

MS-SLP Strategic Plan (July 2018-July 2023)

Executive Summary

To meet the current and future clinical speech and communication disorder needs of western Pennsylvania and eastern Ohio, Thiel College, for approximately forty years, has prepared students for careers and graduate work in Speech Pathology. In alignment with the institutional strategic plan, the College, in 2020, will begin to offer a Master in Science in speech-language pathology program that has been approved for candidacy by the Council on Academic Accreditation in Audiology and Speech-Language Pathology of the American Speech-Language-Hearing Association. By training qualified undergraduate and graduate students, the College will develop professionals who can provide excellent services to clients grounded in high ethical standards, evidenced-based decision-making, and compassion.

Mission

The mission of the Thiel College Master of Science in speech-language pathology program is to graduate speech-language professionals who have the disciplinary knowledge and skills, clinical preparation and dispositions to provide entry-level services to diverse clienteles and to meet the needs of their community.

Congruence of Strategic Plan with Mission of Thiel College

The strategic plan of the Thiel College Master of Science in speech-language pathology is reviewed annually by the program to ensure its continued alignment with the mission of Thiel College to empower individuals to reach their full potential by creating a diverse and inclusive learning environment that ensures educational excellence, stimulates global awareness, and promotes ethical leadership. In doing so, Thiel prepares students for careers and lives of meaning and purpose.

Thiel College Strategic Goals	MS-SLP Strategic Goals	MS-SLP Strategies	MS-SLP 2020 Report as of July 31, 2020	MS-SLP 2021 Report as of July 31, 2021	MS-SLP 2022 Report as of July 31, 2022	MS-SLP 2023 Report as of July 31, 2023
Motivated Students Enroll 1,100 students from a wide-range of backgrounds, motivated to succeed in college.	Goal 1 - Enroll cohorts of increasing size beginning in 2020	Strategy 1: Implement enrollment plan including admissions requirements to enroll: Matriculation in Summer 2020—10 students Matriculation in Summer 2021—12 students Matriculation in Summer	13 students matriculated	10 students matriculated	17 students matriculated	21 students matriculated

		<p>2022—15 students</p> <p>Matriculation in Summer 2023—17 students</p> <p>Matriculation in Summer 2024—20 students</p>				
		<p>Strategy 2: Develop marketing plan to promote visibility, both internal and external, to create awareness of this new</p>	<p>Comprehensive marketing plan in place and program admissions completed through Radius.</p>	<p>Updated comprehensive marketing plan in place and program admissions through CSDCAS for increased visibility.</p>	<p>2nd CSDCAS admission cycle currently underway. Expansion of graduate programs has created more campus-wide graduate recruiting activities, i.e., Graduate Visit Day representing 5</p>	<p>Program applied for full initial accreditation.</p>

		graduate offering and its admissions requirements.			graduate programs scheduled for August 8, 2022.	
		Strategy 3: Monitor persistence-to-degree completion and address barriers to success.	Not applicable.	All 13 students who matriculated in June 2020 set to graduate in August 2021.	8 students who matriculated in June 2021 successfully completed program July 29, 2022. 2 students voluntarily left program for personal reasons.	17 students who matriculated in June 2022 successfully completed the program July 27, 2023.
Inclusive Learning Environment Create an inclusive learning environment where students succeed through innovative academic	Goal 2 - Develop and deliver a graduate curriculum aligned with CAA standards to meet community needs	Strategy 1: Develop a graduate-level curriculum that addresses	Courses and sequence reviewed and updated based on faculty input.	Courses and sequence reviewed and updated based on faculty, student, externship supervisor, and SLP	Courses and sequence reviewed and updated based on faculty, student, externship supervisor, SLP Advising Committee, and	Courses and sequence reviewed and updated based on faculty, student, externship supervisor, SLP Advising Committee, and alumni input and feedback.

<p>programs, rich experiential learning opportunities, and dynamic co-curricular and athletic programs.</p>		ASHA standards.		Advising Committee, input and feedback.	alumni input and feedback.	
		Strategy 2: Integrate practical clinical experience with the master's program.	Clinical practicums planned for each semester of graduate study.	<p>Semester 1: part-time on-campus clinical practicum and clinical practicum embedded in coursework</p> <p>Semester 2: part-time on-campus clinical practicum, part-time off-campus clinical practicum at pediatric private practice, and</p>	<p>Semester 1: part-time on-campus clinical practicum and clinical practicum embedded in coursework</p> <p>Semester 2: part-time on-campus clinical practicum, part-time off-campus clinical private practice, and clinical practicum embedded in coursework</p> <p>Semester 3: full-time off-campus clinical practicum in</p>	<p>Semester 1: part-time on-campus clinical practicum and clinical practicum embedded in coursework</p> <p>Semester 2: part-time on-campus clinical practicum, part-time off-campus clinical practicum at pediatric private practice, and clinical</p>

