



Student Enrollment and Success Plan: 2014-2017

Department: The Communication Disorders (CD) Program housed in the Department of 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

Department Enrollment Goal(s):

To increase the number of students who are admitted to the university with a declared Communication Disorders major to 40 students by 2017.

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

- A. Create a single page advertisement (flyer) and distribute it to college advisement personnel in all high schools in Indiana. The date of mailing and the number of schools will be traced via the Admissions Spreadsheet. Target date for completion: Late Fall 2014. Persons Responsible: Faculty work group.
- B. Arrange to meet with high school students who have expressed an interest in the communication disorders program and who have requested to meet with faculty members in one-on-one meetings. An Admissions Spreadsheet with these admissions contacts is maintained. Target date of completion: Ongoing. Person Responsible: Undergraduate advisors.

<i>Total Enrollment Benchmarks</i>	Fall 2013 Baseline: 34	Fall 2014: 34	Fall 2015: 36
	Fall 2016: 38	Fall 2017: 40	

Other Enrollment Related Benchmarksⁱ

N.B. The full effect of action step A will not be observable until Fall 2016 because work will not be started on the advertisement/flyer until this plan has been approved and is unlikely to be distributed to high school guidance offices to much of an effect on Fall 2015 enrollments because most students who would be influenced by the advertisement have already learned about the major and applied to college with a different declared major earlier. The enrollment cap of 40 students is reasonable due to market issues in Communication Disorders. Speech Language Pathologists (SLPs) cannot be licensed without a Certificate of Clinical Competence (CCC) from the American Speech-Language-Hearing Association (ASHA). The CCC is applied for only after an earned Master's degree. So, it is unreasonable to create a large number of undergraduate majors, only a small portion of who have the opportunity to earn a place in an accredited Master's program. The undergraduate major is not completely compatible with any other pre-medical or pre-service teacher education specialization.

Department Retention Goal(s):

1. To maintain the program's current 91% retention rate (currently the highest in the university, according to the "FTFT-BDS 1st Year Retention and 4 and 6 Year Graduation by Dept 2009 and 2007" Report prepared by Institutional Research for the Office of Student Success).
2. To help students who are not doing well after the first semester of required classes: a) evaluate their future as CD majors, b) learn student success attitudes and study habits vis-à-vis CD classes, c) systematically explore changing majors at Indiana State University, and d) learn about graduate programs in SLP before proceeding into Junior level classes.

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

- A. Actively acknowledge/encourage first and second semester freshman declared majors who have done well (have overall GPAs of 3.2 or higher) with a letter of congratulations signed by the Program Director and mailed to their home addresses. A 3.2 GPA or Above Spreadsheet will be maintained with this information. Target date for completion: Ongoing every semester after Fall 2014. Person Responsible: Program Director.
- B. Actively acknowledge and encourage all second- and third-year CD students who have done well (have overall and major GPAs of 3.2 or higher and Bs or higher in all CD classes) with a letter of congratulations signed by the Program Director and mailed to their home addresses. A 3.2 GPA or Above Spreadsheet will be maintained with this information. Target date for completion: Ongoing every semester after Fall 2014. Person Responsible: Program Director.
- C. Actively advise students who have not earned all Bs or higher in their required CD classes after their first semester of their sophomore year regarding the need to improve their class performance and grades via a group meeting attended by all CD faculty. Academic Success workshops will be offered. The date for this meeting and subsequent Academic Success Workshops will be recorded in the Department Calendar each year. Target date for completion: Spring 2015. Person Responsible: Sophomore Advisor and Program Director.
- D. Actively refer students who have not demonstrated adequate performance (have not earned Bs or higher in both of their first two classes in the major) or demonstrated significant improvement over the previous semester's performance for career advisement at the Student Career Center by February of the Spring semester of their sophomore year. A list of referred students will be maintained on a Referrals Spreadsheet. Target date for completion: Spring 2015. Person Responsible: Sophomore Advisor.
- E. Actively refer students who have not demonstrated adequate performance in the first four classes in the major (nor demonstrated significant improvement over the previous semester's performance) for career advisement at the Student Career Center by the beginning of the Fall semester of their Junior year. A list of referred students will be maintained on a Referrals Spreadsheet. Target date for completion: Fall 2015. Person Responsible: Sophomore and Junior Advisors and Program Director

Retention Benchmarks

Fall 2013 Baseline:

Based on 2012 data, CD's current retention rate is estimated at 91%

Fall 2016:

Maintain the retention rate at a level of 90% or better.

Fall 2014:

Maintain the retention rate at a level of 90% or better.

Fall 2017:

Maintain the retention rate at a level of 90% or better.

