

Carlow University

College of Health & Wellness (CHW)

Speech-Language Pathology Program (SLP)

EXECUTIVE SUMMARY

2026-2028 STRATEGIC PLAN

Academic Years 2025-2026, 2026-2027, 2027-2028

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 creating a just and merciful world.

SLP Program Vision

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

SLP Program Goals

1. Equip students with the knowledge and skills needed for entry-level professional practice in speech-language pathology.
2. Establish an innovative, high technology learner-centered curriculum that 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 formulating 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 annually. 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 annually, at minimum.

PROGRAM SPECIFIC REVIEW:

Date Reviewed	Review Year	Review Members	Purpose
1/5/2026	2025-2026	<ul style="list-style-type: none"> Samantha Dalessio, CScD, CCC-SLP Amanda Truitt-Smith, EdD, CCC-SLP Allegra Cornaglia, PhD, CCC-SLP Jacqueline Gartner-Schmidt, PhD, CCC-SLP, ASHA Fellow Rhonda Maneval, D.Ed., RN, ANEF, FAAN 	Initial review and approval of proposed 2025-2028 SLP Program Strategic Plan

AD HOC COMMUNITY ADVISORY BOARD COMMITTEE REVIEW:

Date Reviewed	Review Year	Review Members	Purpose
1/8/2026	2025-2026	<p>Carlow University Members:</p> <ul style="list-style-type: none"> Amanda Truitt-Smith (Carlow Director of Clinical Education) Jacqueline Gartner-Schmidt (Carlow Academic Professor) Allegra Cornaglia (Carlow Academic Assistant Professor) Beth Haley (Adjunct Professor) <p>Community Members Present for Review</p> <ul style="list-style-type: none"> Suzan Kupperman (Carlow Alumni) Chrissy LaGamba (AHN) Jessica Frederick (AHN) 	Initial review and approval of proposed 2025-2028 SLP Program Strategic Plan

		<ul style="list-style-type: none"> • Kirra Mediate (UPMC) • Amy Bauer (UPMC) • Allison Wolbert (Watson Institute) • Guiseppe Staltari (UPMC-Otolaryngology) 	
--	--	---	--

SPEECH-LANGUAGE PATHOLOGY PROGRAM

2025-2028 STRATEGIC PLAN

Academic Years 2025-2026, 2026-2027, 2027-2028

- **UNIVERSITY PILLAR 1: Accelerate Growth**

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

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

METRIC 1. Track the demographic profile of the incoming cohort.

- **2025-2026 OUTCOME:** The demographic profile of the Fall 2026 cohort comprised of the following trends:
- **2026-2027 OUTCOME:** The demographic profile of the Fall 2027 cohort comprised of the following trends:
- **2027-2028 OUTCOME:** The demographic profile of the Fall 2028 cohort comprised of the following trends:

METRIC 2. Track enrollment trends for Fall 2026, Fall 2027, and Fall 2028.

- **2025-2026 OUTCOME:** Enrollment for Fall 2026 was
- **2026-2027 OUTCOME:** Enrollment for Fall 2027 was
- **2027-2028 OUTCOME:** Enrollment for Fall 2028 was

METRIC 3. Track off-campus and on-campus recruitment events.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**
-

METRIC 4. Track overall student recruitment methods.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

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

METRIC 1. Track new regional and/or out-of-state clinical education partnerships per academic year.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

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

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

METRIC 3. Track student participation in the special elective externship.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

.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 full-time faculty member will participate in at least one scholarly activity per year.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

METRIC 2. Each faculty member will participate in at least one professional service activity annually.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

METRIC 3. Track the total number of grants, publications, and professional seminars annually among full-time faculty members.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

.1.4. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 4: To expand accessibility to undergraduate and post-baccalaureate speech-language pathology program offerings.

METRIC 1. Track need for undergraduate and post-baccalaureate pre-requisite coursework.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

.1.5. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 5: To maintain current accreditation status.

METRIC 1. Complete Council on Academic Accreditation in Audiology & Speech-Language Pathology (CAA) annual reports and maintain accreditation status.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

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

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

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

METRIC 2. Track the total number of clients served within the on-campus SLP Clinic and the total number of clinic referrals.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

- **UNIVERSITY PILLAR 2:** Optimize Learning

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

.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 rounds experience annually.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

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

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

METRIC 3. Track modifications and expansion of goals, objectives, and activities implemented within the IPE course series.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

.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. Secure at least one new regional and/or out-of-state medical externship partnership per academic year.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**

- **2027-2028 OUTCOME:**

METRIC 2. Track the total number of medical simulation experiences.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**
-

METRIC 3. Track annual advanced study experiences in medical speech-language pathology (e.g., FEES training, respiratory care workshops etc.).

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

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

METRIC 1. Track student participation in the in the special elective externship experience.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

METRIC 2. Track student participation in the voice and aerodigestive specialization track by academic year.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

METRIC 3. Track modifications to the voice and aerodigestive specialization track.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

.1.4. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 2: To develop student-led clinical in-service opportunities during externship placements to more effectively prepare students for entry into clinical practice.

METRIC 1. Develop an implementation plan to require students to complete at least one student-led clinical in-service project during one of their externship experiences.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

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

.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 skills in clinical education.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

.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 SLP Clinic modifications made based on feedback from all sources.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

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

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

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

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**

- **2027-2028 OUTCOME:**
- **UNIVERSITY PILLAR 3:** Create Collaborative Environments
 - .1. COLLEGE OF HEALTH & WELLNESS/INSTITUTIONAL INITIATIVE 1:** Build on our institutional heritage and become recognized for ethical leadership.
 - .1.1. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 1:** To ensure that the academic and clinical curricula incorporate contemporary ethical issues and support the principles of person-centered care.

METRIC 1. Track student training opportunities to enhance knowledge and practice of ethics and person-centered care.

 - **2025-2026 OUTCOME:**
 - **2026-2027 OUTCOME:**
 - **2027-2028 OUTCOME:**

METRIC 2. 100% of core courses will address issues pertaining to ethics and person-centered care.

 - **2025-2026 OUTCOME:**
 - **2026-2027 OUTCOME:**
 - **2027-2028 OUTCOME:**

METRIC 3. 100% of full-time faculty will engage in at least one annual professional development activity surrounding ethics and person-centered care.

 - **2025-2026 OUTCOME:**
 - **2026-2027 OUTCOME:**
 - **2027-2028 OUTCOME:**
 - .1.2. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 2:** To expand access to speech and language services to underrepresented groups.

METRIC 1. Track participation in community service and outreach events and activities.

 - **2025-2026 OUTCOME:**
 - **2026-2027 OUTCOME:**
 - **2027-2028 OUTCOME:**

METRIC 2. Track opportunities within Carlow's SLP Clinic that provide greater community access to services.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

METRIC 3. Track clinic referrals in type and number.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

- **UNIVERSITY PILLAR 4: Build Financial Health**

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

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

METRIC 1. Track student utilization of on-campus resources related to medical clearance compliance.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

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

.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 2028.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

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

METRIC 1. Develop at least one new SLP program or course offering by 2028.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

METRIC 2. Track enrollment trends for any new SLP program offerings.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**

.2.3. SPEECH-LANGUAGE PATHOLOGY INITIATIVE 3: To strengthen student scholarship efforts.

METRIC 1. Track student scholarship and graduate assistant opportunities.

- **2025-2026 OUTCOME:**
- **2026-2027 OUTCOME:**
- **2027-2028 OUTCOME:**