

STRATEGIC PLAN 2016-2022

Doctoral Program in Audiology
School of Health Professions
Medical Science Campus
University of Puerto Rico

Goal 1: Strengthen the Program's research component to contribute to the advancement of knowledge in the field of Audiology.

Objectives	Activities	Person Responsible	Indicators	Anticipated date of completion	Completed			Comments
					Yes	Partially	No	
1.1. Engage students and faculty in scholarly activities, research, and creative endeavors to advance the knowledge and practices of the discipline.	1.1.1 Organize workshops for students to develop or strengthen search strategies in order to achieve effective use of library resources and other electronic databases	Research Coordinator	Students' pre/post exercises	Annually	X			Annual search strategies and effective database use workshop in Conrado Library for students
	1.1.2 Seek collaborative agreements with experts in areas of interest to the Audiology Program's Faculty	Research Coordinator	Status and progress of efforts made to achieve an agreement	Biennial	X			Agreements with: Dr. Carmen Zorrilla –School of Medicine – ZIKA research project – Faculty of the Program Dr. Caporralli at Public Health School/ MSC – Hearing Protection – with Dr. Vincenty Dr. Nazario Cruz – Ototoxicity – Faculty of the Audiology Program Title V MCS – Reto motor Project – Dr. Santiago and Dr. Lugo

1.2 Design clinical practicum experiences that require students to seek, appraise, and apply relevant clinical research in the process of treating and evaluating their clients.	1.2.1 Analyze different models of evidence-based practice to promote practical applications	Research Coordinator	Report on the analysis done	December 2019	N/A		After discussion of this activity in faculty meetings, it was decided that since students are exposed to different models of evidence-based practice in the AUDI – 7226 Research Application into the Clinical Practice of Audiology course, this objective is already being achieved. This activity will be removed from the new Strategic Plan.
	1.2.2 Provide information to clinical supervisors that will reinforce their knowledge on the evidence-based practice process.	Research Coordinator Clinical Coordinator	Presentation to supervisors Number of information exchanges between the coordinator and the supervisors.	2021	X		Clinical Coordinator in collaboration with Starkey, offered a series of virtual courses (11 total) to the supervisors of the Audiology Program at no cost.
	1.2.3 Implement the model selected by the faculty	Research Coordinator Clinical Coordinator	Full implementation of new model	March 2020	N/A		See comment for activity 1.2.1
1.3 Develop “grantsmanship”* capacity in the Faculty in order to identify funding calls from national and international funding agencies.	1.3.1 Seek multi-disciplinary research collaborations between Faculty and Schools in niche research areas	Research Coordinator	Status and progress of efforts made to achieve collaboration	Biennial		X	Social and Health Determinants Influencing Adherence and Access to Treatment for Hearing Loss in Puerto Rican Adults – Dr. Soami Santiago. Carlo MA, Wilson RH, Villanueva-Reyes A. Psychometric Characteristics of Spanish Monosyllabic, Bisyllabic, and Trisyllabic Words for Use in Word-

*Grantsmanship: is the art of acquiring peer-reviewed research funding							Recognition Protocols. J Am Acad Audiol. 2020 Jul; 31(7):531-546. doi: 10.1055/s-0040-1709446.
	1.3.2 Promote Faculty participation in grantsmanship seminars and workshops offered within the Medical Sciences Campus or external qualified agencies.	Program Director Research Coordinator	Number of seminars or workshops attended by the faculty.	Annually	X		Faculty's Monthly Achievement reports
1.4 Promote the dissemination of research findings of both, students and faculty.	1.4.1 Facilitate the participation of students in the dissemination of their research findings at professional meetings.	Research Coordinator Research Mentor Program Director	Number of student presentations at professional meetings.	Triennial	X		<p>4 students presented at AAPR (2017)</p> <p>Linette Nieves presented in OPPHLA 2019</p> <p>Claudia Puig and Maribiliz Irizarry presented in the Annual Convention of the Global Coalition on Hearing celebrated in South Africa (2019).</p> <p>Sebastián Bravo collaborated on an article for the online feature of Audiology Today July/August Edition (2020). https://www.audiology.org/audiology-today-julyaugust-2020/online-feature-covid-19%E2%80%99s-impact-aud-student-clinician-experience.</p> <p>Maribiliz Irizarry was a member of the SAA National Board and was Chair of the Humanitarian Committee.</p> <p>Francisco Reyes - newspaper article</p> <p>Various presentations by students promoting the Profession</p>

Goal 2: Strengthen the clinical component of the curriculum to ensure that the graduates can establish an autonomous professional practice and better address the audiological needs of the community.

