



SCHOOL OF COMMUNICATION SCIENCES AND DISORDERS (CSD)

STRATEGIC PLAN, 2025 - 2029

OUR VISION

Transforming lives through excellence and innovation in Audiology and Speech-Language Pathology.

OUR MISSION

To deliver high quality education and training for audiologists and speech-language pathologists, conduct innovative research to advance knowledge in communication sciences and disorders, champion diversity and equity within our professions, advocate for those with communication-related disorders or limitations, and build bridges with communities to raise awareness, improve access to services, and inform all we do.

OUR VALUES

Excellence	Innovation	Collaboration & Teamwork	Integrity & Accountability	Sustainability
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COLLECTIVE IMPACT

Successful Students

- Students develop the knowledge, skills, and competencies they need to practice in multiple clinical settings.
- Students feel they belong and are professionally connected to the CSD community.
- Student voices are included in the development and improvement of curriculum, programs, and practicum processes.
- Graduates are ready to meet the diverse needs of patients and clients with empathy, integrity, and professionalism.
- Graduates are prepared to enter their career of choice in audiology and speech-language pathology.
- Graduates choose to contribute to the CSD community as preceptors, collaborators, and advocates.

Transformative Research

- CSD research, grounded in equity, diversity, and inclusion (EDI) principles, produces new clinical knowledge that improves outcomes across the lifespan.
- CSD research enriches the understanding of communication and related functions, and the treatment and prevention of their related disorders and limitations.
- CSD research is translated into innovations that enhance patient / client outcomes and improve healthcare delivery.
- CSD research labs inspire, support, and train the next generation of research leaders.

Person-Centred H.A. Leeper Speech and Hearing Clinic

- Individuals receive evidence-based, holistic, person-centred care.
 - Patients / clients are inspired by the care they receive and are ambassadors and advocates for the clinic.
 - Patients, clients, and communities have timely access to comprehensive audiology and speech-language pathology services.
 - The clinic is a training and research centre of excellence.
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EXCELLENCE IN ALL WE DO

Exceptional Student Experiences

Goals:

- Enhance student recruitment processes to attract and retain exemplary, diverse, and engaged individuals, passionate about practicing and contributing to their professions.
- Cultivate a safe and supportive learning environment that acknowledges and addresses the diverse needs of each student, including their mental, emotional, and physical well-being.
- Promote opportunities for students to connect, collaborate, and build relationships with members of the CSD community.
- Expand pathways for student participation in intercultural learning experiences and research projects, at home and beyond.

Impactful Curriculum and Pedagogy

Goals:

- Innovate and streamline CSD curriculum and pedagogy to stay current with evolving knowledge and practices, enhance student outcomes, and address the changing needs of diverse patients / clients and communities.
- Innovate and expand practicums and experiential learning opportunities so students experience a wider variety of conditions, treatments, clinical settings, and diverse communities.
- Explore and implement alternative clinical education models to accommodate larger enrolment levels.
- Strengthen inter-professional practices, mentorship, and collaboration within and across diverse healthcare and educational practice models, disciplines, and settings.
- Expand integration between coursework, practica, advanced and emerging technologies, research, and CSD partner communities.

Progressive Research, Scholarship, and Innovation

Goals:

- Advance the frontiers of knowledge in audiology and speech-language pathology, spearheading breakthroughs in assessment, therapies, and technologies.
- Systematically communicate, disseminate, and translate CSD research findings.
- Expand inter-disciplinary research partnerships to tackle critical challenges in audiology and speech-language pathology.
- Invite deeper research engagement with Indigenous and equity-deserving communities.

- Deepen research mentoring for students and early-career faculty, alongside supports for mid-career faculty.
- Participate in the testing and development of clinical and teaching technological innovations.

Clinical Excellence and Accessibility

Goals:

- Expand patient / client access to personalized, holistic, and respectful H.A. Leeper clinical services.
- Widen access to services in underserved or remote areas and for patients/ clients facing barriers to access.
- Facilitate deeper and broader engagement with patients /clients to enhance the clinic experience.

ENGAGED AND EMPOWERED TEAM

Inclusive and Caring Culture

Goals:

- Unite, with accountability, around CSD's shared mission, vision, and values.
- Promote a diverse and inclusive environment where staff and faculty feel respected and valued.
- Support staff and faculty to achieve a healthy work-life balance and optimize their well-being.
- Emphasize transparent, timely, and open communication that encourages everyone to share their ideas and perspectives with confidence.
- Acknowledge and celebrate the achievements and contributions of the CSD team and individual members.
- Update CSD policies, processes, and spaces to expand access, equity, diversity, and inclusion for all.

Passionate and Prepared People

Goals:

- Recruit, retain, and support a diverse team of highly qualified, committed staff and faculty to meet student needs, adapt to evolving practices, and achieve CSD's growth objectives.
- Reimagine CSD's model for attracting and engaging preceptors and sessional instructors, in alignment with CSD growth and broader environmental change.
- Foster authentic staff and faculty collaboration and participation in CSD and the School's future.
- Expand avenues for staff and faculty to participate in meaningful mentoring, onboarding, and professional development experiences.
- Inspire students, staff, and faculty to engage with one another and build a vibrant CSD community.

Robust Infrastructure

Goals:

- Invest in progressive infrastructure across CSD teaching, clinical, and research spaces.
 - Explore and embrace innovative and emerging technologies, tools, and analytics.
 - Create collaboration spaces to foster teamwork and innovation.
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THRIVING SCHOOL

Efficient Resource Alignment

Goals:

- Identify, advocate for, and procure the funding and resources needed to support CSD's growth and expanding educational, research, and clinical practice mission.
- Expand and diversify clinical, educational, and research revenue streams.
- Investigate fundraising opportunities to attract philanthropic support for our mission.
- Streamline CSD processes and practices to increase efficiency and effectiveness.

Unwavering Accountability

Goals:

- Establish an accountability framework to consistently measure and evaluate School performance and strategic plan implementation progress.
- Regularly seek feedback from students, preceptors, and community partners to drive positive improvements in how we work.

Comprehensive Outreach

Goals:

- Invest in community partnerships to inform and guide our work.
- Foster meaningful relationships with Indigenous Peoples, equity-deserving groups, and rural communities to collaboratively understand and meet their unique needs.
- Increase community participation, raising CSD's profile in research, education, and clinical care.
- Build stronger connections with alumni, expanding their engagement and contributions to CSD.
- Engage with Canadian and international organizations to support public policy and system improvements.