

CSD Strategic Plan January 2025

Department Approved: January 2025

UVM Missions: To create, evaluate, share, and apply knowledge and to prepare students to be accountable leaders who will bring to their work dedication to the global community, a grasp of complexity, effective problem-solving and communication skills, and an enduring commitment to learning and ethical conduct.

UVM Vision: To be among the nation's premier small research universities, with comprehensive commitment to liberal arts education, environment, health, and public service.

CNHS Purpose: The College of Nursing and Health Sciences (CNHS) is dedicated to researching, educating, and innovating to create a healthier and more equitable world. Our focus is empowering individuals and communities to make positive societal changes so everyone can access the resources and opportunities for better health and wellness outcomes.

CNHS Vision: To be a leading academic community fostering excellence in health research, education, and practice committed to creating a healthier, more equitable world and wellness for all.

CNHS Mission: To create, share and apply health-related knowledge and prepare students to be global citizens who lead and collaborate across disciplines and perspectives with an interprofessional commitment to advancing equity in support of the health of individuals, communities, and societies.

CNHS Values: CNHS upholds the values of health equity, respect, advocacy, compassion, integrity, and inclusion, principles aligned with those expressed in the University of Vermont's "Our Common Ground"

CSD Mission: The Department of Communication Sciences and Disorders prepares professionals for meaningful careers in speech-language pathology, audiology, and related fields. Through exceptional research and education, we will create and apply new knowledge and evidence-based practices in inclusive and supportive learning environments while fostering a sense of belonging for all.

CSD Vision: Advancing communication so everyone is a part of the conversation, through:

- Preparing students to be critical thinkers and to apply evidence-based practice
- Providing exemplary opportunities to participate in research and scholarship
- Creating opportunities for interprofessional and community collaboration
- Expanding and fostering a diverse academic community

Core Values: Caring, collaboration, compassion, connectedness, and family.

Goals & Objectives	Review Cycle & Progress
1) Preparing graduate students for entry into professional practice or undergraduate students for post-baccalaureate function	
a) 100% of <u>graduate students</u> will meet comprehensive exam standards through completion or their Professional Portfolio, including all ASHA and the VT Agency of Education Core Teaching Standards (CTS) necessary for entry level into professional practice. Standards are updated regularly to reflect the VT AOE and ASHA guidelines.	Annual reporting May Department Retreat: Graduate Program Coordinator
b) 85% of undergraduate students will meet departmental standards on all NECHE/NEASC learning outcomes (e.g., professional foundational knowledge and career exploration IPE???) based on the most recent curriculum map. Highlight standards related to IPP/IPE	Annual reporting May Department Retreat: CSD NECHE Coordinator & Undergraduate PD

Goals & Objectives:	Review Cycle & Progress
2) Engagement within the community	
a) Maintain/explore/increase/encourage CSD undergrad and graduate student opportunities in community-based events. NECHE Survey – reflect & report event.	Annual reporting May Department Retreat: Grad PD, Undergrad PD, CSD Faculty.
b) Host regularly scheduled Advisory Board meetings to create meaningful engagement with community partners, including alumni, external supervisors, clients, family members, and other community contacts	Annual reporting May Department Retreat: Advisory Board Committee
c) Report on faculty research, funded projects, teaching, and service that include patient-centered-outcomes/ patient engagement components	Annual reporting May Department Retreat: Grad PD, Undergrad PD, CSD Faculty.

Goals & Objectives: Major Area	Review Cycle & Progress
3) Creating new knowledge and opportunities for students to participate in research and scholarship	

a) Grow the research excellence of the faculty by keeping track of presentations, publications, funding proposals submitted, funding received and supporting new opportunities, training workshops, peer reviews, research symposium, etc.	All faculty: Annual review and reporting to chair on annual activity forms and or other forms developed by the college
b) Student research participation: doctoral, masters, undergrad. Reporting of student authorship on papers, posters grants, and presentations at conference and/or travel to conferences	All faculty: Annual review and reporting to chair on annual activity forms and or other forms developed by the college

Goals & Objectives: Major Area	Review Cycle & Progress
4) Expanding and fostering a diverse academic community	
a) Increase and foster faculty/staff knowledge, skill, and implementation of cultural and linguistic awareness and responsiveness (defined broadly!).	All faculty: Annual review and reporting to chair on annual activity forms and or other forms developed by the college
b) Foster and track the inclusion of cultural and linguistic responsiveness and disability awareness in all undergraduate and graduate classes	Annual reporting May Department Retreat: All teaching faculty. Last calendar year from Annual reviews.

Goals & Objectives: Major Area	Review Cycle & Progress
5) Collaborating inter-professionally in education and practice	
a) Document and explore IP research & teaching collaborations	Annual activity reports. Develop tracking mechanism. Report at May Department Retreat: All faculty

Goals & Objectives: Major Area	Review Cycle & Progress
6) Program visibility & Equity	
Identify and track ways to improve the visibility of the profession 1) Initiatives enhance visibility in profession and status in college. 2) Creating equity in our department and program names, college name, etc.	
Increased visibility – social media and other outreach CELO student	

Example Research Tracking Sheet for faculty productivity

Activity Type	Citation/Activity	Student Included *	Community Engagement #	DEI Focus or Relevant %	Other (List)
Publication					
Presentation					
Grant/Funded					