				<p>clinical practicum embedded in coursework</p> <p>Semester 3: full-time off-campus clinical practicum in educational setting and clinical practicum embedded in coursework</p> <p>Semester 4: full-time off-campus clinical practicum in medical setting and clinical practicum</p>	<p>educational setting and clinical practicum embedded in coursework</p> <p>Semester 4: full-time off-campus clinical practicum in medical setting and clinical practicum embedded in coursework</p>	<p>practicum embedded in coursework</p> <p>Semester 1: part-time on-campus clinical practicum and clinical practicum embedded in coursework</p> <p>Semester 2: part-time on-campus clinical practicum, part-time off-campus clinical practicum at pediatric private practice, and clinical practicum</p>
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				embedded in coursework		embedded in coursework
		Strategy 3: Monitor effectiveness of the curriculum and practical experience in preparing student success to meet the needs of their community.	Planned curriculum and clinical experiences approved by CAA.	Feedback solicited from faculty, students, externship supervisors, and SLP Advising and reviewed by program faculty.	Feedback solicited from faculty, students, externship supervisors, SLP Advising Committee, and alumni and reviewed by program faculty.	Feedback solicited from faculty, students, externship supervisors, SLP Advising Committee, and alumni and reviewed by program faculty. Received feedback reviewed.
Resources Increase and strengthen resources through effective leadership, faculty, and staff	Goal 3 - Ensure instructional and scholarly excellence through recruitment and	Strategy 1: Create compelling opportunities for faculty to teach, research, and	2 full-time program faculty and 4 part-time program faculty	3 full-time program faculty and 3 part-time program faculty	3 full-time program faculty and 3 part-time program faculty	3 full-time program faculty and 4 part-time program faculty

development, financial management, fundraising, and partnerships.	retention of high-performing faculty	mentor students to success.				
		Strategy 2: Establish faculty development programs and adequate support for continued professional development.	All full-time faculty received financial support for professional development. All faculty with CCC-SLP received access to online professional development.	All full-time faculty received financial support for professional development. All faculty with CCC-SLP received access to online professional development.	All full-time faculty received financial support for professional development. All faculty with CCC-SLP received access to online professional development and participated in the Thiel College MS-SLP 1 st Annual Professional Development Day.	All full-time faculty received financial support for professional development. All faculty with CCC-SLP received access to online professional development and participated in the Thiel College MS-SLP 2 nd Annual Professional Development Day.
		Strategy 3: Ensure that faculty compensation is competitive	Annual report provided by Faculty Salary and Fringe	Annual report provided by Faculty Salary and Fringe	Annual report provided by Faculty Salary and Fringe Benefits Committee.	Annual report provided by Faculty Salary and Fringe Benefits Committee.

		with regional graduate programs in the field.	Benefits Committee.	Benefits Committee.		
	Goal 4 - Establish appropriate technical infrastructure and facilities, including a Community Clinic, to support student learning and to meet community needs	Strategy 1: Identify location for a Community Clinic.	Space in Glen Johnson Community Center renovated to create fully operational Thiel College Center for Speech-Language Services.	Continued resources for Center for Speech-Language Services including endoscopy equipment and Computerized Speech Lab.	Program faculty office and all MS-SLP classes moved to Center for Speech-Language Services. Continued annual financial support from Thiel College for additional clinic materials.	Continued funding from Thiel College for Program and Clinic purchases.
		Strategy 2: Secure funds, internal and external, to support design and construction of new space.				
		Strategy 3: Ensure a welcoming environment				

		for diverse clientele and an effective learning space for students.				
	Goal 5 - Ensure the effectiveness and relevance of the curriculum through continuous student learning and programmatic outcomes monitoring and strategic planning	Strategy 1: Establish student learning outcomes aligned with ASHA standards.	Course learning outcomes and objectives clearly stated for each course and aligned with current ASHA standards.	Course learning outcomes and objectives reviewed and updated as appropriate and aligned with current ASHA standards.	Course learning outcomes and objectives reviewed and updated as appropriate and aligned with current ASHA standards.	Course learning outcomes and objectives reviewed and updated as appropriate and aligned with current ASHA standards.
		Strategy 2: Identify appropriate assessment methods to	Assessment methods mapped to each course learning	Assessment methods reviewed and updated as appropriate	Assessment methods reviewed and updated as appropriate and mapped to each course learning	Assessment methods reviewed and updated as appropriate and mapped to each course learning

		monitor student learning and success.	outcome and objective.	and mapped to each course learning outcome and objective.	outcome and objective.	outcome and objective.
		Strategy 3: Establish methods of scheduling for utilizing assessment results to strengthen learning.	3-year assessment plan developed for 2019-2022.	3-year assessment plan continued for 2019-2022.	Program submitted first 3-year assessment of student learning outcomes to administration and updated assessment of student learning outcomes for AY 2022/2023-AY 2024/2025	3-year assessment plan continued for 2023-2026.
	Goal 6 - Ensure financial sustainability of the program through appropriate tuition	Strategy 1: Develop tuition and scholarship model for students	Thiel College CSD undergraduates receive 55% tuition remission	Continued with same model as 2020. Merit GA also established for	Continued with same model as 2021 with 55% tuition remission Merit Graduate Assistantship awarded to	Continued with same model as 2021 with 55% tuition remission Merit Graduate Assistantship awarded to exceptional

	and scholarship modeling, fundraising, and auxiliary income strategies	currently enrolled in the B.S. program in CSD for Thiel College and for external candidates.	Graduate Assistantship (GA). Early Assurance students receive 45% tuition remission GA. External students receive 40% tuition remission GA.	outstanding students.	exceptional students as determined by admissions committee.	students as determined by admissions committee.
		Strategy 2: Create Advancement plan to foster fundraising in support of the program.	Worked with Advancement to secure funding for capital equipment purchases for Center for Speech-	Funding secured for purchase of endoscopy equipment and Computerized Speech Lab. Program awards	Continued alumni and community donations. Partnership secured with Keystone Services.	Continued alumni and community donations. Partnership continued with Keystone Services.

			Language Services.	established to honor past CSD faculty.		
		Strategy 3: Identify grant opportunities to support the program.	Worked with Advancement to secure grant opportunities.	Advancement secured grant for partial funding for graduate wing in Science Connector.	Continue to work with Advancement for grant opportunities and external funding for capital equipment requests for clinic.	Continue to work with Advancement for grant opportunities and external funding for capital equipment requests for clinic.