

# **Five-Strategic Plan for the Speech-Language Pathology Program**

## **Department of Communicative Sciences and Deaf Studies**

California State University, Fresno – College of Health and Human Services  
(2025–2030)

### **Vision Alignment**

The plan supports Fresno State's vision of being "a model for advancing social, economic, and environmental progress" and the College of Health and Human Services' (CHHS) goal "to provide a professionally oriented education that serves regional needs." It also strengthens the SLP program's departmental vision "to empower communities and foster a world where all people can connect and be understood."

### **Strategic Goal 1: Expand Faculty Capacity and Research Expertise**

*Objective:* Hire additional full-time tenure-track faculty and a full-time lecturer to meet student and community needs.

*Actions:*

- Conduct ongoing searches to fill four tenure-track vacancies.
- Recruit a full-time lecturer who intends to pursue a doctoral degree and transition to a tenure-track role.
- Utilize university resources for mentorship and research support systems to encourage scholarly productivity and external funding.

*Alignment:*

- University: Advances Fresno State's goal of conducting research on critical issues and producing diverse leaders.
- CHHS: Supports the mission to provide graduate programs in specialized disciplines that meet regional professional needs.

### **Strategic Goal 2: Strengthen Graduate Program Recruitment and Retention**

*Objective:* Maintain and increase graduate enrollment while ensuring a high-quality learning experience.

*Actions:*

- Implement outreach programs connecting undergraduate students.
- Implement mentorship programs for graduate students.
- Collaborate with regional partners for clinical placements and career development.

*Alignment:*

- University: Fulfills the mission of empowering students for success through transformative education.
- CHHS: Responds to regional workforce needs in health and human services.

### **Strategic Goal 3: Modernize Admissions and Assessment Procedures**

*Objective:* Implement fair, and effective graduate admissions processes.

*Actions:*

- Replace the GRE with another assessment method that promotes accessibility of application processes.
- Develop and validate a new admissions protocol emphasizing academic and clinical potential.

*Alignment:*

- University: Advances accessible education for all students.
- CHHS: Encourages educational practices that serve emerging needs of residents and providers in the Central California region.

### **Strategic Goal 4: Increase Instruction in Study Strategies and Professionalism for Students**

*Objective:* Enhance student success and career readiness by integrating explicit instruction in study strategies, professional communication, and workplace ethics.

*Actions:*

- Develop modules on academic success strategies, time management, and critical thinking.
- Develop workshops and modules on professionalism, clinical conduct, and ethical decision-making.
- Implement peer mentoring.

*Alignment:*

- University: Supports Fresno State's mission of empowering students for success through transformative education by cultivating academic and professional competencies.
- CHHS: Advances the college's mission to foster the emerging needs of students and service providers by ensuring graduates are well-prepared, ethical, and adaptable professionals.

## Conclusion

This five-strategic plan aligns with Fresno State University's mission to provide transformative, inclusive education and with the College of Health and Human Services' mission to prepare professionals who meet the health and human service needs of Central California. The SLP program's vision to empower communication and connection across communities is central to each goal.

## Five-Year Implementation Timeline (2025–2030)

The following timeline outlines the phased implementation of the Speech-Language Pathology Program's five-year strategic plan at Fresno State University, ensuring measurable progress toward faculty expansion, program innovation, community engagement, and research excellence.

| Year               | Strategic Focus                        | Key Activities & Milestones   | Expected Outcomes   |
|--------------------|--|---|---|
| 2025–2026 (Year 1) | Faculty Expansion & Program Assessment | <ul style="list-style-type: none"><li>• Launch searches for four tenure-track faculty positions.</li><li>• Recruit full-time lecturer with doctoral aspirations.</li><li>• Begin internal review of graduate admissions and GRE alternatives.</li></ul>   | <ul style="list-style-type: none"><li>• At least two new faculty hires.</li><li>• Draft of new admissions policy.</li></ul>   |
| 2026–2027 (Year 2) | Professionalism and Study Strategies   | <ul style="list-style-type: none"><li>• Incorporate modules on academic success strategies, time management, and critical thinking into undergraduate and graduate coursework.</li><li>• Develop workshops and seminars on professionalism, clinical conduct, and ethical decision-making.</li><li>• Contact the Career Development Center. Implement peer mentoring and faculty-led professional development groups.</li></ul> | <ul style="list-style-type: none"><li>• Improved student retention and academic performance.</li><li>• Enhanced readiness for graduate study and professional certification.</li><li>• Stronger professional identity and ethical awareness among students.</li></ul> |

| Year               | Strategic Focus                               | Key Activities & Milestones  | Expected Outcomes  |
|--------------------|---|--|--|
| 2027–2028 (Year 3) | Graduate Program Retention & Admission Reform | <ul style="list-style-type: none"> <li>• Implement new admissions model (pilot year).</li> <li>• Expand faculty-student mentorship program.</li> <li>• Launch community partnerships for clinical placements.</li> <li>• Secure internal funding for student research assistants.</li> </ul> | <ul style="list-style-type: none"> <li>• Improved diversity and inclusivity in graduate admissions.</li> <li>• Higher student satisfaction and retention.</li> <li>• At least three new community partnership agreements.</li> </ul> |
| 2028–2029 (Year 4) | Program Growth & Continuous Improvement       | <ul style="list-style-type: none"> <li>• Fully staff all tenure-track and lecturer positions.</li> <li>• Apply for external grants to support research and outreach.</li> </ul>  |  |
| 2029–2030 (Year 5) | Evaluation & Sustainability                   | <ul style="list-style-type: none"> <li>• Conduct comprehensive 5-year review of plan.</li> <li>• Finalize next 5-year strategic plan draft (2030–2035).</li> </ul>   | <ul style="list-style-type: none"> <li>• Demonstrated progress on all strategic goals.</li> <li>• Updated strategic roadmap for continued growth.</li> </ul>   |

### Implementation Oversight:

- Responsible Units: Department of Communicative Sciences and Deaf Studies (CSDS), College of Health and Human Services (CHHS), and Fresno State’s Office of Academic Affairs.
- Annual Review: Conduct annual reviews each May to measure progress, identify barriers, and adjust goals accordingly.