

DEPARTMENT OF COMMUNICATION SCIENCES AND DISORDERS

Mission

The Department of Communication Sciences and Disorders enriches health and communication effectiveness in Oklahoma through academic teaching, research, accredited professional clinical training, and public service to the people of Oklahoma through the Oklahoma State University Speech-Language-Hearing Clinic.

Vision

- Provide Oklahoma with superior scholarly and data driven professional clinical training and intervention services in our communities;
- Educate students intellectually and ethically prepared to serve an increasingly complex society, locally, and globally throughout their careers;
- Be student-centered community focused, and performance based;
- Support diversity, academic freedom, high aspirations, and mutual respect;
- Provide significant and useful scholarly knowledge to Oklahomans, Americans, and International Communities; and
- Become the premier diagnostic and therapeutic center for Speech-Language Pathology in Oklahoma.

Core Values

Diversity – We respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds.

Integrity – We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

Service – We believe that serving others is a noble and worthy endeavor.

Intellectual Freedom – We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

Excellence – We seek excellence in all our endeavors, and we are committed to continuous improvement.

Stewardship of Resources – We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public’s trust and are accountable for our actions.

Professional Training – We are dedicated to the highest level of accredited, licensed professional clinical training for our graduates.

Goals, Critical Success Factors, Objectives, and Strategies

Goal 1: Recruit, retain, promote, and reward outstanding faculty, staff, and students in a diverse supportive atmosphere that enriches personal growth, fosters discovery of knowledge and solutions, thus, promoting scholarly activity, research, and clinical leadership initiatives in the community the state and the nation.

Critical Success Factors:

- Establish a complete undergraduate CDIS program at OSU Tulsa.
- Increase external funding to \$1 million over 5 years.
- Expand present teaching and clinical faculty by 5.
- Acknowledge faculty, staff, and student excellence through semiannual departmental awards ceremonies.
- Increase recruitment pool for both students and faculty through 2 new marketing strategies, 6 annual research presentations at national and international conferences, and 6 annual clinical presentations at the state, national, and international level.
- Promote research, teaching, and clinical excellence with 100% travel support for research presentations and organizational service and 70% support for continuing education training.
- Establish 2 new clinical sites serving more diverse populations.
- Establish full funding for a minimum of two graduate students through research funding.
- Increase endowed scholarships by 2.
- Support 5 student research presentations annually.

Objectives:

Objective 1.1: Recruit new faculty for OSU-Tulsa expansion.

Strategies:

- Continue expansion of course offerings at OSU Tulsa.
- Develop clinical sites at OSU Tulsa and affiliated clinics.
- Apply for research and clinical grants to enhance OSU Stillwater and OSU Tulsa.
- Develop the departmental website to enhance image for potential faculty.
- Use national search to fill full-time positions.

Objective 1.2: Increase diversity of student population.

Strategies:

- Market Communication Sciences and Disorders in areas high schools and junior colleges.

- Directly market to diverse student organizations and groups.
- Develop of section of the departmental website that addresses the need for speech-language clinicians and audiologists with diverse experiences.
- Actively recruit diverse clinical and research faculty for mentoring.

Objective 1.3: Increase undergraduate and graduate class size.

Strategies:

- Increase recruiting at state level by attending and presenting at state continuing education events.
- Increase the number of student assistantships with grant funding.
- Increase the variety and number of patients disorders served at OSU clinical sites.
- Improves access to materials and technology for clinical services.
- Increase the variety of treatment styles and modalities at clinical sites.
- Survey graduates, graduate externship supervisors, and graduate employers to identify additional training needs.
- Provide posters and packets to be displayed in other OSU departments and at Junior colleges.
- Actively recruit students from Oklahoma universities with undergraduate programs in Communication Sciences and Disorders.
- Develop career packets for undergraduate advising.
- Develop promotional videos for check out by undergraduate students.
- Require undergraduate participation in clinical colloquium.
- Seek endowed status for one existing scholarship each year for the next two years.

Objective 1.4: Increase external funding to \$1 million over 5 years to better fund faculty, graduate students, and undergraduate students.

Strategies:

- Encourage each research faculty apply for a minimum of one grant award annually.
- Encourage grant funding applications to include graduate research assistantships.
- Support research activities by overlapping clinical and academic student participation.
- Support research activities with physical space and faculty time allocations.

Objective 1.5: Add clinical faculty to enhance clinical training and allow research faculty to focus on scholarly activities at OSU-Stillwater and OSU-Tulsa.

Strategies:

- Use national searches to recruit outstanding clinical faculty.
- Utilize departmental website to highlight variety of clinical offerings and sites.
- Use increased clinical revenues to fund clinical positions.

Objective 1.6: Reward Research productivity with travel monies for establishing research networks.

Strategies:

- Provide 100% funding for travel to present research findings.
- Provide partial funding for travel to research conventions for networking.
- Provide partial funding for travel to other clinical or research sites to share techniques and information.

Objective 1.7: Reward teaching and clinical excellence with provision of continuing education training at increased levels.

Strategies:

- Provide 70% funding for continuing education training.
- Provide release time for innovative provision of clinical services.
- Encourage attendance at national meetings with partial funding.

