

**The University of Arizona**  
**Department of Speech, Language, and Hearing Sciences**  
**2012**

**Mission Statement**

The mission of the Department is to contribute to the scientific study of human communication and its disorders, to educate students regarding the relevant knowledge and skills necessary for clinical and research endeavors in the field, and to provide service to the university, community, state, and beyond.

**Major Goals of the Department**

The overarching goals of the Department fall into the domains of research, teaching, and outreach/social impact.

**Research**

- To advance the science that provides foundational understanding of human communication and its disorders

**Teaching**

- Undergraduate education
  - To promote critical thinking, writing skills, and problem-solving abilities
  - To provide high quality education in speech, language, and hearing sciences
  - To prepare students to continue their education with advanced degrees in audiology; speech-language pathology; speech, language, and hearing sciences; or related areas.
- Graduate education
  - To train highly qualified audiologists and speech-language pathologists who are well-grounded in principles of evidence-based practice
  - To train the next generation of scientists in our professions

**Outreach and Social Impact**

- To advance the quality and accessibility of clinical services in Tucson, Arizona, the nation, and international contexts
- To educate the public regarding the science and clinical aspects of human communication and its disorders
- To inform public policy relative to communication disorders

**Strategic Plan for UA Speech, Language, and Hearing Sciences**

The following strategic priorities were set in 2012 for the next 5 years:

***Strategic Priority 1: Promote and Retain Strong Faculty and Programs***

- Retain current faculty with adequate resources to promote/maintain success
  - Continue to enhance research laboratories to maximize productivity and student engagement
  - Keep teaching load at levels that allow adequate time for active research
  - Better align and maintain salaries with local and national comparison programs
- Some growth in faculty over next 5 years
  - Add 2 or 3 faculty to extend the breadth of research and to share teaching responsibilities. This might include a combination of one or two tenure-track faculty members and a lecturer. We would target individuals with research in areas that

complement or extend our current areas of emphasis, such as autism, bilingualism, hearing/hearing disorders, speech/speech disorders. A lecturer would likely be targeted who could cover some of the heavy teaching needs in speech science.

- Strengthen the national profile of the Audiology program
  - Continue efforts to promote the AuD program and increase national awareness of specific strengths at the UA (e.g., the model program in audiologic rehabilitation)
  - In the faculty expansion effort noted above, seek a strong mid-career or senior faculty member in audiology.
- Modest growth in clinical faculty to complement current cohort
  - Develop bilingual speech-language clinical experience in-house
  - Maintain and strengthen ties between clinical research and clinical training

***Strategic Priority 2: Undergraduate Student Recruitment for Science Careers***

- Increase exposure of SLHS major to students likely to have aspirations for research careers
  - Targeted recruitment in the Honor's college students and those declaring interest in science
- Maintain and enhance student involvement in research
  - Increase centralized support for student research from the Department and university in order to maximize student involvement in a meaningful way, yet protecting faculty time

***Strategic Priority 3: Attracting and Supporting Graduate Students in Clinical Graduate Programs***

- Increase the number of graduate stipends so that we yield more of the outstanding students that we admit.
  - Increase allocation of resources to support graduate students
  - Update clinical facilities in order to maximize student training experience

***Strategic Priority 4: Attracting and Supporting PhD Students and Post-Doctoral Fellows***

- Increase the number of high quality applicants for the PhD program
- Increase the number of doctoral students completing the program
- Develop seed funding for post-doctoral candidates
  - Facilitate external funding for post-doctoral fellows

***Strategic Priority 5: Enhancing Diversity in SLHS Department***

- Maintain and enhance diversity within student body
  - Implement bilingual/bicultural program, including undergraduate/graduate introductory course
  - Remain active in local and national programs that engage under-represented students at undergraduate and graduate levels
- Increase faculty diversity
  - Implement broad recruitment plan for next faculty hire(s) with open criteria for content and rank

***Strategic Priority 6: Maintaining Strong Outreach Activities***

- Maintain strong community relations
  - Maintain strong continuing education programs for professionals
  - Continue clinical and education outreach to lay community
  - Develop stronger advisory board for the Department
  - Update and maintain an effective website
- Increase connections with alumni
  - Increase social media connecting to the Department
  - Continue alumnus activities (social, professional, educational)