Objectives	Activities	Person Responsible	Indicators	Anticipated date of completion	Completed			Comments
					Yes	Partially	No	
2.1 Provide a wide variety of clinical experiences that are consistent with the scope of practice in the field of Audiology.	2.1.1. Evaluate Clinical Models of Intramural Practices to create specialized clinical scenarios	Clinical Coordinator	Report on the outcomes of the search of pertinent clinical models	January 2018	X			The faculty decided to follow the School of Medicine clinical model, where a variety of clinical experiences are included within the Intramural Practice.
	2.1.2 Implement the Clinical Model selected by the faculty	Clinical Coordinator	Number of significant changes implemented in the clinic that represent the selected clinical model	January 2018	X			A Balance clinic was developed in 2018 as part of the Audiology Intramural Practice. An Auditory Evoked Potential clinic was developed in 2020 as part of the Intramural Practice. An amplification clinic was also developed but is still in the process of being implemented as part of the Intramural Practice.
	2.1.3 Evaluation of the newly implemented clinical model	Clinical Coordinator	Report of the analysis on the effectiveness of the new clinical model	June 2021	X			The effectiveness of the implementation of the model will be evaluated annually through the Graduate Exit Survey. The analysis of the effectiveness of the implementation of the balance clinic was first measured in 2022.

	2.1.4 Development of strategies to recruit additional clinical practicum centers that have supervisors with the required qualifications to provide adequate clinical instruction.	Clinical Coordinator Department Director	List of strategies, clinical practicum centers, or supervisors recruited	Biannual	X		Strategies: Discounts in continuing education fees for supervisors when the course is offered through the School of Health Professions. Direct and consistent contact with supervisors Follow-up communications with potential supervisors
	2.1.5 Incorporate additional affiliations that offer prevention, diagnosis, and treatment services for hearing and balance disorders in P.R. and the US.	Clinical Coordinator Department Director	Number of total affiliations (Clinical Practicum I-IV)	Revised annually	X		8 new clinical affiliations in USA 6 new clinical affiliations in P.R.
	2.1.6 Organize workshops and/or conferences to capacitate Faculty and supervisors on different topics	Clinical Coordinator	Quantity of Conference/s or workshop/s offered	Annually	X		Annual Amplification Workshops by: Oticon Widex Starkey

	2.1.7 Foster ground rounds, case discussion, and other related activities with interns, students, residents, and colleagues from Audiology and other specialties	Program Director Clinical Coordinator	At least one activity per year	Annually		X	<p>Dr. Yazmín Serrano – Audiologist cochlear implants</p> <p>Lic Mercedes Rodriguez – Cochlear Corporation</p> <p>Dr. James Hall – Conference for SPL and AUDI students and supervisors:</p> <p>Dr. Shari Robertson (2019) Conference for SPL and AUDI students and supervisors: “Imaginologists Imagine More! Make Communication accessible and achievable for all”</p> <p>Diana Lournagaray – from AudioScan</p> <p>Phonak and Signia – annual training courses to students</p>
2.3 Incorporate interns in performing coding procedures.	2.3.1 Require that all students have an active participation in the coding of the patients seen in the Program’s Clinic.	Clinical Supervisors	Percentage of students participating in coding	Annually		X	87% of students in clinical practicum are doing billing each year. Since students rotate on a yearly basis, all students are exposed to billing prior to their externships.
2.4 Establish a method that serves to guarantee that each student acquires clinical experiences in the areas of: hearing, balance, and electrophysiological assessment, and amplification.	2.4.1 Develop a clinical log form that documents the number of hours per specific audiological area.	Clinical Coordinator	Clinical log form	June 2016		X	Developed in 2019
	2.4.2 Implement the use of the new clinical log form in all of the clinical practicum courses.	Clinical Coordinator	Percentage of students enrolled in Clinical Practicum I that are using the new log form.	August 2016		X	Implemented in 2019

	2.4.3 Analyze the data from the clinical form and formulate an action plan that establishes the method to guarantee that each student acquires clinical experiences in the areas of: hearing, balance, and electrophysiological assessment, and amplification.	Clinical Coordinator	The implementation of the action plan	June 2018	X			Data from each student's clinical log form is analyzed for each specialty area and is combined with information from the supervisor's perception of student's clinical skills in the different areas. Based on the information gathered, the Clinical Coordinator implements a yearly plan to determine and meet each student's needs for clinical placement.
	2.4.4 Evaluation of the effectiveness of the plan	Clinical Coordinator	Evaluation Report	May 2020	X			Data from the student exit survey is analyzed on a yearly basis to assess student's perceived readiness in the different clinical areas. Student's comments and recommendations regarding the clinical component of the program is also analyzed.

Goal 3: Maintain a curricular offering in accordance with current professional trends and the healthcare delivery systems.

