

UNM Speech & Hearing Sciences 2025 Strategic Plan Executive Summary

The UNM Department of Speech and Hearing Sciences has developed a comprehensive strategic plan organized around three core themes that align with the university's mission to advance New Mexico's healthcare workforce while fostering departmental excellence and wellbeing.

Theme 1: Healthcare Workforce Capacity

The department aims to strengthen New Mexico's speech-language pathology workforce through three strategic initiatives. First, creating a shared credit pathway between undergraduate and master's programs by 2027-2028 to accelerate student progression and retain local talent. Second, incentivizing participation in specialized programs (bilingual concentration, LEND traineeship, IPE certificate) to increase enrollment from 5% to 20% by 2028. Third, evaluating whether to develop a Speech-Language Pathology Assistant degree program in response to anticipated state licensure changes, with decisions expected by May 2026.

Theme 2: Knowledge Generation and Dissemination

To support the department's growing research portfolio and clinical operations, SHS will enhance infrastructure by pursuing additional fiscal support staff, developing post-award grant management protocols, and establishing data storage solutions by December 2026. The department will also strengthen its community presence by redesigning its website, developing a consistent branding strategy, and implementing a dedicated social media coordinator role by December 2026 to better showcase research and clinical innovations.

Theme 3: Department Wellbeing

Recognizing the unique challenges of integrating clinical and academic missions, the department commits to fostering collaboration between tenure-track and clinical faculty through baseline assessments (December 2025) and increased partnership opportunities by 2026-2027. Professional development pathways will be clarified and supported with identified funding sources by May 2026. Finally, the department will document and centralize administrative processes, creating an accessible indexing system for policies and procedures by the 2026-2027 academic year.

These initiatives collectively position SHS to fulfill its vision as a national leader in education, research, and equitable treatment of communication disorders while serving New Mexico's diverse communities.

The SHS Strategic Plan is ongoing, and progress towards goals is monitored at least yearly at the annual faculty retreat at which time indicators of success are reviewed and updated.

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