Executive Summary:
Communication Sciences and Disorders Strategic Plan 2020-2025

The Department of Communication Sciences and Disorders (CSD) five-year strategic plan focuses on five areas: **Staffing and Organizational Effectiveness, Recruitment and Enrollment, Research Infrastructure, Innovative Clinical Opportunities and Integration of Undergraduate and Graduate Programs.** The strategic plan builds upon the department mission, which aims to “offer a high-quality graduate program, which prepares students to implement evidence-based services across the scope of practice in speech-language pathology and to educate Ph.D. scholars who make significant contributions to the research base of the profession. We will accomplish this by providing state-of-the-art instruction and cutting-edge research that maximizes interdisciplinary collaboration across the university, the nation and the world.”

This plan is prospective, quantifiable and adaptable to take advantage of new opportunities and respond to the ever-changing landscape of the 21st century. With continued strict access to federal and state funding, the department must be more creative in seeking resources for research and teaching initiatives. We believe that employing proactive approaches for cross-cutting challenges will help us achieve our strategic priorities more successfully. Our strategic plan includes five goals and initiatives to address each of the department's priorities; each is quantifiable and is accompanied by measurable outcomes. The goals and implementation mechanisms for accomplishing them are summarized below.

**Five Goals and Initiatives**

1. **Staffing commensurate with peer and aspirational universities.** The goal in this area is to enhance the department's services. We will increase the number of tenure-track and clinical faculty hired in the department and increase the administrative support for the CSD program at Georgia State University. Increased faculty and administrative staff will drive goal setting and the department's effectiveness to grow beyond its peers.
2. Developing a 21st century recruitment and enrollment plan. This area aims to strengthen the pool of diverse and qualified students. This will be accomplished by expanding the training grants to develop recruitment materials to attract high-quality M.S. and Ph.D. students. Moreover, faculty will develop recruitment materials for attracting geographically and racially/ethnically diverse master’s students. This will include distributing materials to minority-serving institutions that have undergraduate CSD programs.

3. Strengthening the research infrastructure in the communication sciences and disorders program. This area aims to build a strong infrastructure in the CSD program and expand our cutting-edge research at all levels of the department. This will be accomplished by targeting students at all levels to develop a robust research culture. A fundamental approach will be to develop and promote interdisciplinary partnerships with related disciplines and increase research activities. Further, CSD must strategically secure more research space and off-site clinical locations.

4. Continued development of creative and innovative clinical opportunities. The goal is faculty diversity, supporting faculty and research staff development, creating opportunities for clinical opportunities, and developing innovative and competent clinicians who can use technology to expand services needed in the community.

5. Increased integration of graduate, undergraduate and post-baccalaureate CSD education. At Georgia State, there is no undergraduate program in CSD. Students interested in pursuing a master’s degree in CSD typically major in other disciplines (e.g., speech communication or psychology) with an interdisciplinary minor in communication sciences. Currently, undergraduate students who are admitted to the graduate CSD program still enroll with many of the prerequisite courses missing. Typically, while we have students at the graduate level, we aim to begin their development from the undergraduate level, identify students with the desired skills and provide multi-year research opportunities in the CSD laboratory, which would improve the graduate experience.

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