech, and swallowing disorders across the lifespan

Goal 1: Redesign the MA-SLP curriculum to better cover KASA standards in the classroom through:

1. Continuing to devote **class hours to skill development**
2. Providing high quality **summer intensives** in the clinic to support student training goals and dovetail better with curricular needs (e.g., assessment, AAC, adult fluency)

Goal 2: Pursue support to increase our ability to **train our MA-SLPs and students in the CHS to conduct hearing screenings in the community** to support the land grant mission of the university and serve this area of need for Delawareans.

Goal 3: Create a bilingualism-multiculturalism certificate program for MA-SLP students, undergraduate students, and SLPs in the community and could involve a study abroad component

Goal 4: Maintain traditional and extended track MA-SLP program class size of ~35

- To prepare PhD research trainees who:
 - Possess the breadth and depth of knowledge necessary to become independent scholars, educators, and leaders for the future
 - Have the training required to build partnerships, innovate within the field, embrace principled decision making, utilize rigorous research methods, and uphold ethical standards

Goal 5: Redesign the PhD program through:

1. **A curricular overhaul** that aligns our curriculum with our goals following a review of aspirational programs and ongoing research on how best to train PhDs
2. **Pursuing varied funding streams for PhD students** including F31, GRFP, and ultimate submission of a T32 for reliable access to TA/GA lines
3. **Pursuing strong PhD students** and supporting their development

- To prepare continuing education for practicing clinicians that will provide them with:
 - Cutting-edge knowledge and experience that will enhance their capacity to provide high-quality services to individuals with communication disorders

Goal 6: Increase the number and scope of CEU (continuing education) events and create a revenue stream from such events through:

1. Continuing to survey areas of need for CEUs for topic, type of event, and frequency and then using topics to fill need and charging for CEUs for those unaffiliated with UD
2. Creating new CEU programs or CEU series (or certificates)

Engagement Mission

- To provide evidence-based, equitable, excellent, cutting-edge, person-centered clinical care in order to improve quality of life for individuals with communication differences/disorders and their communities
- To engage, educate, and advocate for underserved communities regarding communication differences/disorders, and scientific advances in the field
- To create, support, and advocate for communities of research, education, and care

Goal 1: Show continued growth in clinical services provided to the community and training of SLPs

Goal 2: Increase efforts to share **and disseminate research and clinical work** with the community both within the university and outside of the university through:

1. A monthly newsletter
2. Events with community partners that prioritize how we can give back to the community (e.g., A biannual “sips and science” hour; engaging Alumni)
3. Sending students, CEs, and faculty to conferences