

MERCY UNIVERSITY  
COMMUNICATION DISORDERS STRATEGIC PLAN EXECUTIVE SUMMARY  
FALL 2025

The Communication Disorders Strategic Plan is comprised of three Focus Areas with goals that align with the mission of the University and the program.

**Program Vision**

The Mercy University Department of Communication Disorders envisions our role as a leading department in research and teaching within the university and across the field and related disciplines. Our location in New York City provides a wealth of opportunities to educate our students and to treat individuals with communication and swallowing disorders in our on-campus clinic and diverse externship placements. We have established valuable relationships across the university that have resulted in exciting interdisciplinary teaching and collaborative research. Our goal is to have a substantial presence in the field, nationally and globally.

**Program Mission**

*The mission of the program is to* prepare professionals to provide quality speech and language services to clients of all ages, cultures, and disabilities in a variety of settings. The program instills the interconnection among the theoretical, clinical, and research components of speech-language pathology through evidence-based research and current/relevant clinical practices and infuses the latest technology into the curriculum. The program strives to promote a culture of scholarship, critical thinking, and respect, and provide a foundation of knowledge and skills that foster competent, ethical clinical practice for the professional lifetime.

**Envisioned Future**

In accordance with the program and University mission, the program will continue to support diverse learners and non-traditional students by offering students individualized educational planning. The latest technology will be purchased to outfit new laboratory faculty spaces and support student learning. The program and all faculty will serve as members of the Interprofessional Education (IPE) working group that offers educational and clinical opportunities for students from the School of Health and Natural Sciences. As part of these enhanced IPE offerings, the Speech and Hearing Center will partner with the on campus Physical Therapy Clinic to provide collaborative individual and group services. This will support the Mercy University Speech and Hearing Center in the effort to grow clinical offerings. The Speech and Hearing Center will partner with a significant number of community partners to provide

students with an opportunity to serve the public. The program will engage in regular outreach to high schools to advocate for the growth of the profession and recruit students from underrepresented backgrounds.

**Institutional goals for alignment**  
(<https://www.mercy.edu/about/assessment-strategic-plan>)

***Focus Area: Teaching & Learning***

1. Mercy College will provide students with a transformative education that promotes life-long learning and civic and ethical global responsibility, and ensures being well-equipped for their career choices.

***Focus Area: Student Success***

2. Mercy College will earn a national and international reputation for student success.

***Focus Area: Affordability & Health***

3. Mercy College will maintain affordability for students while preserving the college's solid financial position.

***Focus Area: College Community***

4. Mercy College will foster a community spirit that engages student, faculty, staff and alumni and contributes to the value of a Mercy College education to our greater community.

**Program Strategic Goals**

***Focus Areas***

**Area 1: Student success**

***Issue: The program adopted holistic admission practices in an effort to admit and support non-traditional applicants/students.***

1. ***Student success:*** The program will implement student support practices to promote successful completion of the master's program within a maximum of 5 years.
2. ***Baseline data for holistic admissions:*** In 2022-2023, 95% of students successfully completed the program (38 completed, 2 not completed).
3. ***Outcome:*** Increase the number of students who successfully complete the program.
4. ***Indicator of Success:*** Increase percentage of students successfully completing the program to 97%.
  - **100% of the students in the FT 2023-2025 graduating cohort completed their academic and clinical requirements for a May 2025 conferral date.**  
**Furthermore, 94.9% of students in the 2025 graduating cohort were retained**

**and successfully completed the program. Peer study supports continued and additional faculty led workshops/bootcamps were offered in the area of Neurology, AAC, and clinical/academic writing.**

5. **Strategy:** By 2029, the program will establish a clear method for identifying at-risk students and intervene through meetings with faculty advisor, providing academic support through peer tutoring or the Center for Academic Excellence and Innovation, and follow-up periodically each semester to promote success.

## **Area 2: Scholarship**

***Issue: The program has hired several new core faculty members in recent years; these faculty will continue to build their research portfolio through individual and student supported projects.***

1. The program will promote a supportive environment for conducting and publishing applied research to increase the current level of faculty research and publications, promoting evidence-based clinical practice.
2. **Baseline Data:** For 2022-2023, 50% of the faculty conducted research activities related to communication sciences and disorders. There were 5 number of presentations related to research conducted by faculty and 1 article published related to faculty research in communication sciences and disorders.
3. **Outcome:** Increase faculty scholarship annually through individual and student supported projects.
4. **Indicator of Success:** 10% increase in presentations and publications of faculty/student research.
  - **One full-time core faculty member was granted Sabbatical for the 2025-2026 year and will be writing a book focused on adult picky eating habits. Two other faculty members presented at the International Conference on Social and Educational Sciences. One faculty member who serves as a Langston Fellow also submitted an article for publication.**
5. **Strategy:** By 2029, faculty will participate in the University research salon once a semester to share their ongoing and proposed research, manuscripts, and grant applications.

## **Area 3: Expanded clinical opportunities**

***Issue: Clients served and group offerings have decreased since the Covid-19 global pandemic.***

1. The program will engage community partners to expand the type and number of clinical opportunities in-house to allow students to experience a variety of diagnostic and treatment methods prior to graduation.
2. **Baseline Data:** For 2022-2023 the University clinic provided services for 31-35 in-house clients each semester.
3. **Outcome:** Increase number of clients and groups in the clinic.
4. **Indicator of Success:** 10% increase in number of clients and group services offered in the

Mercy University Speech and Hearing Clinic.

- **Three new clinical educators were hired in the Spring semester to serve as supervisors for the increase in clients being served in the on campus Speech and Hearing Center. Partnerships were re-established with community Head Starts for students to provide hearing screenings and the aphasia intensive established by core faculty last year continued this summer.**
5. ***Strategy:*** By 2029, the program will increase outreach to community partners to promote referrals for the in-house clinic.



