

# University of Hawai`i at Mānoa Communication Sciences & Disorders Five-Year Strategic Plan: 2022 to 2026 Executive Summary



The faculty and staff of the University of Hawai`i at Mānoa (UHM) Department of Communication Sciences and Disorders (CSD) participated in a Strategic Planning Meeting in December 2021 to review UHM CSD's mission and vision for currency and relevance of purpose. SWOT analysis (Strengths, Weaknesses, Opportunities, Threats) was completed across the Department's Clinical-Administrative-Research-Educational-Service (CARES) framework. Long-term goals and short-term strategic objectives for goal attainment over five years (2022 to 2026) were identified for each section of the CARES framework and are summarized in the table below. Implementation will be led by designated CSD Coordinators and progress will be monitored during Annual CSD Strategic Planning Meetings.

CLINIC	
Goal	Strategic Objectives
Provide value-added patient-centered care for people in our community by expanding and optimizing clinical services in the University Health Partners of Hawai`i Speech and Hearing Clinic (UHPSHC) to ensure exemplary clinical experiences for students.	<ul style="list-style-type: none"> <li>Develop mentoring and monitoring resources for clinical educators who provide services in the UHPSHC to promote evidence-based best practices and ensure compliance with HIPAA, Medicare, and commercial insurance standards.</li> </ul>
	<ul style="list-style-type: none"> <li>Implement UHM CSD's clinical curriculum with competency benchmarks for student clinicians and ensure alignment and compliance with current ASHA CCC-SLP standards.</li> </ul>
	<ul style="list-style-type: none"> <li>Create systemized workflow procedures to increase efficiency of clinic operations and accuracy of clinic documentation.</li> </ul>

ADMINISTRATION	
Goal	Strategic Objectives
Develop and sustain a program of educational and clinical excellence in communication sciences and disorders by recruiting and retaining highly qualified faculty and clinical educators and providing resources and mentorship to successfully accomplish UHM CSD's mission, goals, and student learner outcomes.	<ul style="list-style-type: none"> <li>Improve faculty retention by: 1) creating mentorship opportunities for new and junior faculty; 2) sharing knowledge and resources including JABSOM and UHM faculty development offerings; 3) explicitly communicating roles, responsibilities, and expectations for each faculty and staff position.</li> </ul>
	<ul style="list-style-type: none"> <li>Organize faculty/staff shared drive as primary means of communication and shared resources.</li> </ul>
	<ul style="list-style-type: none"> <li>Develop a formalized and systematic internal new hire orientation and manual.</li> </ul>

**RESEARCH**

Goal	Strategic Objectives
Establish research partnerships that: 1) focus on identified needs; 2) consolidate university and community resources including expertise, knowledge and skills; and 3) support transfer of research findings to inform community practice and policy.	<ul style="list-style-type: none"> <li>Enhance research training of UHM CSD graduate students, focusing on application of evidence to clinical practice.</li> </ul>
	<ul style="list-style-type: none"> <li>Support faculty with 10% protected time to conduct subspecialty research and mentor students on their Individualized Directed Research (IDR) projects.</li> </ul>
	<ul style="list-style-type: none"> <li>Establish partnerships and engage in collaborative research.</li> </ul>

**EDUCATION**

Goal	Strategic Objectives
Educate and prepare students to achieve academic and clinical competencies required to enter the profession of speech-language pathology and fulfill standards for the Certificate of Clinical Competence (CCC-SLP) from the American Speech-Language-Hearing Association.	<ul style="list-style-type: none"> <li>Pursue recruitment opportunities to increase and sustain cohorts of 16 students admitted every fall semester.</li> </ul>
	<ul style="list-style-type: none"> <li>Conduct annual curriculum reviews in January to ensure alignment of student learner outcomes with current ASHA Standards for the Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP).</li> </ul>
	<ul style="list-style-type: none"> <li>Modify UHM CSD's Plans of Study based upon curriculum reviews to streamline and update program and course requirements, and align with current best professional practices and Standards for ASHA CCC-SLP and CAA.</li> </ul>

**SERVICE**

Goal	Strategic Objectives
Build strong community partnerships and promote student engagement in volunteer service with faculty participation to increase sensitivity to and understanding of challenges for persons with communication disorders and related disabilities.	<ul style="list-style-type: none"> <li>Seek volunteer service opportunities for students, with faculty participation or supervision, at events sponsored by community organizations that support or benefit persons with communication disorders or related disabilities.</li> </ul>
	<ul style="list-style-type: none"> <li>Learn about community organizations and support their vision and mission with volunteer services that align with CSD's core value of selfless service and provide students with experiential learning from persons with disabilities.</li> </ul>
	<ul style="list-style-type: none"> <li>Provide guidance and support to officers of the National Student Speech-Language-Hearing Association (NSSLHA) by creating opportunities for mentorship by former officers and members, and fostering community involvement and partnerships (i.e., with the Hawai'i Speech-Language-Hearing Association).</li> </ul>