**Program Summary**

**Task Force:** Increasing the standards of clinical reporting would be a solid focus for the unit. Their additional goal would seem to hinge on faculty or community funding.

Thank you for the time and effort you put forth in your report. Through the USAP process, we are working to create a culture of continuous improvement; setting specific and measurable goals is an important step in the process of moving IPFW toward this culture of improvement. Part of this effort is getting individuals and units at IPFW to think differently about planning and the future. The work of the Communication Sciences and Disorders Department is critical to IPFW and we greatly appreciate the time you spent on this significant endeavor. Thank you again for being part of this important initiative.

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**Criterion:** #1: Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

**Question:** Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

1. Provide an appropriate pre-professional academic and clinical foundation for our majors who must continue their education to the master’s level in speech-language pathology or to the clinical doctorate level in audiology in order to obtain a license to practice in their professions.

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**Criterion:** #2: Accomplishments - Please list significant accomplishments from the last three years as they align with Plan 2020 goals

**Question:** I. Foster Student Success - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area I: Foster student success.
1. Maintain a high graduation rate for majors. For example, of 33 senior CSD majors listed spring 2014, 23 have graduated as of December 31, 2015.

2. Maintain a high acceptance rate to graduate programs. For example, of seven spring 2014 graduates who applied for MA programs in speech-language pathology, five have been accepted.

3. Provide clinical service-learning experiences for CSD upper-level students. For example, twelve senior student clinicians completed their CSD capstone course while providing 19 Fort Wayne area citizens with faculty-supervised clinical speech-language services in the spring 2014 semester. Four upper-level student clinicians provided faculty-supervised literacy training services to eight Fort Wayne area children in the 2014 second summer session. Nine CSD majors participated for credit in the fall 2014 AAC Weekend Theater Camp which involved nine children who use alternative/augmentative communication devices and 15 of their caregivers. Five non-credit CSD volunteers and six CSD alumnae also participated.

4. Provide non-clinical service-learning experiences for CSD students. In 2014 sixteen CSD majors participated in the second annual AAC World event in which about 30 Fort Wayne residents were introduced to non-verbal communication techniques. A similar number participated in 2013.

**Question:** II. Creation of Knowledge - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area II: Promote the Creation, Integration, and Application of Knowledge.

1. With DECCO grant and department funding support, two on-line courses have been developed. The first, CSD 11500, Introduction to Communication Disorders has had maximum enrollment since first offered in fall 2013. The second CSD30400, Anatomy and Physiology of the Speech and Hearing Mechanism which will be offered spring 2015 is enrolled at near maximum.

2. The CSD faculty have recently presented numerous papers at state, national and international conferences including the American Speech-Language Hearing Association (ASHA), the International Society of Alternative and Augmentative Communication, the Indiana Speech-Language Hearing Association (ISHA) and an invited paper at the Acoustical Society of America (ASA). In 2014 four of our recent graduates currently enrolled in MA programs also had presentations at ASHA 2014.


**Question:** III. Regional Hub - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area III: Serve as a Regional Intellectual, Cultural, and Economic Hub for Global Competitiveness.

NA

**Question:** IV. - Create a Stronger Univ - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area IV: Create a Stronger University through Improving the Support of Stakeholders and the Quality and Efficiency of the Organization.
1. Two CSD faculty members, CL Sharon Mankey and LTL Mariesa Rang obtained $5,000 in funding from the AWS Foundation of Fort Wayne to produce a campus AAC World public awareness event in fall 2013 and 2014.

2. The department continues to attract support from local organizations for student scholarships. For a recent example, about eight thousand dollars was awarded to eight CSD students for academic year 2014-15.

3. CSD continues to produce a relatively large number of graduates each year with a relatively small full-time faculty (three). This is made possible in part by the enthusiastic support of our LTL staff who greatly expand the areas of expertise needed to cover the wide range of topics in the CSD curriculum. Four of the current five LTL’s on staff are graduates of our program. Two have doctorates as well as the required MA and clinical certification credentials.

**Question:** Other Accomplishments - Please list any other significant accomplishments from the last three years that do not align with Plan 2020.

NA

**Criterion:** #3: Accreditations - Program specific accreditation and status

**Question:** Accreditations - What program-specific accreditations and status do you have, if any?

NA

**Question:** Constraints/Benefits - How do these accreditations constrain or benefit the work of your unit, if applicable?

