

Academic Department Student Success Plan Annual Update: 2016-2019¹



Department: Communication Disorders and Counseling, School, and Educational Psychology

Department Chair: Linda Sperry, CDCSEP Chair and Vicki Hammen, CD Program Director

Department Mission: Develop professionals to promote well-being, educate, and serve others.

Department Freshmen (1st year) Retention Goal(s):

To increase the percentage of freshman that return to the Communication Disorders program by 2% per year.

Action Steps² (with dates & person(s) responsible):

- A. Provide all students with career options information during CD 119: Survey of Communication Disabilities course. Timeline: Annually in Spring semesters. Person(s) responsible: CD 119 instructor, currently Lee Anne Luttrell.
- B. Introduce Career Ready Certificate program in CD 119. Person(s) responsible: CD 119 instructor, currently Lee Anne Luttrell.
- C. Acknowledge the academic achievement of freshmen by awarding honor roll certificates based on the university criteria for graduation honors at the annual NSSHLA banquet. Notification of the award will be sent to the student's parents at their home address. Timeline: Annually beginning Spring 2017. Person(s) responsible: NSSHLA advisor, currently Lee Anne Luttrell and Program Director, [Hammen]
- D. In order to clearly communicate with students that the major will provide knowledge and skills about communications sciences and disorders rather than entry into clinical practice the name of the major will be changed to Communication Sciences and Disorders. Timeline: Submission of curriculum change Fall 2016. Person responsible: Program Director [Hammen]
- E. Change course name for CD 119 to Introduction to Communication Sciences and Disorders to reflect new major title and increase transparency about content to freshmen. Timeline: Submission of curriculum change Fall 2016. Person responsible: Program Director [Hammen]

*Retention Benchmarks
(by latest department)*

Fall 2013 Cohort:
93.75%

Fall 2014 Cohort:
85.29%

Fall 2015 target & actual: 89% & 83.87%

Fall 2016 target:
85%

Fall 2017 target:
87%

Fall 2018 target:
89%

¹ Plan updates are due to your Dean by Nov. 4 as informed by your 2015-16 End-of-Year Report that is due to your Dean by Oct. 3.

² **Action Steps Defined:** The specific activities/actions taken to realize progress toward the goal. Such action steps should include not only student support type activities/actions but also student learning enhancement focused activities/actions.

Other Freshmen Retention related benchmarks of focal interest to department

Develop loyalty to the major through involvement in the student organization, National Student Speech-Language-Hearing Association. A list of incoming freshman will be obtained and they will be contacted by NSSHLA leadership about meetings. Target date for completion: Fall 2016 then annually. Person Responsible: NSSHLA advisor: Luttrell

Department Persistence to Completion Goal(s):

Maintain the percentage of students that complete their bachelor's degree in four years at 72% each year.

Action Steps (with dates & person(s) responsible):

Our 4-year completion rate is already the highest among ISU majors at 72%. However, in order to maintain that percentage we need to ensure students are on-track to meet all degree requirements and persist towards degree completion within the major. Some students may consider changing their major if they are struggling in classes or do not earn the minimum required grades for courses in the major. Therefore, students may need additional support to be successful in the major. A master's degree is required to become a certified speech-language pathologist and it is a highly competitive process to obtain admission to a graduate program. Therefore, some students could choose to exit the major if they do not feel they will not have the credentials to gain admission to a graduate program. However, there are many career options that can be pursued with a bachelor's degree in this major. Having a mentor in the major will serve several purposes, 1) inform students about the variety of career options available to them with an undergraduate degree with this major, 2) support students in college to career planning, and 3) establish a relationship with a faculty member that can provide strong letters of recommendation for graduate school or employment post-degree completion.

- A. Complete the transition of academic advising to Educational Student Services [ESS] staff. In Fall 2016, ESS assumed the responsibility of advising the students that were transitioned out of University College while the CD faculty maintained their 'junior' and 'senior' advisees. Each fall ESS will begin advising the students who are released by the University College until they are providing advisement to all CD majors. This process will be complete by Fall 2018. Timeline for completion: Fall 2018. Person(s) responsible: CD Program Director [Hammen], Ken Coleman, Judy Sheese.
- B. Assign students a faculty 'mentor' in the Communication Disorders program. The mentor will meet with their assigned students at least annually to discuss post-graduation plans and review the list of career options the student received in CD 119 or from advisor. The student support staff [Pointon] will send an email to the student with their assigned mentors. Faculty mentors will meet with their mentees at least once per semester prior to the start of open enrollment. Mentor activities will be included on the CD faculty meeting agenda during the Fall and Spring semesters to ensure meetings are occurring and to discuss any issues that arise. Timeline for completion: Annually beginning Fall 2016 Persons(s) responsible: Program director and student support assistant [Pointon] will assign mentors to CD faculty [Stimley, Thomas, Luttrell, Solesky]. Mentor meetings will begin in Spring 2017.
- C. In order to decrease the need to re-take courses to achieve the required grade of 'C' in all courses in the major we will provide students tutoring in major-specific courses [e.g., CD 211, 212, 224] to a one hour small group sessions and/or labs to be led by a graduate assistant. Incentives for participation in the sessions will be incorporated into course grading schemes. Timeline for completion: Spring 2017 for CD 212, 224 Persons(s) responsible: Course instructors, currently Luttrell for CD 211, Stimley for CD 212, Hammen for CD 224.

Completion Benchmarks
(by latest department)

Fall 2010 Cohort:
64%

Fall 2011 Cohort:
70%

Fall 2012 target & actual: 72% & 72%
--

Fall 2013 target:
72%

Fall 2014 target:
72%

Fall 2015 target:
72%

Other Persistence to Completion related benchmarks of focal interest to department

- A. Continue to acknowledge the academic achievement of second, third, and fourth year students in the major by awarding honor roll certificates based on the university criteria for graduation honors at the annual NSSHLA banquet. Notification of the award will be sent to the student's parents at their home address. Timeline: Annually beginning Spring 2017. Person(s) responsible: NSSHLA advisor, currently Lee Anne Luttrell and Program Director, [Hammen]

- B. Increase the number of professionally-related electives that are included on the degree map [COUN 310, COUN 425, and EPSY 401].
- C. Develop loyalty among majors through regular social events. Target date for completion: Fall 2016 then annually. Person Responsible: CDCSEP Social Committee Chairperson [McQueen] and CD mentors [Stimley, Thomas, Luttrell, Solesky]

Other Goal(s), Action Steps, and Benchmarks of focal interest to department:

The percentage of diverse students in the Communication Disorders program does not represent the demographics of ISU. The field of speech-language pathology needs trained clinicians from underrepresented groups. Therefore, the CD program will also focus on increasing the percentage of students from diverse backgrounds that declare the major.

- A. Contact leadership and/or faculty advisors for students groups on campus that include underrepresented groups to determine the opportunities to present information about the major. Both faculty and current students (undergraduate and/or graduate) will be involved in the presentations. Timeline for completion: Spring 2017
Person(s) responsible: CD Faculty [Hammen, Luttrell, Solesky, Stimley, Thomas]
- B. Send the flyer developed for high school students to Indianapolis Public Schools with student interns in the School Counseling program. Timeline for completion: Beginning Spring 2017 and annually Person(s) responsible: CD Program director [Hammen] and School Counseling Program Coordinator [T. Balch]