Fall 2015:

Maintain the retention rate at a level of 90% or better.

Other Retention Related Benchmarks

NOTE: We will work to improve student success in the Foundational Studies courses offered by CDCSEP. These courses are primarily EPSY courses 202, 221, 341, and 401. In addition, there is one COUN 425 course that has been included in

the FS program. We will seek to improve student success in all of the FS courses through consistent support for them by using graduate students assistance for office hours and tutoring.

*To be accomplished by Fall 2014 by the EPSY Coordinator and Instructors of said courses. The benchmark will be 65% passing rates in all sections for Fall 2014, 67.5% passing rates in all sections for Fall 2015, 70% passing rates in all sections for Fall 2016.

Department Completion Goal(s):

To increase the current 62% 4-year graduation rate to 65% and maintain it. Currently, our 62% 4-year graduation rate is the highest in the University, according to the "FTFT-BDS 1st Year Retention and 4 and 6-Year Graduation by Dept. 2009 and 2007" Report prepared by Institutional Research for the Office of Student Success).

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

- A. Actively advise all students regarding academic expectations vis-à-vis graduating in a timely manner. Include Academic Success Workshops to help students develop good study skills. Target date for completion: Spring 2014. Person Responsible: Sophomore and Junior Advisors
- B. Encourage students who are behind schedule in terms of credit hours to take summer classes in order to meet degree completion dates on time. We will need to ensure that CD courses are regularly offered during summer sessions. Target date for completion: Spring 2014. Person Responsible: Sophomore and Junior Advisors
- C. Work with students who are pursuing second majors and minors to evaluate the cost-benefits of alternative-quicker ways to graduate. Target date for completion: Spring 2014. Person Responsible: Sophomore and Junior Advisors
- D. Develop loyalty among majors through regular social events. Target date for completion: Fall 2014. Person Responsible: CDCSEP Social Committee Chairperson

Completion Benchmarks

Fall 2013 Baseline:

Based on 2012 data, CD's 4 year graduation rate is estimated to be 62.5%

Fall 2016:

Maintain the 4-year graduation rate at 65% or higher.

Fall 2014:

Maintain the 4-year graduation rate at 65% or higher.

Fall 2017:

Maintain the 4-year graduation rate at 65% or higher.

Fall 2015:

Maintain the 4-year graduation rate at 65% or higher.

Other Completion Related Benchmarks

No additional related benchmarks

Post-College Achievement Goal(s) (e.g., employment & graduate school):

1. To increase the proportion of students who meet ISU Communication Disorders graduate admission standards who are also admitted into a graduate program within one year of graduating by 2% per year once the percentage is established.
2. To maintain the proportion of students that decided not to pursue graduate school enrollment who do obtain meaningful employment within one year of graduation.

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

- A. Meet as a group with Juniors interested in pursuing graduate work in speech-language pathology to provide them with information regarding the importance of preparing to take the GRE, writing biographical/purpose statement, and identifying appropriate graduate programs to which to apply. The date for this Juniors Graduate School meeting will be entered into the Department Calendar each year. Target date for completion: Fall 2015. Person Responsible: Program Director, Graduate Admissions Committee members, and Junior Advisor

- B. Work with students who are not going to pursue graduate education enrollment to use their last semesters on campus to prepare themselves in career paths that they choose to follow in required meetings held during the Junior and Senior years. The date for these Juniors Career meetings will be entered into the Department Calendar each year. Target date for completion: Fall 2014. Person Responsible: Junior Advisor
- C. Require all Junior students to register with the Indiana State University Career Center by the beginning of the Spring semester of their Junior year. A request for the Career Center to verify registration of Junior students (we will provide names) will be mailed to the Career Center each year. Target date for completion: Fall 2014. Person Responsible: Junior Advisor and Program Director
- D. Obtain contact information for all graduating students so that they can be contacted at a later date regarding their post-graduation achievement. A Post-College Contact Spreadsheet will be maintained with this contact information. Target date for completion: Spring 2014. Person Responsible: Senior Advisor and Program Director

*Employment & Graduate
School Benchmarks*

Fall 2013 Baseline:

N/A

Fall 2014:

Establish benchmark for percentage of students who meet requirements for ISU Master's program.

Fall 2015:

+2%

Fall 2016:

+2%

Fall 2017:

+2%

Other Goal(s) and Action Stepsⁱⁱ:

None to report at this time

ⁱ *Note on Other Enrollment, Retention, and Completion Benchmarks:* Departments are encouraged to develop other benchmarks as may be relevant to measuring progress toward goal achievement.

ⁱⁱ Departments may have other goals that do not fit into the four areas previously indicated or adequately subsumable as an action step within one of the four goal areas. They may be placed here.