

Communication Sciences and Disorders

FY Annual Report March 2022

I. Accomplishments and Productivity for FY22

A. CAS Specific accomplishments

- CSD hired an assistant professor in culture, identity, and Communication Sciences and Disorders as a strategic cluster hire partnership with Latin American and Latino/a Studies
- CSD hired an assistant professor in audiology
- A new required course was approved to address equity, diversity, and inclusion: CSD 270, Cultural Diversity in Communication Sciences and Disorders
- CSD approved a new strategic plan
- CSD admissions committees redesigned the review of graduate applications to reduce bias and make the admissions process more equitable

B. CSD Goals

1. Hire a new assistant professor in culture, Identity, and CSD as a strategic cluster hire partnership with LALS supporting Educate, Connect, Elevate goals I and II
2. Approve and implement a new department strategic pan supporting Educate, Connect, Elevate goals I-IV
3. Maintain enrollment and student success while enhancing recruiting efforts to grow our culturally and ethnically diverse student population supporting Educate, Connect, Elevate goals I and III
4. Strengthen the curriculum to create new courses in the areas of culture, identity, and diversity supporting Educate, Connect, Elevate goals I-III
5. Consider ways to increase access to the clinic by creating a physician outreach program. Write an interdisciplinary grant with vocal music to gain input that will shape voice services for ISU students studying to become professional voice users. These initiatives support Educate, Connect, Elevate goals I, III, and IV

C. Major accomplishments for each goal

1. We hired a new assistant professor as part of the cluster hire with LALS. One of the courses she will teach is CSD 270, with a focus on cultural diversity.
2. CSD approved and is implementing a new strategic plan.
3. CSD has maintained its graduate enrollment and increased undergraduate enrollment by 11% from Fall 2020-Fall 2021. We have refined our admissions process for both graduate programs to be more inclusive. We do not yet have data on the graduate students who will attend our program in Fall 22, but will look forward to see if our

efforts to change our admissions helped result in attracting a more diverse student body.

4. CSD 270, Cultural Diversity in Communication Sciences and Disorders, was approved as a 3-credit required course for our major. The course will be offered Fall 2022.
5. We have created a physician outreach which did generate more clients, but currently the clinic has an 8-week backlog. The department would need to hire more audiology and speech language pathology clinical educators to reduce the backlog. The faculty member with expertise in voice left the department, so the multidisciplinary grant was not written.

D. Specific accomplishments related to Academic program development. Changes were made to the audiology program.

- CSD 508a25 can be offered the first time in Summer 2023 for the incoming students
- CSD 522 will be taught as a 3-credit course in Spring 23
- CSD 526 will be taught as a 3-credit course in Fall 22
- CSD 533 will be taught as a 3-credit course in Fall 23
- CSD 540 will be taught as a 3-credit course in Summer 23
- CSD 551 will be offered for the first time in Fall 22
- Students have typically done a capstone project as a culminating project for graduation. This year, the Audiology Comprehensive Exam was approved by the university curriculum committee as an alternative for students for their culminating project.

E. Specific accomplishments related to Equity, Diversity, and Inclusion.

- ASPT document was modified to give faculty credit for incorporating EDI into their research, courses, and service.
- CSD 270 was approved as a required course for undergraduate majors
- The graduate admissions committees changed the admissions process to examine applications in a more holistic way, giving students credit for life experiences, for example. The entire department did some bias training sponsored by the Graduate School in preparation for evaluating applications.
- CSD faculty and staff attended two workshops given by student counseling and supported by the Provost's office related to equity, diversity, and inclusion

F. Specific accomplishments related to Faculty Success.

- Taeok Park was awarded a Faculty Research Award by the College of Arts and Sciences.
- Jamie Smith was selected to attend the National Center for Faculty Development and Diversity Summer Faculty Success program.

G. Specific accomplishments related to Student Success.

- The pass rate on the Praxis exam for our Doctor of Audiology was 78% and for Speech Language Pathology was 97% (as calculated in April 2021)
- The 3-year rate of employment upon graduation for our Doctor of Audiology and Masters of Speech-Language Pathology was 100% (as calculated in August 2021)
- Last year we had a 97.2 fall to spring retention rate among undergraduate students.
- Enrollment of undergraduate students in CSD increased 11% in Fall 2021 as compared to Fall 2020.
- Over 97% of CSD undergraduates graduated in four years or fewer with an average GPA of 3.76.
- Erin Logsdon and Braelyn Wence, graduate students in speech-language pathology defended theses.

