

Department of Speech, Language, and Hearing Sciences
University of Colorado Boulder
Strategic Plan
Fall 2025 - 2030

This document is designed to operate as our guiding plan over the next five years. However, it will be evaluated each year during the faculty retreat to assess and modify strategies as the faculty deem necessary.

Mission Statement

The Department of Speech, Language, and Hearing Sciences at the University of Colorado Boulder provides outstanding educational opportunities to its students by creating a broader and more inclusive range of options for connecting fundamental knowledge with applied experiences in research, classroom, clinical, and community settings.

Aspirational Vision Statement

With an emphasis on inclusion and diversity, SLHS will continue to build upon its foundation of excellence and innovation in research and education. We will continue to educate students to be leaders to advance innovative research, evidence-based care, and interdisciplinary collaboration in our communities and beyond.

Strategic Plan

The key actions in the plan, based on our mission and vision statements, were developed by multiple faculty working groups. These actions were then prioritized, with implementation stages outlined by the teams and approved by the SLHS faculty.

- 1. Enhancing and Integrating Educational Experiences of Students.** Students' educational experiences at all levels will be enhanced by creating a broader and more inclusive range of academic, research, and clinical opportunities.
 - a. SLHS will integrate translational research into undergraduate and graduate education by encouraging faculty to incorporate current research into course content and by creating regular opportunities for students and faculty to engage in shared scholarly discussions such as reading groups, poster sessions, and presentations.
 - b. SLHS will promote collaborative research and clinical opportunities between students and faculty to strengthen experiential learning and professional development.
 - c. SLHS will support high-quality instruction by engaging experienced adjunct faculty and providing regular feedback and support to them to ensure excellence and consistency across the curriculum.
 - d. SLHS will promote student well-being and resilience by developing departmental initiatives and raising awareness of existing campus support resources.
 - e. SLHS will integrate emerging technologies and innovations into academic curricula, research training, and clinical practice to prepare students for the changing demands of the profession.
- 2. Strengthening Diversity within the Academic and Clinical contexts.** The department will improve current programs and develop additional programs to prepare students to work effectively with individuals from a wide range of cultural and linguistic backgrounds.

- a. SLHS faculty will expand opportunities for students to participate in faculty-led research, with a focus on increasing access for students from a variety of backgrounds and experiences.
- b. SLHS will develop and market clinical programs that serve diverse populations, including bilingual services, with an emphasis on services to diverse populations within the CU campus community.
- c. SLHS will expand community-based screenings and bilingual services to improve access to care and meet the communication needs of diverse populations.
- d. SLHS will maintain and expand financial assistance programs for academic and clinical services, including scholarships and grants, to support access to academic and clinical services.
- e. SLHS faculty and staff will advocate for expansions of CU insurance (e.g., Gold Plan) to cover more speech, language, and hearing services.
- f. The ASL team, in conjunction with SLHS, will continue to develop the American Sign Language (ASL) minor to support students' learning about linguistic and cultural diversity, particularly in relation to the Deaf and hard-of-hearing communities.
- g. SLHS will assess enrollment trends in the graduate SLP and AuD programs and develop strategies to broaden access and attract a diverse range of students.

3. Strengthening the Departmental Culture of Research and Scholarship. SLHS will develop creative solutions for enhancing research production and translation of research for clinical application by promoting faculty collaborations and opportunities between academic/research and clinical faculty at CU Boulder and collaborations and opportunities with researchers outside of CU Boulder.

- a. SLHS will create and implement strategies that enable tenure-track faculty to dedicate more time to research by supporting extramural funding efforts.
- b. SLHS will support faculty to pursue internal and external grants for research and outreach in the community.
- c. SLHS will identify and encourage the use of existing shared supports for faculty research including participant registries, administrative support, IT services, statistical consulting, and grant development assistance.
- d. SLHS will promote the integration of research evidence into academic and clinical instruction to advance evidence-based practice and strengthen the translation of research into real-world clinical settings.
- e. SLHS will actively promote faculty and student engagement in research and scholarly activities by establishing a dynamic and inclusive research culture through regular research colloquia, collaborative working groups, ongoing departmental research discussions, and participation in interdisciplinary forums such as the Institute of Cognitive Science Colloquium.
- f. SLHS will promote and support the dissemination of research through high-quality peer-reviewed publications to elevate the SLHS's scholarly impact and contribute to the advancement of the field.

- 4. Enhancing the PhD program in SLHS.** SLHS will strengthen its PhD program by advancing curricular excellence, expanding funding and recruitment, and creating opportunities that support diverse research pathways and professional growth.
 - a. SLHS will continue to improve the PhD curriculum for SLHS research doctorate and the implementation plan for academic and research requirements.
 - b. SLHS will increase doctoral funding through external sources.
 - c. SLHS will increase recruitment efforts to bring outstanding doctoral students to CU Boulder.
 - d. SLHS will seek increased opportunities to support research outreach for doctoral students (within CU Boulder and beyond), and increased opportunities for practicing clinicians to complete a PhD in SLHS.
- 5. Increasing Community Outreach by the Department** SLHS will establish inclusive, on-going, and engaging community relationships. The objective is to strengthen the alumni base, increase faculty and department visibility, expand professional engagement, and promote the CU Boulder Speech, Language, and Hearing Sciences program as a leader in the field of human communication sciences and disorders.
 - a. SLHS will deepen connections with alumni through digital outreach, storytelling, celebratory events, and strategic use of social media to foster long-term engagement and visibility.
 - b. SLHS will expand its presence and influence by leveraging faculty and staff participation in professional organizations, public speaking opportunities, and leadership roles to highlight departmental expertise and build collaborative partnerships.
 - c. SLHS will promote clinical, consultative, and research opportunities by enhancing its digital presence, developing accessible marketing content, and strengthening relationships with healthcare providers, educators, and community organizations.
 - d. SLHS will implement and evaluate outreach strategies through clear timelines, performance indicators, and stakeholder feedback to ensure continuous improvement and long-term success.
- 6. Increasing Departmental Resources to Boost Mission.** SLHS will improve processes and increase resources to support the optimal integration of the rest of this strategic plan within the department.
 - a. SLHS will continue to prioritize undergraduate research utilizing the existing SLHS/CU resources (e.g., UROP, Studio lab, honors thesis, and research symposium) and seek additional resources to enhance undergraduate education.
 - b. SLHS will continue to explore opportunities to provide undergraduate students with exposure to clinical career paths.
 - c. SLHS will invest in sustainable funding models (e.g., revenue-generating clinical services, long-term grant support, public-private partnerships) to support clinical faculty positions, ensuring long-term continuity in clinical education.
 - d. SLHS will develop and implement strategies to attract and retain outstanding faculty and ensure excellence in teaching, research, and mentorship.
 - e. SLHS will pursue increased graduate student funding through university partnerships and external sources to support student success, research, and equitable access to advanced training.

- f. SLHS will enhance departmental resources by expanding Continuing Education and strategically seeking internal/external funding to support initiatives aligned with strategic priorities such as faculty development, research capacity, and student success.
- g. SLHS will continue to improve clinical education through the refinement of policies, procedures, and the development of comprehensive training resources.