Objectives	Activities	Person Responsible	Indicators	Anticipated date of completion	Completed			Comments
					Yes	Partially	No	
3.1 Conduct a systematic analysis of current Audiology courses in lieu of the experience in the implementation of the doctoral curriculum.	3.1.1 Revise content of course syllabus so that the syllabus reflects the actual time spent on each topic, as well as describe more accurately the course content.	Program Faculty	Number of syllabus revised	June 2019	X			In progress as part of the curriculum revision
	3.1.2 Analysis of the data collected on students' perception of KASA compliance	Director Academic Coordinator	Faculty meeting minutes on the discussion of the final report on the analysis of compliance	August 2019	X			See faculty meeting minutes.
	3.1.3 Faculty meetings to discuss the KASA analysis and the revision of the courses syllabus accordingly.	Director Academic Coordinator Faculty	Number of courses revised	Monthly from 2016 to 2019	X			See Faculty meeting minutes
3.2 Implement the Program's Assessment Plan in order to assure that the curriculum responds to the audiological needs of the Puerto Rican population.	3.2.1 Coordinate meetings with the Advisory Committee to share the program's assessment Plan	Director	Quantity of agreements established as a result of the meeting with the Advisory Committee	Every 3 years or sooner, if necessary	X			The Proposal for the curriculum revision was shared with the Advisory Committee. The Program's Assessment plan is part of the Proposal

	3.2.2 Gather the data specified on the Program's Assessment Plan	Director Faculty	100 % of the data from Program's Assessment Plan will be obtained as determined on the Plan	Annually in June	X		See Faculty meeting minutes
	3.2.3 Analyze the data of the Program's Assessment Plan	Director Faculty	Analysis Report	Annually in June	X		See Faculty meeting minutes
	3.2.4 Implement changes in the curriculum and other Program's areas according to the assessment results	Director Faculty	Revisions made	Annually in June	X		See Faculty meeting minutes and table included in the proposal where the changes are listed and the reason for the change are specified.
3.3 Incorporate technological tools in the teaching and learning processes of the theoretical, research, and clinical courses.	3.3.1 Integrate the use of a distance-learning platform (Blackboard) in the theoretical, research and clinical courses that apply.	Director Faculty	Increase the percentage of courses taught through blended-learning* instruction in the curriculum from 59 % to 100 % *Instruction designed to achieve course objectives by replacing a percentage of the amount of time spent in the classroom with online activities."	August 2020	X		100 %

	3.3.2 Acquire simulation programs to prepare students in the administration of clinical procedures and protocols.	Director	Increase number of simulation programs acquired as needed	Annually in August			X	The faculty decided which simulation Programs to obtain, but we are working on the administrative process to obtain them.
	3.3.3 Incorporate the theoretical concept of the electronic health record in the curriculum.	Faculty	Evidenced in syllabus and students evaluation of the course	August 2018	X			The topic is covered in Advanced Audiology. Students use the electronic record in the intramural audiology practice
3.4 Update the Academic Manual according to the current professional needs and the Audiology Program and the Universities' updated regulations.	3.4.1 Analyze the results from the Assessment Plan that are pertinent to the academic aspects of the Program	Academic Coordinator	Changes made to the Academic Manual	Annually in June	X			The Academic Manual has been updated annually.

Goal 4: Recruit and retain highly qualified students who possess the academic preparation, personal qualifications, and professional commitment needed to successfully complete the doctoral degree.

Objectives	Activities	Person Responsible	Indicators	Anticipated date of completion	Completed			Comments
					Yes	Partially	No	
4.1 Gather data to evaluate which recruiting efforts have proved effective in increasing the number of candidates applying to the Program.	4.1.1 Gather and review Program's data obtained on questionnaires and interviews regarding ways in which the students became aware and interested in the Program.	Academic Coordinator	Minutes of the Faculty discussion on the report and analysis of the effective recruiting factors for each cohort.	June 2016	X			Annually, during the Interview process of new candidates, the Program gathers data regarding how they learn about the Program. Findings have been discussed in Faculty meetings.
	4.1.2 Maintain the Audiology Program's website up to date to provide accurate and sufficient information to prospective students.	Academic Coordinator	Quality of the Program's webpage as determined by prospective students	Annually in June	X			See website

	4.1.3 Maintain open communication channels with students interested in the Au.D. Program to guide them towards completing the pre-requisite coursework and requirements to maximize the number of qualifying students at the time of admission.	Academic Coordinator	Number of qualifying students who apply to the Program per year	Annually in June	X		2022 – 2023 35 2021 – 2022 36 2020 – 2021 17 2019 – 2020 17 2018 – 2019 23 2017 – 2018 30
	4.1.4 Promote the Audiology Program throughout other Spanish-speaking countries to attract qualified international students.	Director	Number of international students who apply to the Program	Annually in June		X	Letters were sent to colleagues, with no results. The Faculty of the Program decided to implement a different strategy. Will promote the Program at Audiology Conventions – ASHA and AAA.

