

Speech Language Pathology Program  
Strategic Plan 2015-2020

**Vision**

<b>UAGM VISION</b>	<b>MSLP PROGRAM VISION</b>
<p>The vision of Universidad Ana G. Méndez Gurabo Campus is to be a high-quality learning community with an international focus dedicated to enhancing education among its student population and promoting advanced technology.</p>	<p>To be the first academic choice for students wanting to become Speech Language Pathologist, by providing the best academic and clinical education sustained by the latest technology, materials and knowledge based on evidence.</p>

**Mission**

<b>UAGM MISSION</b>	<b>MSLP PROGRAM MISSION</b>
<p>The mission of Universidad Ana G. Méndez is to enhance knowledge through excellence in teaching, and to foster research, innovation, and the internationalization of its programs. The University is committed to graduate well-educated, professionally competent students, who can think critically and are technologically literate. The Institution also promotes the development of ethical principles and values that will allow graduates to contribute to the wellbeing of the community through their knowledge of social systems and their role as responsible citizens in society.</p>	<p>To prepare well trained professionals in the Speech-Language Pathology field who can deliver excellent clinical services to a variety of populations with ethical and professional practice standards. The Program is committed to foster research, academic and clinical skills in our students to graduate well educated Speech-Language Pathology professionals. The Program also fosters the development of research in our faculty and in our students by promoting the development of outstanding academic credentials and innovative teaching strategies.</p>

**Envisioned future in 2020**

The master program of Speech Language Pathology of the Universidad Ana G. Méndez (UAGM-MSLP Program) is the second graduate program in the Island fully accredited by the Council on Academic Accreditation (CAA) of the American Speech-Language and Hearing Association (ASHA). UAGM MSLP Program will be widely recognized in Puerto Rico and in the United States for their excellence in the preparation of Speech-Language Pathologists. Our Program will foster the development of alliances between the academy, the researchers, the service providers, and the service recipients by developing professional agreements with institutions and companies in Puerto Rico United States and the international community.

The program will promote among student an international vision of service delivery. The program will cross barriers to prepare students for a multicultural, international, and global service delivery. Our Program will establish partnerships collaboration with other Communications and Sciences Disorders programs for providing a model of distance program to overcome the shortage of PhD faculty members and increase research studies on Speech Language Pathology.

**Core Values**

UAGM CORE VALUES	MSLP PROGRAM CORE VALUES
<p>Universidad Ana G. Méndez Gurabo Campus is committed to:</p> <ul style="list-style-type: none"> <li>• freedom of thought and expression</li> <li>• recognize and respect diversity</li> <li>• respect the dignity of the individual</li> <li>• excellence in teaching and the generation, dissemination and application of knowledge</li> <li>• promote ethical, social, and cultural values</li> </ul>	<p>Every health professional must develop values that characterized their discipline. We envisioned a set of values that will characterize our administration, faculty members, staff, clinical supervisors, ex-alumni and current students. These core values are:</p> <ul style="list-style-type: none"> <li>• Leadership</li> <li>• Patience</li> <li>• Sensitivity</li> </ul>

UAGM CORE VALUES	MSLP PROGRAM CORE VALUES
<ul style="list-style-type: none"> <li>• excellence in planning, operations and services</li> <li>• respect nature and the environment</li> <li>• promote human and esthetic sensibility</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment</li> <li>• Respect</li> <li>• Integrity and Ethic</li> <li>• Excellence</li> <li>• Cultural Competence</li> </ul>

**Focus Areas**

Our MSLP Program has six Focus Areas to include:

1. Students (admissions, current students, alumni)
2. Faculty (development, recruitment)
3. Research (research, external funding)
4. Clinical Component (internships, externships, service delivery)
5. Community Impact (community service)
6. Program Administration (governance, accreditation)

For each of the Focus areas specific measurable indicators of success will be presented. Strategies to accomplish each expected outcome is clearly stated in the Plan. Each Focus area has one or more expected outcomes. Each Focus area should be revised at the end of each academic year. Strengths, limitations, opportunities, and new outcomes will be identified and developed accordingly if needed. The whole MSLP Program Strategic Plan will be revised every five years. Program Focus Areas will be modified or changed as needed to respond to the Program’s needs and stage of development at the time of the Plan being revised.

