

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact	
Facilities, Technology & Equipment	1.1 Department office/lab space	Increase/improve faculty offices and research lab space	Secure funding	Constance	Completed			
			Coordinate with facilities on campus; construction		2009			
			Move outs and move ins		2009			
				Ribbon cutting		2009		
		1.2: Student computer lab	Construct an UG student computing lab	Write proposal	Constance			
					Secure funding			
				Coordinate with facilities on campus; construction		Years 2-3		
		1.3: Clinic/office space	Maximize utilization of existing clinic space in Caudell Hall	Scheduling	Karen, Constance	Completed		
					Obtain offsite space (satellites)			
					Explore feasibility of adding a second floor to the Caudell clinic		Year 4-2012	
		1.4: Department and clinic in same proximate space	Explore feasibility of the department offices and clinic located in the same space	Have meetings with various stakeholders (e.g., campus facilities, donors, foundations, etc.)	Constance	Year 5-2013		
					Prepare a proposal		Year 4-2012	

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact
	1.5: Technology and Innovation	Goal 1: Digitize clinic recording system	Secure funding		Completed		
			Installation		Completed		
			Training		Year 1-2009		
			Implementation		Year 2-2010		
			Periodically upgrade system and equipment; continually explore potential enhancements	Chris H., Constance	Years 1-5		
		Goal 2: Fully implement online student assessment and management system	Ensure full implementation by faculty (standard protocol)		Year 1-2009		
			Standardize training for all graduate students		2009		
			Periodically upgrade system and equipment; continually explore potential enhancements	Barb, Karen	Years 1-5		
		Goal 3: Develop a technology plan	Host discussion with stakeholders (e.g., computing services, etc.)	Chris H., Constance	Year 4-2012		
			Conduct focus groups, etc.		2012		
			Prepare a proposal		2012		

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact
		Goal 4: Distance education	Explore feasibility of providing distance education services	Chris H., Constance	Year 2-2010		
			Explore feasibility of providing telehealth/telepractice services		Year 5-2013		
			Serve on campus online/distance education committee				
Students	2.1: UG Student Enrollment and Success	Increase success of UG students, esp. transfers, by ensuring they are prepared for the rigors of the program; adequately prepare students for advanced degree/s	Establish criteria, in addition to GPA requirement, for transfer students	Debbie, Chris S.	Year 1-2009		
			Explore the feasibility of previewing the transfer students prior to admission to the department		Year 1-2009		
			Explore all available support services for our students		2009		
			Establish an assessment rubric for UG		2010		
			Evaluate the process for quality assurance		2010		

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact
			Ensure students are informed of all career options at the beginning of the major by placing greater emphasis on this area		2009		
			Develop closer ties with the Career Development Center		2009		
			Actively involve students in extra classroom activities		2009		
			Examine how well prepared are the alumni who attend other graduate programs		2009		
			Develop a formal mentoring program		2009		

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact
	2.2: Graduate Program	Ensure success of graduate students via recruitment, selection, academic rigor, and clinical preparation; adequately prepare students to work with a range of clients/patients and for successfully entering the workforce	Adopt other colleges/universities (e.g., Cortland, Xavier LA, etc.)	Barb, Chris S., Constance	Years 2-2010		
			Conduct targeted marketing		2010		
			Continue to participate in NSSLHA Grad Fair and assess outcomes		2010		
			Explore and assist with refining recruitment opportunities/events conducted by the graduate school		2010		
			Continue to seek grant funding to increase diversity (see also SI 2.3)		Year 3-2011		

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact
			Increase the number of highly competitive applicants		Years 1-5		
	2.3: Diversity in student body	Increase enrollments to reflect greater diversity (incl., geographic, racial/ethnicity, gender, international, etc.) in both UG and grad programs	Investigate the TOEFL score and other criteria for making admission decisions; college minimum, benchmark with other institutions	Sara, Constance	Year 1-2010		
			Adopt a high school/program (e.g., DaVinci, Grover, etc.); continued mentoring upon acceptance to BSC		2009		
			Host/educate guidance counselors about our field		2010		
	2.4: Scholarship and funding opportunities	Increase funding for students	Engage in and increase fundraising efforts	Constance, Barb, Karen	Year 2-2010		
			Fund and administer graduate student scholarship		Year 3-2011		