II. Internal Reallocations and Reorganizations in FY 22

A. Reallocations or reorganizations

- Diane Leonard, administrative aide, received an upgrade.

B. How CSD used additional funds from the Provost Office to enhance accomplishments and productivity

- We received AEF funding for a tracheostomy care simulator (\$4,491.80) and an oral care simulator (\$2,676.60). These simulators provide necessary training in pediatric and adult feeding and swallowing disorders as well as suction, airway, and tracheostomy care that is vital to medically fragile patients across the lifespan.
- We received AEF funding for a TAP-IT interactive platform (\$9,545), which students use clinically to support communication for children and adults with special needs.
- We received AEF funding for the ASSR/ABR Interacoustic Eclipse which has been used with students in the two graduate electrophysiology courses and an advanced pediatric course in audiology. This equipment gives the audiology graduate student the knowledge and skills necessary to evaluate patients when they go to their clinical placements.

C. How CSD used additional funds from the College/Department to enhance accomplishments and productivity

- We did not receive additional funding from the College or Department to enhance accomplishment and productivity.

III. Major Objectives for FY 23

Objective #1: Hire a new assistant/associate professor in voice

Strategic Plan Alignment: CSD Strategic Goals 3, 5; CAS Strategic Focus 1, 4; Educate, Connect, Elevate I, III

Rationale: This faculty member would replace faculty who left the department in 2021. An expert in voice would support the voice services we provide in the Eckelmann-Taylor Clinic to those who seek voice changes to match their gender. The clinic is one of only two in higher education in Illinois to offer Gender Affirming Communication Services, and the number of patients coming for these services has increased over the past year. Additionally, this faculty member would be able to provide outreach to vocal music at Illinois State, providing guidance for students who are working towards a career in vocal music. This faculty member would be able to teach undergraduate and graduate voice (CSD 316 and 413), speech science (CSD 248), and anatomy and physiology (CSD 155).

Objective #2: Hire a new assistant/associate professor in child language/speech sound disorders

Strategic Plan Alignment: CSD Strategic Goals 3, 5; CAS Strategic Focus 1, 4; Educate, Connect, Elevate I, III

Rationale: This faculty member would replace faculty who will retire in Summer 2022. Expertise in child language and speech sound disorders is necessary to prepare students to serve children in the schools as speech-language pathologists. This faculty member would be able to teach CSD 211 (phonetics) CSD 215 (clinical phonetics), CSD 275 (spoken and written language analysis), CSD 321 (introduction to language disorders), and CSD 412 (speech sound disorders).

Objective #3: Hire a new assistant/associate professor in audiology

Strategic Plan Alignment: CSD Strategic Goals 3, 5; CAS Strategic Focus 1, 4; Educate, Connect, Elevate I, III

Rationale: We currently do not have faculty with expertise in hearing loss prevention and amplification. This expert would complement our current faculty, particularly in research in listening effort and cognitive hearing science. Amplification is a central component of audiologic rehabilitation and having this expertise would round out our faculty and attract ever graduate students. This person would be able to teach CSD 520 (essential techniques in audiology), CSD 521 (differential diagnosis in audiology), CSD 536 (auditory processing and disorders), CSD 538 (vestibular evaluation and rehabilitation)

Objective #4: Maintain enrollment and student success while enhancing recruiting efforts to grow our culturally and ethnically diverse student population.

Strategic Plan Alignment: CSD Strategic Goal 3; CAS Strategic Focus 1, 3; Educate, Connect, Elevate I, III

Although the next fiscal year may be a challenging one for enrollment at Illinois State University, CSD will work towards maintaining its strong enrollment and markers of student success. This commitment may include outreach to local high schools letting students know about careers in speech-language pathology and audiology. We will investigate the success of

changes in our admissions process for both graduate programs to determine whether changes made have led to increases in student diversity. We will also work to help all admitted students have a successful academic and professional experience.

IV. Tentative SBC Amounts/Plans

Translate clinic forms to Spanish \$2,500

Purchase Spanish language assessments \$2,000

Student success money.

We would like to pay for the ISU graduate admission fee for our undergrad students applying to graduate school. Funding for 80 students is \$10,080

Professional memberships for SLP and AuD students \$3,000

White coat ceremony for third-year AuD students \$500

Faculty startup costs for new faculty \$9,000

Faculty travel (\$1,200 for 10 faculty) \$12,000

Cover the increase in current GA support \$20,786

Total: \$59,866