Objective 1.8: Ensure that research activities receive appropriate resource support and incorporate undergraduate and graduate student contributions.

Strategies:

- Utilize graduate and undergraduate students for data collection, transcription, and coding within the clinical setting related to course materials and information.
- Where possible schedule teaching and clinical activities to decrease time conflicts with research projects.
- Utilize graduate assistant monies to support research activities.
- Develop rubrics and examples of IRB and clinical research protocols to streamline the clinical research process.
- Allow use of clinical space for research activities.
- Hire new faculty at 50% teaching 50% research workloads.
- Manage workloads to ensure that research faculty maintain time for research activities.
- Encourage research cooperation among faculty.
- Encourage collaborative projects, grant applications, and research activities with other OSU departments and sites.
- Develop community research venues.
- Hold monthly clinical research colloquium.

- Utilize staff and work-study students for clerical duties, freeing graduate assistants for research activities.
- Perform “Grand Rounds” presentations on clinical cases.
- Invite other OSU faculty and community professionals to present research and clinical information in departmental courses and colloquium.

Goal 2: Enhance departmental image and quality of life in Oklahoma by providing leadership in the provision of clinical, educational, and research services to Oklahomans with communication and related disorders.

Critical Success Factors:

- Establish 2 additional clinical sites in which to collect data, provide services, and educate allied health professionals.
- Establish a network of third party payers for clinical services.
- Establish 2 treatment assessment teams for specialized populations in Oklahoma and surrounding states.
- Hire 2 new teaching research faculty and 3 clinical faculty through national searches.
- Develop a monthly clinical colloquium for undergraduate and graduate students.
- Develop a comprehensive academic and clinical website that highlights departmental projects, accomplishments, and initiatives.
- Increase participation in state and national organizations to 100% for faculty and 80% for students.

Objectives:

Objective 2.1: Provide more sophisticated clinical services in a variety of settings.

Strategies:

- Continue to update clinical technologies, equipment, and facilities through external funding and clinic revenues.
- Actively seek community sites where transdisciplinary assessments and intervention can be implemented effectively.
- Become leaders in providing integrated IDEA educational and ADA services.

Objective 2.2: Expand clinical services through collaborative relationships with other disciplines at OSU-Stillwater and OSU-Tulsa.

Strategies:

- Develop expert teams to serve specific patient populations that incorporate other disciplines.
- Develop clinical and research relationships with other departments that serve families at OSU Stillwater and OSU Tulsa.
- Establish active research collaborations with child care facilities and head start agencies affiliated with OSU.

Objective 2.3: Establish provider relationships with large HMO, PPO, Medicare, and Medicaid Agencies.

Strategies

- Actively establish contractual arrangements and agreements with primary health care providers in Oklahoma State University.
- Identify a contact person at these organizations to act as a facilitator of these relationships.

Objective 2.4: Market in-depth expert evaluations for specialized disorders.

Strategies:

- Develop expert team evaluation.
- Use flyers to disseminate information.
- Utilize departmental website to market new services.
- Utilize clinical contacts to increase use of clinical facilities.
- Present information about current clinical services at state and national meetings.

Objective 2.5: Add clinical opportunities for undergraduate students.

Strategies:

- As an enhancement for classroom instruction, utilize clinical and research settings for practice of clinical skills.
- Require participation in clinical colloquium and “Grand Rounds.”
- Continue use of clinical shadowing and CAP project.
- Require attendance at initial clinic meetings to address confidentiality and general clinic practice.
- Continue to require clinical observations associated with content courses.

Objective 2.6: Enhance clinical opportunities for graduate students.

Strategies:

- Increase number and type of externship sites.
- Follow-up with externship supervisors to determine training needs.
- Develop at least 2 OSU Tulsa clinical sites.
- Increase variety of disorders treated in the clinic.
- Increase variety of intervention and assessment techniques used in the clinical sites.
- Increase variety of on-site services provided through the OSU Speech-Language and Hearing Clinics.
- Develop on-going intervention groups serving specific populations.
- Develop expert teams for assessment of specific disorders.

Goal 3: Create an environment which honors and supports individual differences in our program, in the community and in clinical services.

Critical Success Factors:

- Serve patients at 4 new clinical settings to increase diversity of disorders served.
- Serve patients in 5 new community settings that increases student exposure to diverse cultural and socioeconomic populations.
- Market Communication Sciences and Disorders directly to 10 diverse student groups annually.
- Develop 2 marketing videos for presentation to area high school and junior college students in a 250 mile radius.
- Actively recruit potential graduate students from undergraduate only communication disorder programs in Oklahoma and surrounding states.
- Identify 5 community needs for communication intervention and develop programs to meet those needs.

Objectives:

Objective 3.1: Increase student exposure to diverse disorders and population.

Strategies:

- Increase referral sources for clinics.
- Increase variety of intervention and assessment techniques used in the various clinical sites.
- Increase variety of on-site services provided through the OSU Speech-Language and Hearing Clinics in more diverse community settings.
- Develop on-going intervention groups serving specific populations.
- Develop expert teams for assessment of specific disorders with a family centered orientation.
- Develop interventions tailored to specific community needs.