**FOCUS AREA: 1. Students (admissions, current students, alumni)**

**Issue: A rigorous and consistent admission process is the basis for selecting highly qualified candidates for the program. A climate of trust and professionalism is essential during student academic life. Program graduates are the product of the Program’s academic and clinical delivery. Their excellence is key for the public trust in our Program capacities.**

Outcome	Indicator(s) of Success	Time frame
The Program admission process will be conducted at the School of Health Sciences (SHS) following the academic norms and regulations established by UAGM.	Steps to follow during the admissions process, student’s documents and files completed at the SHS, reports to the UAGM admission office.	March April 2016 March April 2017 March April 2018 March April 2019 March April 2020
Students will actively participate in academic mentoring activities and will value the program faculty as their career development mentors.	Academic mentoring files including acts and action plans. Responsive participation of students in the academic mentoring process, not only for remediation purposes but also for professional planning, information seeking and other professional issues.	On May of each of the plan’s year the MSLP Program will evaluate it’s achievements in this area measured by an increase in the amount of academic mentoring sessions.
MSLP Program graduates will increase their PRAXIS passing rates up to 85%.	Educational Testing Services (ETS) reports.	December 2018

**FOCUS AREA: 2. Faculty (development, recruitment)**

**Issue: Aligned with Universidad Ana G. Méndez Vision 2020 document, the MSLP Program faculty members will pursuit the highest competencies on their specialty areas.**

Outcome	Indicator(s) of Success	Time frame
The MSLP Program will have a total of six (8) ASHA Certified doctoral level faculty members with full time	Doctoral degrees completed	May 2018

appointments.		
Four faculty members will be recruited for the program in the areas of: : tele practice, multicultural, fluency, cognitive rehab, voice and swallowing, literacy and school based issues	New faculty recruited accordingly to institutional policies and procedures.	May 2019
<b>FOCUS AREA: 3. Research (research, external funding)</b>		
<b>Issue: The amount of research in Speech Language pathology is very limited in Puerto Rico. Research in the development of speech and language in monolingual Spanish speaking is scarce.</b>		
<b>Outcome</b>	<b>Indicator(s) of Success</b>	<b>Time frame</b>
Faculty initiated research will be accepted for publication in peer review Journals and on-line publications	Articles edited and submitted for on-line publication. Distribution and access of the on-line publication.	May 2020
Increased number of faculty members engaged in grant writing.	Proposals submitted to the corresponding agencies. A minimum of one proposal submitted annually.	Target dates according to the funding agencies.
Research collaboration and professional presentations along with colleagues from other universities.	Researchers from other universities collaborating with our Program faculty in research, presentations, and publications. Five-year research plan.	According to the research plan to be established by researchers.
<b>FOCUS AREA: 4. Clinical Component (internships, externships, service delivery)</b>		
<b>Issue: An excellent clinical component in our Program is essential for our students to acquire the clinical competencies required for certification in the Speech and Language Pathology field.</b>		
<b>Outcome</b>	<b>Indicator(s) of Success</b>	<b>Strategies</b>

<b>FOCUS AREA: CLINICAL COMPONENT</b>		
<b>Issue: Our program need to develop a clinical practicum program that provides the students the experiences needed to acquire the clinical competencies required in the Speech and Language Pathology field.</b>		
<b>Outcome</b>	<b>Indicator(s) of Success</b>	<b>Time frame</b>
An increased amount of hospital-based and acute settings clinical sites.	Collaborative agreements and contracts signed and approved by all concerning parts. Our goal is for three additional settings.	August 2019
Two full-time clinical supervisors will be offering clinical supervision at UAGM on-site clinic.  Two full-time UAGM clinical supervisors will be offering clinical supervision at Hospitals and Skill Nurse Facilities	Signed collaborative agreements for the clinical practicum of students.	By August 2018 the MSLP Program Clinical Coordinator will establish communication with home care, SNF and hospitals to provide experience with adult population. Signed collaborative agreements for the clinical practicum of students will be obtained by May 2019.
An in-house voice and telepractice clinic will be established to serve clients from all ages through the referral of several physicians.	Voice and technological required equipment purchased, installed and personnel trained on its use.  Community voice clinic receiving referrals from clinicians and serving clients on a regular basis. Tele practice services provided on a regular basis.	May 2018  May 2019

**FOCUS AREA: 5. Community Impact (community service)**

**Issue: Our Program needs to serve the community it belongs to. Students and faculty must be aware of their role and impact within their community. Our Program need to lead initiatives geared to prevent and identify speech, language, swallowing and hearing disorders.**

<b>Outcome</b>	<b>Indicator(s) of Success</b>	<b>Time frame</b>
Students and faculty providing screening, orientation and consultation services to the community (ages: birth to geriatric population).	Public participation in community screening activities. Public awareness of our Program's impact and presence in the community.	Continuously

**FOCUS: 6. Program Administration (governance, accreditation)**

**Issue: The Programs administration efficiency in operations and governance is crucial to meet the stakeholder's expectations.**

<b>Outcome</b>	<b>Indicator(s) of Success</b>	<b>Time frame</b>
UAGM-MSLP Program will continue to be fully accredited by the Council on Academic Accreditation (CAA) of the American Speech-Language and Hearing Association (ASHA).	Continuous annual CAA accreditation reports will comply with ASHA requirements	Continuously
One full time clinical coordinator will be appointed to the Department.	Appointment of one academic clinical coordinator to follow up on the MSLP Program students placements, collaboration agreements (with schools, private clinics, hospitals, SNF), supervisors agreements, administration of students clinic hours and management of clinical related issues with students and their supervisors.	August 2018

