



VANDERBILT.

## Hearing and Speech Sciences

### 2020-2021 ACADEMIC STRATEGIC PLAN

The DHSS strategic plan as realized in department pillar goals and is implemented by the faculty when making decisions regarding policies and procedures, student curriculum and clinical training and any faculty or facility need. These department Pillar Goals flow directly from the institution's (VUMC) Pillar Goals which are in turn informed by the institutions Purpose, Mission, and Strategic Commitments as updated yearly through the institutions Strategic Directions.

Long term strategic planning occurs at all levels as evidenced by long term planning for VUMC pillar goals (<https://www.vumc.org/strategy/vumc-strategy>), the institutions planning and implementing of its academic strategic plan (<https://www.vanderbilt.edu/strategicplan/> which is currently in the “impact phase”, after five years of the “action phase”) which in turn informs the School of Medicine’s Strategic commitments (<https://medschool.vanderbilt.edu/about-the-school/>). These long-term strategic planning activities are used to inform yearly updates of strategic planning including formation of the DHSSS pillar goals.

#### **For 2020-2021, the VUMC strategic directions include:**

- 1) Make Diversity and Inclusion Intentional - We will reflect the diversity of the populations and staff we serve in our teams, programs, and communications; and be inclusive in our processes and decisions.
- 2) Design for Patients and Families - We will care for people in a compassionate and personalized way, wherever they are, whenever they need us.
- 3) Discover, Learn, and Share - Our collaborative learning environment ensures we will remain nimble and distinctive as a national leader in biomedical discovery, health care, and training. As we integrate expertise and data, we will expand and create new research capabilities to make discoveries of value and translate them quickly to our teams, patients, and community.
- 4) Amplify Innovation - Innovation is essential to the future of academic medicine. We will develop a culture of innovation where discoveries, products, and services are converted into meaningful value.

#### **For 2020, the DHSS Pillar goals that directly relate to the academic and clinical training of Au.D. and M.S.-SLP students include:**

- 1) People: As quantified by faculty well-being
- 2) Service: As quantified by time to new patient visits, number of appointments, number of TeleHealth and ambulatory visits
- 3) Innovation: As quantified by academic performance composite based in part on grant and contract expenditures, participants in and number of and clinical studies, and recognition and awards for our faculty and staff.

Evaluation of progress towards these Department Pillar Goals are monitored by the Leadership Committee to ensure the objectives are being achieved within a predetermined (minimal to aspirational) range, defined as “threshold,” “target,” or “reach” levels, on an ongoing basis. The DHSS Leadership Committee consists of the department Chair, three Vice Chairs (education, research, and clinical operations), Administrative Operations Officer, Finance Administrator, clinical directors, and directors of education within the Audiology and Speech-Language Pathology programs. Updates on progress on the department pillar goals are shared with faculty and staff on regular basis at departmental meetings.