

**Carlow University**  
**College of Health & Wellness (CHW)**  
**Speech-Language Pathology Program (SLP)**  
**EXECUTIVE SUMMARY**  
**2022-2025 STRATEGIC PLAN**  
**Academic Years 2022-2023, 2022-2024, 2024-2025**

**SLP Program Mission**

The mission of the Speech-Language Pathology Program is to offer an innovative interprofessional learning environment that empowers new leaders in speech-language pathology to excel as evidence-based, compassionate, and responsible clinicians in the creation of a just and merciful world.

**SLP Program Vision**

The Speech-Language Pathology Program seeks to be a leader of innovation and transformational educational opportunities by providing exceptional training within a diverse, interprofessional collaborative learning environment.

**SLP Program Goals**

1. Equip students with the required knowledge and skills needed for entry level professional practice in speech-language pathology
2. Establish an innovative, high technology learner-centered curriculum which promotes the development of critical thinking and evidence-based clinical practices
3. Provide a strong interprofessional teaching-learning environment whereby students use cross-disciplinary partnerships to guide clinical decision making
4. Foster a person-centered professional practice climate of mutual respect, professionalism, ethical accountability, self-reflection, and life-long learning

**Strategic Planning Process**

The Speech-Language Pathology Program's Strategic Plan was designed to align with the Strategic Plan of the University and the College of Health and Wellness. The Mission and Goals of the University, College of Health and Wellness, and Program were the guiding documents in the formulation of the Speech-Language Pathology Program's Strategic Plan. The Strategic Plan will serve as a guiding document for all aspects of the program.

## Strategic Plan Review & Evaluation

All program faculty and members of higher levels of administration have the opportunity to review the plan and suggest revisions. Evaluation of outcomes pertaining to the strategic plan is conducted on an annual basis. In order to ensure that the strategic plan reflects the role of the program within the community, input from an Ad Hoc Community Advisory Board comprised of area clinical educators and interdisciplinary stakeholders is sought out on an annual basis, at minimum.

### PROGRAM SPECIFIC REVIEW:

Date Reviewed	Review Year	Review Members	Purpose
11/16/2022	2022-2023	<ul style="list-style-type: none"> <li>Samantha Dalessio, CScD, CCC-SLP</li> <li>Amanda Truitt-Smith, EdD, CCC-SLP</li> <li>Kelsey Mandak, PhD, CCC-SLP</li> <li>Jacqueline Gartner-Schmidt, PhD, CCC-SLP, ASHA Fellow</li> </ul>	Initial review and approval of proposed 2022-2025 SLP Program Strategic Plan
	2022-2023		
	2023-2024		
	2024-2025		

### AD HOC COMMUNITY ADVISORY BOARD COMMITTEE REVIEW:

Date Reviewed	Review Year	Review Members	Purpose
12/1/2022	2022-2023	<p><b>Carlow University Members:</b></p> <ul style="list-style-type: none"> <li>Samantha Dalessio (Carlow Founding Program Director)</li> <li>Amanda Truitt-Smith (Carlow Director of Clinical Education)</li> <li>Kelsey Mandak (Carlow Academic Professor)</li> <li>Tracey Thomas (Clinical Adjunct Professor)</li> <li>Amy Bernett (Clinical Adjunct Professor)</li> <li>Mona El-Kady (Adjunct Professor)</li> <li>Quinn Guy (Administrative Assistant)</li> </ul> <p><b>Community Members Present for Review:</b></p> <ul style="list-style-type: none"> <li>Christie Conrad (Crossroads)</li> <li>Eileen Cirelli (AIU)</li> <li>Christine Lagamba (AGH Hospital)</li> <li>Nancy Hill (PPS)</li> </ul>	Initial review and approval of proposed 2022-2025 SLP Program Strategic Plan

		<ul style="list-style-type: none"><li>• Suzan Kuperman (Carlow Alumni)</li><li>• Michelle Parfitt (DePaul School)</li></ul>	
	2022-2023		
	2023-2024		
	2024-2025		

# **SPEECH-LANGUAGE PATHOLOGY PROGRAM**

## **2022-2025 STRATEGIC PLAN**

**Academic Years 2022-2023, 2022-2024, 2024-2025**

### **1. UNIVERSITY PILLAR 1: Accelerate Growth**

#### **1.1. COLLEGE OF HEALTH & WELLNESS/INSTITUTIONAL INITIATIVE 1: Increase awareness of Carlow University Across the Region**

##### **1.1.1. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 1: To successfully create a collaborative admissions/marketing strategic plan that will recruit high caliber, diverse students.**

**METRIC 1.** Track percentage of demographically diverse students

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 2.** Meet enrollment goal of 26 students for Fall 2023, Fall 2024, and Fall 2025

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 3.** Increase on-campus tours by 10%

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 4.** Increase overall number of verified applications by 10%

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

##### **1.1.2. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 2: To successfully expand regional and out of state partnerships with high-quality off-campus clinical educators who demonstrate evidence of contemporary professional practices.**

**METRIC 1.** Increase healthcare externship partnerships by 10%

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 2.** Maintain 10% or greater cohort participation in externships out of the western Pennsylvania region

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 3.** Track total number of special elective externship partnerships

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**1.1.3. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 3:** To increase faculty participation in scholarship and service activities at the regional, national, and international levels