Objective 3.2: Enhance range and sophistication of clinical services available to potential patients in Stillwater, Tulsa, and surrounding communities.

Strategies:

- Utilize transdisciplinary collaborations to enhance clinical interventions.
- Develop interventions based on cutting edge research supported techniques.
- Use funds to purchase cutting-edge technologies that can be used for clinical services and research.

Objective 3.3: Increase number and variety of graduate clinical externship sites.

Strategies:

- Identify training needs and actively seek sites where those services are provided.
- Capitalize on relationships with community professionals to enhance the training provided at clinical externship sites.
- Collaborate more directly with externship supervisors to enhance student and supervisor satisfaction.

Objective 3.4: Increase scope of clinical services to include innovative on-site evaluations and interventions.

Strategies:

- Identify communication disorder needs in local communities and develop programs to serve those needs.
- Identify pre-literacy and literacy needs and augment development of language supports for those needs in community programs.
- Develop relationships with community providers in Stillwater, Tulsa and surrounding communities to allow for student integration into service provision through observation or clinical assistance.
- Increase the use of home-based and community based assessment and intervention for persons with developmental disabilities and language disorders.

Objective 3.5: Increase the scope of recruitment to actively seek students outside the immediate geographical area.

Strategies:

- Actively recruit at Oklahoma, Texas, Arkansas, Missouri, and Kansas colleges with only undergraduate programs in Communication Sciences and Disorders.
- Actively market the field to undergraduate students attending all two year institutions in Oklahoma through visits, promotional videos, packets, and posters.

Objective 3.6: Diversify recruitment strategies to expose a more diverse student population to communication disorders.

Strategies:

- Actively market the field and program to undergraduate organizations with a minority population.
- Actively recruit male students through posters and packets at residence halls on campus.
- Develop a high school packet and video for use by school counselors and advisors and send it to high schools with high minority populations.
- Develop a promotional video, posters, and packets that stress the need for bilingual speech-language pathologists in Oklahoma .

- Use the departmental website to emphasize the need for multilingual service providers in all health related fields, particularly Communication Sciences and Disorders.

Objective 3.7: Select research objectives that appeal to a more diverse faculty and student constituency.

Strategies:

- Recruit faculty with a demonstrated interest in diverse populations.
- Encourage faculty mentoring of minority students.
- Encourage research that includes diversity as a part of the research objectives.

Goal 4: Use available financial, physical, and human resources efficiently to enhance educational, research, clinical, and community outreach services.

Critical Success Factors:

- Acquire updated technology in 3 clinical/research facilities.
- Establish 3 clinical facilities/services in existing shared space .
- Utilize 80% of current clinical space for research purposes.
- Establish 3 incentives from existing resources to reward creative allocation of resources.
- Allocate 20% of clinical revenues for updating clinical materials and facilities.
- Establish 3 new intervention groups to benefit patients and increase effective use of time and facilities.

Objectives:

Objective 4.1: Establish a forum for recognition of faculty, staff, and students who generate creative use of resources.

Strategies:

- Continue annual banquet where scholarship and merit awards are presented.
- Offer release time to persons who generate ideas for savings.
- Post innovative ideas generated by staff, faculty, and students that resulted in savings or creation of new and innovative services.

Objective 4.2: Use clinical and developmental research findings to support new and more efficient intervention techniques and services.

Strategies:

- Ensure that clinical procedures have a theoretically or empirically supported basis.
- Incorporate research findings into clinical interventions.
- Encourage students to develop clinical plans based on their own literature reviews.

Objective 4.3: Encourage coordination of subject and patient recruitment.

Strategies:

- Where possible overlap clinical and research objectives and projects.
- Ensure that clinic patients are willing to allow collection of data for analysis
- Utilize clinical cases for teaching.

- Collect outcome data to determine treatment effectiveness and development over time.

Objective 4.4: Establish new intervention groups for more diverse training and clinical opportunities.

Strategies:

- Using already procured funding, develop language groups that benefit individuals and families in the community.
- Use alternative clinical scheduling to provide more group interventions for a variety of disorders.

Objective 4.5: Actively market new interventions and document increased success to improve our community image and solicit external funding.

Strategies:

- Use the departmental website to promote measured clinical outcomes.
- Provide patient satisfaction survey results on the departmental website.
- Present clinical and research findings at state, national, and international meetings.
- Contact community health service providers with information about new services and the success of ongoing services.

Objective 4.6: Utilize clinical monies from new interventions for updated equipment and technology.

Strategies:

- Once clinical revenues increase, dedicate a percentage for equipment, technology, and facility updates.

Objective 4.7: Capitalize on relationships with community agencies, and researchers and clinical providers in related fields to establish innovative interventions and assessments.

Strategies:

- Increase the frequency of collaboration with other professionals.
- Seek consulting from related professionals.
- Actively look for research interests that overlap in other departments.
- Where community agencies or OSU departmental clinics offer similar services identify possible cooperative ventures.
- Use research interests to develop new projects for both research and clinical services.