

Outline, HESP Strategic Plan

Goal 1: Providing exceptional education, training and mentoring to students at all levels (undergraduate, professional graduate, research graduate)

Objective 1.1: Provide our students with an improved educational experience, both inside and outside the classroom.

Objective 1.2: Further diversify and enhance our clinical training opportunities at all levels of the program.

Objective 1.3: Provide our clinical graduate students with additional inter-professional education (IPE) opportunities through collaboration with other units on campus and with UMMC, and through joint hearing/speech clinical activities.

Objective 1.4: Provide our students at all levels of education with professional development knowledge that will enhance their success after graduation.

Objective 1.5: Continue to work towards new resources for funding graduate students.

Objective 1.6: Intensify the linkages between graduate training (especially clinical training) and faculty research activities.

Objective 1.7: Continue to improve opportunities for post-baccalaureate students through HESPIE

Objective 1.8: Begin exploring ways to improve the departmental opportunities for postdoctoral scholars

Objective 1.9: Enhance, clarify, and express our pedagogical philosophy

Objective 1.10: Continue working to provide our students with the best possible academic advising

Goal 2: Conducting and disseminating innovative research that makes life-long impacts on our discipline and on society

Objective 2.1: Develop our new Center of Excellence in Cochlear Implants

Objective 2.2: Provide administrative support to researchers that allows them to be more successful in their research endeavors

Objective 2.3: Encourage collaborations between clinical faculty and research faculty

Objective 2.4: Enhance publicity and public-facing versions of research findings

Objective 2.5: Support and enhance faculty research efforts

Goal 3: Serving the community through our provision of affordable and quality clinical services in the areas of speech, language and hearing

Objective 3.1: Increase visibility and presence in the community

Objective 3.2: Refine or expand our current clinical offerings and develop additional offerings in keeping with perceived community needs, while balancing educational objectives

Objective 3.3: Enhance services for cochlear implant recipients in line with a new Center of Excellence in Cochlear Implants

Goal 4: Developing and disseminating models of education and clinical service that can be shared domestically and internationally

Objective 4.1: Encourage additional conference presentations, publications, and grant applications by clinical and tenure-track faculty based on innovative educational models

Objective 4.2: Start to develop a Center of Excellence in Clinical Education Training and Professional Development, and further develop our reputation as a training program

Objective 4.3: Enhance visibility to the field through university & college communications offices, and through departmental blogs and social media

Objective 4.4: Begin hosting regular clinical training opportunities for the local/regional community, such as our recent PEERS training for the east coast community

Goal 5: Forming collaborative partnerships with other community organizations, campus units, and governmental and non-governmental agencies that can aid in advancing our departmental mission

Objective 5.1: Become an integral participating member in the new/upcoming Center for Sports Medicine, Health, and Human Performance

Objective 5.2: Develop a collaborative clinical partnership with UMMC/UMB through a new Center of Excellence in Cochlear Implants (*see objectives 2.1 and 3.3, above*)

Objective 5.3: Pursue partnerships with Hyattsville, College Park, and other local communities

Objective 5.4: Maintain and strengthen ties between HESP and other areas of campus

Objective 5.5: Identify opportunities to advocate in discussion of policy-related governmental decisions, &/or develop white papers

Objective 5.6: Pursue University-level MOU agreements between HESP and new/local hospitals

Goal 6: Continuing to foster a culture of inclusion that values diversity and seeks to support individuals from all cultures, backgrounds, ethnicities, abilities and sexual orientations

Objective 6.1: Work with the new university Chief Diversity Officer (CDO) and other campus resources to enhance our department by reducing academic disparities.

Objective 6.2: Provide long-term support for students of color, first generation college students, and other students from underrepresented groups to enhance their chances for success at entering graduate school and succeeding once there

Objective 6.3: Advance the field of Hearing & Speech by developing new programs that will enhance the diversity of both HESP students and the clients they serve

Goal 7: Building a healthy department that is able to meet our core mission

Objective 7.1: Hire, support, and retain excellent faculty and staff

Objective 7.2: Comprehensive fundraising to support and advance all goals and strategies

Objective 7.3: Apply sound fiscal practices that result in realistic budgets and improve the department's overall financial position

Objective 7.4: Foster departmental transparency and ensure our internal operations advance the strategic plan

Objective 7.5: Reduce the workload on individual faculty by clarifying processes, providing tools to make work more efficient, and reducing bureaucracy

Objective 7.6: Explore new ways of more efficiency among support staff

Objective 7.7: Attract excellent students

Objective 7.8: Explore means of reducing workload with regards to non-credit-bearing instruction

Objective 7.9: Bring in outside, diverse viewpoints and engage others to help us meet our core mission.

Objective 7.10: Enhance our pool of potential excellent adjunct faculty

Objective 7.11: Promote activities that strengthen reciprocal relationships with alumni

Goal 8: Growing our clinical practice to provide better educational opportunities and stronger financial stability

Objective 8.1: Manage the complex requirements of “mission and margin”

Objective 8.2: Further diversify our clinic base through contracts for additional types of services, and by identifying ways of reaching additional populations

Objective 8.3: Increase our visibility and reputation within the local community as the place to receive high quality care at affordable prices

Objective 8.4: Improve clinical facilities

Objective 8.5: Explore opportunities to provide insurance billing on a limited scale, so as to provide services to a broader range of the community

Objective 8.6: Develop a strong emergency response plan for the clinic and department