**METRIC 1.** Each faculty member will participate in at least one scholarly activity per year

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 2.** Each faculty member will participate in at least one service activity per year

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 3.** Track total number of grants, publications, and professional seminars annually

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**1.1.4. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 4:** To expand undergraduate and post-baccalaureate speech-language pathology program offerings

**METRIC 1.** Develop at least one additional SLP program by 2025

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**1.1.5. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 5:** To begin preparation for application of the next phases in accreditation

**METRIC 1.** In academic year 2022-2023, submit 2<sup>nd</sup> annual comprehensive accreditation report

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 2.** In academic year 2023-2024, begin preparations for the next phase of accreditation to submit Application for Accreditation February 1, 2024

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**1.1.6. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 6:** To expand accessibility to clinical services through the University SLP Clinic

**METRIC 1.** Develop at least one unique clinical program within the SLP Clinic that will provide greater community access to services

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 2.** Track clinic referrals in type and number

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

## **2. UNIVERSITY PILLAR 2:** Optimize Learning

**2.1. COLLEGE OF HEALTH & WELLNESS/INSTITUTIONAL INITIATIVE 1:** Create an academic experience that prepares students to meet the needs of the 21<sup>st</sup> Century and contributes to a just and merciful world

**2.1.1. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 1:** To advance interprofessional collaborative education and interprofessional collaborative practice programs

**METRIC 1.** Expand interprofessional collaborative activities to include at least one interprofessional grand round experience annually

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 2.** Track total number of interprofessional simulation activities annually

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 3.** Track changes implemented to IPE course series as the other new health sciences programs (PA, PT, and OT) begin full participation in the course series

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**2.1.2. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 2:** To develop medical transitional preparatory opportunities to better equip students interested in medical speech-language pathology

**METRIC 1.** Track total number of summer healthcare transitional experiences

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 2.** Track annual advanced study experiences in medical speech-language pathology (e.g. FEES training, respiratory care workshops etc.)

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**2.1.3. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 3:** To expand opportunities for students to participate in specialty areas of study

**METRIC 1.** 25 % of the cohort will participate in the special elective externship experience

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**2.2. COLLEGE OF HEALTH & WELLNESS/INSTITUTIONAL INITIATIVE 2:** Enhance the student experience inside and outside the classroom

**2.2.1. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 1:** To develop opportunities to provide clinical education resources to externship supervisors

**METRIC 1.** Provide at least one opportunity for our externship partners to develop knowledge and skill in clinical education

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**2.2.2. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 2:** To collect and analyze feedback from all available sources (e.g. student, supervisor, faculty, clients etc.) and use that feedback as a means for program modification and development

**METRIC 1.** Track Carlow Clinic modifications made based on feedback from all sources

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 2.** Track academic modifications made based on feedback from all sources

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 3.** Track clinical education modifications made based on feedback from all sources

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

### **3. UNIVERSITY PILLAR 3:** Create Collaborative Environments

**3.1. COLLEGE OF HEALTH & WELLNESS/INSTITUTIONAL INITIATIVE 1:** Build on our institutional heritage and become recognized for ethical leadership that promotes and executes a social justice agenda

**3.1.1. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 1:** To ensure that the academic and clinical curricula incorporate contemporary social justice issues and supports the principles of cultural humility and responsiveness

**METRIC 1.** Track student training opportunities to enhance knowledge and practice of cultural humility and responsiveness

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**



**METRIC 2.** Continue to participate in developing a Pittsburgh student chapter of the National Black Association for Speech-Language Pathology (NBASLH)

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 3.** 100% of core courses will address issues pertaining to cultural humility and responsiveness

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 4.** 100% of faculty will engage in at least one annual professional development activity surrounding cultural humility and responsiveness

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**3.1.2. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 2:** To expand access to speech and language services to underrepresented groups.

**METRIC 1.** Provide at least one annual community service event or health fair

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 2.** Develop at least one unique clinical program within the SLP Clinic that will provide greater community access to services

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 3.** Track clinic referrals in type and number

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

#### **4. UNIVERSITY PILLAR 4: Build Financial Health**

**4.1. COLLEGE OF HEALTH & WELLNESS/INSTITUTIONAL INITIATIVE 1:** Increase operational efficiencies

**4.1.1. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 1:** To increase efficiencies pertaining to clinical coordination

**METRIC 1.** Transition clinical education coordination to EXXAT by 2023-2024

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 2.** Transition to a more automated process for clearance documentation by 2023-2024

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**4.2. COLLEGE OF HEALTH & WELLNESS/INSTITUTIONAL INITIATIVE 2:** Increase revenue streams

**4.2.1. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 1:** To pursue and secure internal and external grant funding opportunities

**METRIC 1.** Secure at least one grant by 2025

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**4.2.2. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 2:** To expand speech-language pathology program offerings

**METRIC 1.** Develop at least one new SLP Program offering by 2025

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**METRIC 2.** Meet or exceed enrollment goals for any new SLP program offerings

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**

**4.2.3. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 3:** To strengthen collaborative efforts with University Advancement and build partnerships with Carlow alumni

**METRIC 1.** Develop a comprehensive plan with Carlow Advancement to engage with Carlow alumni by 2023-2024

**2022-2023 OUTCOME:**

**2023-2024 OUTCOME:**

**2024-2025 OUTCOME:**