



Audiology Program

Strategic Plan (AY2024-2029)

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Prepared by the Audiology Program

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1. Introduction

1.1 Introduction to the Audiology Program

Innovative and dynamic, the Audiology Program at Idaho State University uses advanced technology, innovative teachings methods, and a hands-on approach to prepare students to become healthcare professionals in the field of Audiology through comprehensive instruction in both undergraduate and graduate studies, participation in research, and extensive, practical clinical experiences, graduates of ISU's Audiology Program will enter the profession with a well-rounded education and set of real-world skills

1.2 Objectives of the strategic planning process

The objectives of the strategic planning process are to:

- Update the five-year plan
- Align the vision and mission with the College of Health
- Revise and develop strategic goals and objectives
- Align the program's leadership, faculty, and staff
- Create synergy

1.3 Methodology

Using ISU's strategic planning model, faculty, staff, and student representation from Audiology Program started an honest, comprehensive dialogue to create a vision of its future. The updated vision addresses the delivery of a superior product while shaping the program's future at ISU and within the communities it serves. The group transformed real and perceived weaknesses into opportunities that translate into achievable but challenging goals and objectives by analyzing the Audiology Program's core competencies and capabilities. This living document is the review of many steps to come to support the Audiology Program achieving its desired results by increasing the program's ability to create positive change at ISU and within the communities it serves.

2. Organizational Profile

2.1 Vision

We will enrich lives through innovative approaches in clinical practice, education, and research opportunities.

2.2 Mission

We mentor and guide students to become successful professionals, improve communities' quality of life through patient-centered care, and explore and advance research in the field of audiology.

2.3 Values

- Collaboration- *with our university, community, and our profession, in the areas service, education, clinical services, and research*
- Commitment- *to excellence in academic, clinical, professional education*
- Dedication- *drives our responsibilities whether assigned, implied, or toward fulfillment of our vision*
- Discovery & Innovation- *helps guide our thinking in the areas of education, service delivery, and research*
- Professional Integrity- *serves as the key behavior for every task that we undertake as a professional*
- Growth and Stability- *will ensure our continued presence in the university, community, and profession*

3. Plan

3.1 Goal: Expand Clinical Services to the Meridian Health Sciences Center

Objective: ISU's Audiology Program will provide clinical services and create contract opportunities at the Meridian Health Science Center by focusing resources on obtaining new space and positions for operations while identifying potential markets for the services by 2026.

Aligns with Idaho State University's Goal 4, expand research, clinical, and creative activities and the College of Health's goal area 5, cultivate and sustain a supportive and high-performing culture empowered to succeed and excel.

Measures:

1. By Fall 2024, obtain required equipment and resources necessary to maintain a functional audiology clinic including support for scheduling, billing and hearing aid tracking.
2. By Spring 2026, establish services and/or contracts to provide revenue to support half the salary/benefits of an FTE.
3. By Fall 2029, establish a revenue-generating Audiology Clinic in Meridian to support full salary/benefits of an FTE.

3.2 Goal: Engage in activities designed to improve program quality

Objective: ISU's Audiology Program will investigate, allocate resources, and implement strategies to support instruction using novel technological approaches, evidenced based practices, and creative teaching strategies for continuous quality improvement.

Aligns with Idaho State University's Goal 2, Strengthen Programmatic Excellence and College of Health's Goal Area 2, engage in the discovery of new intellectual property, pedagogy, research, and clinical approaches to drive the future of healthcare and health education.

Measures:

1. By August 2024, update curriculum and courses taught while transitioning to a new learning management system.
2. Create a comprehensive plan by Fall 2025 to create and deliver outcome measures including midterm student, exit survey, preceptor, employer, and alumni survey along with peer evaluation of teaching and course evaluations.
3. After survey information is available, discuss and implement modifications to the program during weekly faculty meetings using the ADDIE model, Analyze, Design, Develop, Implement, and Evaluate

3.3 Goal: Expand Educational Offerings that Support Employment Opportunities

Objective: ISU's Audiology Program will create an audiology assistant certificate and a more skill-based bachelor's degree by 2026, to increase the appeal and utility of the CSD undergraduate education while enhancing employment opportunities.

Aligns with Idaho State University's Goal 1, increase student access, opportunity, retention and success and the College of Health's goal area 4, lead in the design of adaptive programs and instructional delivery to attract students, and invest in strategies to increase student access, retention and opportunities.

Measures:

1. Enroll 6 undergraduate students in the audiology assistant program by 2026
2. Audiology assistant graduates not enrolled in an Audiology graduate program will be employed in the audiology field within 6 months of graduation