NA

**Criterion:** #4: Laws and Mandates - Federal and state laws or mandates that your unit addresses

**Question:** Federal and State Laws - What federal and/or state laws or mandates do you address, if any?

NA

**Question:** Constraints/Benefits - How do these federal and state laws or mandates constrain or benefit the work of your unit?

NA

**Criterion:** #5: Inefficiencies - Activities that you spend resources on inefficiently or in ways that do not support the mission.
**Question:** Inefficient use of resources - On what activities, if any, do you spend resources (money, time, people, etc.) inefficiently or in ways that do not support the mission of your unit or the university? List as many as apply.

NA

**Criterion:** #6: IR and Budget Review - Review of your department profile and budget

**Question:** Contextualize IR data - Upon review of your IR Department Profile (for academic units) and FY 14-15 Budget information, are there any data you want to correct or contextualize? To view your profile or budget visit the Office of Institutional Effectiveness website: http://www.ipfw.edu/offices/ir/profiles/

NA

**Criterion:** #7: Goal One - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:
   
   Aligns with I.C.8
   
   High Priority

2. Comment on the goal's measures:
   
   Actions: Stated to hire two new tenure-track faculty
   
   Metrics: Stated N/A

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):
   
   Stated- Need new resources to expand from three to five full-time faculty.
   
   Challenged stated: To find qualified faculty for new positions.

4. Comment on the goal’s relevance:
   
   Relevant if campus and community defines need for additional graduate degrees. Aligns with I.C.8

5. Comment on the timeline of the goal:
   
   Goal three-fold- Fall 2015 search for new faculty; Fall 2016 hire new faculty; Fall 2017 hire new CL.
   
   Comment: Not clear as to funding to achieve the timeline goal.

   Possible opportunities for collaboration or suggestions for addressing a gap:

   Question: Unit Goal - What is your unit goal?
   Establish an MA program in speech-language pathology.

   Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.
   I.C.8 Respond to regional demand with appropriate post-baccalaureate credentials.

   Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.
   High priority

   Question: Actions - What action(s) does your unit plan to take to support this unit goal?
   Hire two new tenure track instructors with appropriate sub-field expertise in communication sciences and disorders
**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

NA

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

NA

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Additional budget to expand current staffing

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Locating qualified candidates to fill new positions

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Search for candidates Fall 2015

Hire new positions Fall 2016

Hire new CL Fall 2017

**Criterion:** #8: Goal Two - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

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1. Comment on the specificity of the goal:

Aligns with I.A.2

Medium Priority

2. Comment on the goal's measures:

Actions: Clear actions which can be implemented.

Metrics: Clear measurement of outcomes to assess effectiveness of actions.

3. Comment on the unit's ability to achieve the goal (include a consideration of the departmental profile and budget data):

Stated that resources are available.

4. Comment on the goal's relevance:

Relevant to I.A.2 Use assessment data to improve student learning.

5. Comment on the timeline of the goal:

Initiated Spring 2015, will be evaluated Fall 2015. Seems like a reasonable timeline.

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Improve assessment of student ability to produce effective clinical reports

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

I.A.2. Use assessment data to improve student learning

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Medium

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

1. Identify appropriate course in which clinical reports are required as part of the CSD curriculum.

2. Choose assessment methods that leverage the expertise of all of the clinical and academic CSD faculty members

3. Apply assessment methodology to students enrolled in at least one upper division course
Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

I.M.3. Achievement of learning outcomes

All students in the assessment cohort will show pre- to post-evaluation report writing skills.

Eighty percent of students in the assessment cohort will show post-evaluation skills appropriate to graduate-level clinical practicum requirements.

Resources - Are you able to accomplish this unit goal with your current resources?

All three full-time CSD faculty members will participate in the evaluation.

Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

NA

Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

NA

Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

A clinical (CSD 54900) or pre-clinical (CSD 321 or 420) course taught in Spring 2015 will be selected.

The evaluation of written documents will be conducted during Summer 2015.

Criterion: #9: Goal Three - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Unit Goal - What is your unit goal?

IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.
Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Criterion: #10: Goal Four - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?
Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #11: Goal Five - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?
**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #12: Goal Six - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?
**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #13: Goal Seven - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?
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Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #14: Goal Eight - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:**
#15: Goal Nine - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write "NA" or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #16: Goal Ten - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.
Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?