

Strategic Plan Department of Speech, Language, and Hearing Sciences

Executive Summary

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Committee

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OVERVIEW

The purpose of this Strategic Plan is to analyze and plan the actions that the Department of Speech, Language, and Hearing Sciences needs to take to ensure sustainability and growth over the next three years until our reaccreditation review in 2016, while maintaining our commitment to excellence in all aspects of our mission.

Our vision for the department is to maintain and enhance the high national rankings of both Audiology and Speech Pathology. To this end, we have analyzed the strengths and weaknesses of the department, and identified various approaches to deal with the latter. A fundamental goal of this plan is to seek out solutions that facilitate the integration of the clinical and academic missions of the department.

The four steps addressed in this plan with significant budgetary impact are: hiring a department chair, hiring additional faculty in targeted specialties, changing the overage model, and addressing clinical faculty salary compression.

Department Philosophy

The Department of Speech, Language, and Hearing Sciences at the University of Florida is dedicated to advancing scholarship and addressing public health needs in the areas of Speech-Language Pathology and Audiology. The department fosters excellence in all areas, focusing on the integration of basic and applied research, graduate and undergraduate education, and provision of state of the art clinical care. We achieve this end by embracing innovative educational delivery models and principles of evidence-based practice, and by promoting a diverse, collaborative and mutually respectful environment.

Our Efforts are guided by the following values

- We value our opportunity to contribute to the advancement of scientific knowledge in communication sciences and disorders through basic and applied research.
- We value the educational process, the opportunity to share our knowledge with our students at all levels, our patients, our clinical colleagues, and the general public.
- We value the opportunity to provide the highest quality clinical care to the community and beyond.
- We are committed to encouraging a positive work environment, fostering honesty, integrity and collaboration, where individuals are valued and free to express their opinions.
- We value the contribution of clinical expertise to academic pursuits and the contribution of academic research to the advancement of clinical practice.

Department Assets

People: We have exceptionally hard-working and talented faculty and staff members in all divisions (i.e., academic, clinical speech, clinical audiology). Faculty members within each division are extremely compatible with each other. We are team players. We take pride in our diversity and our many collaborations within and outside the university, as well as in our strong national and international reputations for excellence in both the academic-research and clinical worlds.

Research Groups: We have focused on building strengths in three focal areas of research to enhance research productivity. This has resulted in an increased number of submitted, collaborative grants within the last year in hearing science, airway protection/dysphagia, and adult language.

Space: Currently we have adequate office and research space to accommodate the needs of academic faculty, as well as the needs of an incoming Chair. However, our on-campus clinical space is at maximum, which will have to be addressed in the coming 3-5 years.

As we move forward toward our next accreditation review in 2016, we have identified four strategic goals to guide our efforts.

Goals for the next 3-5 years

1. Sustain and enhance scholarship and academic reputation, nationally and globally
2. Foster and increase research opportunities and funding
3. Maintain the highest standards of patient care and clinical expertise
4. Provide highest caliber of education and training to the next generation of Audiologists and Speech-Language Pathologists