**Program in Audiology Strategic Plan (2023-2028)**

**Learn - Redefining student success**

***University*:** Increase number of degrees awarded by 14% in 10 years

***Program*:**

1. *Increase enrollment (on average by 14%) in 10 years (by 2033)*:

2022 enrollment 40 + 14% = 46 students = 11-12/cohort avg by 2033

* 1. Adopt the CSDCAS
  2. Develop an undergraduate program
  3. Develop a PhD/AuD program
  4. Propose certificate programs:
     1. Audiology Assistant Certificate
     2. HIS Certificate
     3. NBHS Certificate

1. *Learner competency:* Strengthen alignment of CFCC Competencies with curriculum assessments  
   **First Steps: Finalize competency document (Faculty Retreat). Create document (master spreadsheet). List all Competencies, which course houses it, and what the assignment would be.** 
   1. 2024: 33% of competencies tied to an assessment
   2. 2026: 67% of competencies tied to an assessment
   3. 2028: 100% of competencies tied to an assessment

**Discover - Research and Innovation Powerhouse**

***University*:** Increase in research expenditures and ranking

***Program*:**

1. Increase student submissions/publications/disseminations
   1. By 2028, 50% of students submitted for peer-reviewed publication
   2. Annually, 100% student research capstones will be submitted for presentation at local, state, national conferences
2. Maintain extramural grant submissions (12 submissions by 2028)
3. By 2028 Provide 1 graduate student fellowship

**Connect - Premier Metropolitan University**

***University*:** Increase philanthropic, community, and industry partnerships

***Program*:**

1. *Increase/Strengthen community contracts (secure 5 consistent “outside” placements by 2028):*
   1. Establish consistent clinical protocols
   2. Contract additional clinic placements
      1. CMG, Heuser, Louisville VA, TeleHear
2. *Quantify industry/community partnerships (by # of engagements):*
   1. Define an “engagement” with industry/community partnerships.
      1. *Estimate number of current engagements (by 2025)*
      2. Increase engagements by 10% (by 2028)
      3. Secure Hearing Conservation Contracts
      4. Expand NBHS
      5. Maintain MED-EL/SONOVA/Interacoustics/HearingLife relationships

**Work - Living our mission**

***University*:** Inclusion in "great colleges to work for” & Forbes’ List

***Program*:**

1. *Define transparent processes*
   1. Implement consistent annual director review (by 2024)
   2. Establish protocols and create documentation
      1. Create and maintain a long-term guidance document for each program service component.
         * 1. i.e., a faculty “user manual”
      2. Define process for accounting for faculty research salary (cost-share on/funded by grants/contracts)
      3. Define how salary released by grants/contracts can be used
2. *Improve mentality and promote work-life balance*
   1. Engage in at least 1 team-building experience annually
      1. Retreat activities
      2. Invite guest speaker – Conflict resolution/management
   2. Annual review of activities beyond the workplan (during annual work plan meeting)
   3. Continue faculty dinners at least quarterly
   4. 100% of faculty will take leave at least once annually by 2028
      1. Cross-train team members to facilitate using leave
      2. Invite UofL HR or other guest present at a faculty retreat.

***Plan review and examination:*** The strategic plan is reviewed annually as the January faculty meeting focus area (See faculty meeting agenda/notes). The Program Director will compile data from the previous year to assess progress toward goals. Additionally, the strategic plan can be reviewed and evaluated by all faculty for alignment during the annual faculty retreat (Summer), during faculty meetings, or *ad hoc* as needed (e.g., if the institution updates or modifies its strategic plan).