STRATEGIC PLAN
2025–2029

Overview

The Communication Sciences and Disorders (CSD) department at Montclair State University is part of the College for Community Health (CCHL). The department offers three distinct educational experiences:
- An undergraduate minor
- A master's degree in speech-language pathology
- A clinical doctoral degree in audiology

Mission Statements

Montclair State University Mission

College for Community Health (CCHL) Mission (CCHL)

As part of a diverse institution renowned for promoting upward social mobility, the College for Community Health integrates a unique combination of academic departments and units to educate students on addressing complex community health issues through multidisciplinary approaches. We uphold health as a cornerstone of social justice and strive to enhance health opportunities within the communities we serve through excellence in teaching, research, and community-partnered participatory work.

Communication Sciences and Disorders (CSD) Mission

The mission of the CSD department is to develop highly skilled, compassionate, and ethically grounded practitioners in speech-language pathology and audiology. Through rigorous academic programs, impactful research initiatives, and meaningful community partnerships, we empower students to become innovative practitioners committed to advancing evidence-based care and promoting equitable health outcomes for diverse communities. By fostering a collaborative and inclusive environment that values critical thinking, scientific rigor, and the value of community, we prepare students to become agents of positive change in practice and research. We are dedicated to driving meaningful and lasting improvements in community health by seamlessly integrating cutting-edge research with clinical practice and proactively addressing the ever-changing needs of the communities we serve.
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Vision Statements

College for Community Health (CCHL) Vision

The College for Community Health will transform lives and communities by redefining the preparation of health professionals. We go beyond academic theory to equip students with cutting-edge knowledge, skills, and support to accelerate positive change. As innovative leaders

in and for community health, we are dedicated to fostering an inclusive and just society where health disparities are diminished, and opportunities are accessible to all.

Communication Sciences and Disorders (CSD) Vision

The vision of the CSD department at Montclair State University is to be a leader in speech-language pathology and audiology, advancing critical thinking, scientific rigor, and exceptional community health outcomes. We aspire to recruit, support, and nurture highly qualified, diverse students and educate them to be practitioners with the knowledge, skills, and commitment to transform community health guided by evidence-based practice. Our community prioritizes health equity, applies rigorous research to inform clinical practice, and fosters meaningful engagement to support community well-being.

Envisioned Future

By 2032, the CSD department aims to:
- Be recognized as a leader in audiology, speech, language, hearing sciences and disorders.
- Offer state-of-the-art facilities and impactful community partnerships that attract a diverse and passionate student body.
- Achieve groundbreaking advancements in culturally responsive practices and cutting-edge interventions.
- Build a network of community-based clinics and outreach programs providing vital services.
- Foster interdisciplinary partnerships with fields like special education, public health, and counseling.
- Be nationally recognized for excellence, innovation, and community engagement.

Core Values

- Community engagement in the diverse northern NJ region
- Excellence in academic programs
- Clinical services embodying evidence-based practices
- Focused career preparation
- Inclusion and diversity

Strategic Plan

The CSD Department's strategic plan focuses on six areas:

1. Academic Programs

Issue: Ensure curriculum evolves to reflect changes and advances in the professions.

Key Actions:
- Regularly review and update curricula.
- Align programs with professional standards (e.g., ASHA).
- Foster innovation through real-world projects and emerging fields like AI in healthcare.
- Establish an advisory board.
- Analyze reopening the CSD-PhD program.

Outcomes:
- Improved rankings and accreditation reports.
- Increased visibility through marketing and partnerships.

Monitoring: Annual review by CSD Curriculum and Professionalism/DEI committees.

2. Research
Issue: Foster collaboration and provide resources for faculty productivity.
Key Actions:
- Support grant writing, sabbaticals, and funding.
- Encourage interdisciplinary projects and partnerships.
- Identify funding for student research.

Outcomes:
- Increased publications, conference presentations, and citations.
- Expanded departmental research funding.

Monitoring: Annual review by CSD Research Committee.

3. Clinical Services
Issue: Innovate and expand on-campus and community clinical programs.
Key Actions:
- Expand clinic offerings and client capacity.
- Develop specialized clinics and partnerships.
- Enhance internship opportunities.

Outcomes:
- Increased community reach and diverse clinical experiences.

Monitoring: Annual review by CSD Clinic Committee.

4. Students
Issue: Strengthen recruitment, retention, and professional development.
Key Actions:
- Enhance recruitment strategies.
- Expand mentoring and career preparation.
- Establish an Advisory/Alumni Board.

Outcomes:
- Improved retention and student diversity.
- Increased professional development opportunities.

Monitoring: Annual review by CSD Administrative Team and CSD Audiology and Speech-Language Pathology Admissions Committees.

5. Community Partnerships
Issue: Build sustainable partnerships to enhance student learning and community impact.
Key Actions:
- Expand internship networks.
- Develop service-learning projects.
- Raise partnership visibility online and in media.

Outcomes:
- Stronger community relationships and outreach programs.

Monitoring: Annual review by CSD Community Engagement Committee.

6. Administration, Governance, and Personnel

Issue: Ensure effective structures to support departmental goals.
Key Actions:
- Clarify leadership roles.
- Improve resource allocation and planning.
- Enhance faculty satisfaction.

Outcomes:
- Increased efficiency and alignment with mission.

Monitoring: Annual review by CSD Administrative Team.

This strategic plan outlines a comprehensive roadmap for the CSD department to achieve its vision, fulfill its mission, and maintain excellence in teaching, research, and community engagement.