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact
			Write grants to increase diversity (e.g., racial/ethnic, gender, etc.) personnel preparation grants		2011		
Curriculum	3.1: UG academic experiences	Evaluate UG curriculum	Evaluate UG curriculum which entails looking at intensive writing requirement, class size, and frequency of offerings, course sequencing, and development of elective	Sally	Year 1-2009		
		Explore a minor in deaf studies	Increase section offerings of ASL	Constance, Sally	Year 3-2011		
			Investigate minor requirements		2011		
		Devise a plan for UG research	Explore course credit		Year 3-2011		
			reexamine UG research survey course		2011		
			Implement department acknowledgement of student research	Sally, Constance	2011		
			Actively recruit UG students to engage in		2011		
			Encourage and support conference presentations		2011		

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact
			Talk about research opportunities at orientation		Years 1-5		
	3.2: Graduate academic experiences	Implement a capstone choice	Offer new course and comprehensive examination option in addition to master's project or thesis	Barb, Sally	Year 2-2010		
			Develop SLP 625 - new course		2010		
			Develop the protocol for the comprehensive exam		2010		
			Evaluate the new capstone experience		2010		
			Department acknowledgement of student research		2011		
		Evaluate graduate curriculum	Evaluate grad curriculum - course sequencing, course credit, linking academic and clinic courses as well as elective	Barb, Sally	Year 1-2, 2009-2010		
		Explore feasibility of other degree options (e.g., medical speech-language pathology, specialty tracks, etc.) degree	Benchmark	Constance	Year 4-2012		
			Focus groups		2012		

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact
			Discuss with graduate school and other stakeholders		2013		
			Prepare proposal and discuss		2013		
		Devise a plan for maintaining interest in graduate research	Implement department acknowledgement of student research	Sally, Chris S.	Year 3-2011		
			Actively recruit students to engage in research		Years 1-5		
			Encourage and support conference presentations		Years 1-5		
			Talk about research opportunities at orientation		Years 1-5		
Service Delivery and Outreach	4.1: Clinical experiences	Increase diverse clinic opportunities across age span	Increase EI and CPSE clients in on-campus clinic	Karen, Chris H., Sara	Year 3-2011		
			Increase specialized training and clinic in fluency (e.g., Lidcombe, etc.)		2011		
			Establish specialized training and clinic in voice establish specializing Laryngectomy training and motor speech (e.g., LSVT)		2012		

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact
			Establish "world class" aphasia/cognitive disorders clinic		2013		
			Increase number of self-sustaining off-campus satellites		2013		
		Explore possibility of UG students having clinical opportunities	Experience in accent reduction clinic	Karen, Constance	Year 2-2010		
			Experience partnering with graduate students in clinic		2011		
			Hire additional faculty to coordinate UG program		2013		
	4.2: Alumni	Increase alumni participation in department (e.g., mentoring, newsletter, CE events, etc.)	Cultivate relationship with alumni by hosting annual events, via advisory council, etc.	Constance, Debbie	Year 1-2009		
			Co-sponsor CE events with alumni group		2011		
			Work with alumni group to establish a mentoring program		2011		
	4.3: Fundraising	Increase scholarship portfolio by 100%	Cultivate relationships with existing donors and add donors	Constance	Years 1-5		

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact
			Host periodic open house		2011		
			Host periodic luncheons		2011		
			Host annual fundraising event in conjunction with advisory council and alumni group		Years 1-5		
Faculty (Inclu., professional development)	5.1 To promote creativity and excellence in academic, research and clinical learning environments	Recruit and retain a diverse faculty and staff, including individuals from unrepresented groups and males	Actively recruit these individuals for open lines/positions, including faculty and staff	Constance, Barb, Karen, Sally	Year 1-5		
			Lobby for replacement and new faculty lines		Years 1-5		
			Provide mentoring and other support to tenure-track faculty		Years 1-5		
			Provide clear guidelines for tenure and promotion		Years 1-5		
		Implement a clinical career ladder	Benchmark with other universities	Karen, Constance	Year 1-2009		
			Engage in discussions with university administrators re: the feasibility and processes involved		Year 4-2012		

BUFFALO STATE COLLEGE - STATE UNIVERSITY OF NEW YORK
Department of Speech-Language Pathology

Strategic Plan
2009-2014

Strategic Direction	Strategic Initiative	Goal	Action	Champion	Completion Year	Assessment of Goal	Impact
			Write a proposal		Year 4-2012		
		Increase the quantity and quality of research and scholarship	Collaborate on research projects	All faculty	Year 1-5		
			Publish 2-3 journal articles per year		Years 3-5		
			Collaborate on a book project		Year 4-2012		
			Write a personnel preparation grant		Year 3-2011		