Goal 5: Enhance the Audiology Program Intramural Practice in order to increase the hearing and balance services to the general community.

Objectives	Activities	Person Responsible	Indicators	Anticipated date of completion	Completed			Comments
					Yes	Partially	No	
5.1 Strengthen the Program's Intramural Practice by acquiring equipment and educational/clinical materials to widen the spectrum of Audiological services and procedures.	5.1.1 Contact possible donors from the business community, hearing industry, and the alumni.	Director Faculty	Number of donations	Annually	X			Starkey Oticon Signia Widex Phonak

5.2 Increase the Program's Intramural Practice patient load	5.2.1 Create a database of potential referral sources	Director Clinical Coordinator	Number of referral sources identified	Annually	X		School of Medicine Clinics Community hearing screenings
	5.2.2 Create different brochures that will describe the diverse clinical services	Director	Number of brochures created per area	May 2016 Junio 2019	X		One general brochure was created and sent to all the Medical Faculty participating of the Intramural Practice of the School of Medicine. Another more generic brochures is given out in community hearing screenings to promote the clinical services of the intramural clinic.
	5.2.3 Analyze the number of patients served and the referral source	Director Clinical Coordinator	Analysis report		X		About 90 % of referrals come from the ENT
5.3 Collaborate with the marketing plan of the Health Clinics of the SHP and the Clinics of the School of Medicine	5.3.1 Develop public service information capsules, articles, and audiovisual media announcements (TV and Radio)	Faculty	Number of capsules and articles created	Annually	X		Students: Claudia Martínez and Lymari Crespo created capsules and videos to promote the Profession and the Audiology Clinic. AUDI 2022 created 2 infographics, and 1 video

	5.3.2 Perform the necessary process to be included in the Telephone Guide (Info pages, AXESA (hardcopy as well as internet)	Clinical Coordinator	Document how and where the clinic's listing information appears	Annually	X			The Audiology Clinic was listed on the Webpage of the Intramural Practice. Dr. Mitzarie Carlo created a List of the Audiology Providers in Puerto Rico, which includes the type of services they render.
	5.3.3 Participate in dissemination activities such as health fairs and conventions	Faculty	Number of activities where there was participation	Annually	X			The faculty annually participates in the Back-to-School Fair of the School of Medicine, MSC. In addition, the Program participates in several fair annually.
5.4 Collaborate with the intramural practice administration to monitor billing and program's monetary retribution.	5.4.1 Conduct periodic meetings with the pertinent billing officials to monitor the billing cycles and the efficiency of payment of commercial insurances and other contracts.	Director Clinical Coordinator	Minutes of the meetings	Twice a semester		X		The director is frequently requesting the billing reports, as well as meetings to discuss them. But the Audiology Program depends on the availability of the Director of the Billing Office of the Intramural Practice. The meetings have occurred only once per year at the most.
	5.4.2 Evaluate the outcomes of the billing cycle and the overall income process.	Director Clinical Coordinator	Report regarding income per plan and contract	Twice a semester			X	That information is not available to the Program.

Goal 6: Enhance the Program's self-sufficiency

Objectives	Activities	Person Responsible	Indicators	Anticipated date of completion	Completed			Comments
					Yes	Partially	No	
6.1 Develop strategies for the identification of funding sources that will aid in strengthening the Program's infrastructure.	6.1.1 Contact hearing aid companies and alumni for potential donations of educational materials and equipment. *The SHP is in charge of contacting alumni for monetary donations	Director Faculty	Number of donations obtained	Annually	X			Oticon Strakey Signia Phonak Unitron
	6.1.2 Provide conferences approved with credits for continuing education.	Faculty	A minimum 2 of conferences per year	Annually	X			Total of 10 conferences

6.2 Strengthen the administrative component of the Audiology Program Intramural Practice.	6.2.1 Negotiate the transfer of the billing services from the ENT Department to the Administration of the School of Medicine Clinic.	Director Dean of the School of Health Professions	Billing services for the Audiology clinic 100 % under the administration of the Clinic of the School of Medicine	December 2016			X	The faculty has made many attempts without success to negotiate the transfer of the billing services.
	6.2.2 Incorporate the balance and auditory physiological clinic into the services provided through the School of Medicine Clinic	Faculty Director Clinical Coordinator	Relocation of the clinics to the facilities at the School of Medicine Clinic, as well as billing being done by their administration	December 2016	X			The Balance and the Auditory Physiology Clinics were successfully incorporated and are fully operational.
	6.2.3 Establish an Amplification and assistive technology clinic	Director Faculty Clinical Coordinator	Open an amplification and assistive technology clinic	June 2018		X		Efforts have been made, such as assigning credits to Dr. Soami Santiago in her Academic load to work in establishing of the Clinic.