



November 25, 2013

TO: David L. Eaton, Vice Provost and Dean  
Rebecca Aanerud, Associate Dean for Academic Affairs and Planning  
The Graduate School

FR: Richard C. Folsom, Chair  
Department of Speech and Hearing Sciences

RE: Department of Speech and Hearing Sciences 2012-2013 Review

On behalf of the Department of Speech and Hearing Sciences, I would like to thank Dean Eaton and Associate Dean Aanerud for their memo outlining the recommendations resulting from the Department's program review. This memo captures the essence of the Committee Report and the Department's response in terms of the Department's strengths and challenges facing the Department's future.

I would like to clarify two items within the memo.

1. Regarding the reference to diversity under "Challenges and Risks", the Department has significant strengths in diversity as evidenced by its recruitment and hiring of both professorial faculty and its recruitment of graduate students.

From the Department's 2012-2013 Self-Study Document:

I. Faculty

Assistant Professor Jessica Sullivan joined the faculty in September 2010. Dr. Sullivan is an African-American woman who has been trained by some of the leaders in the field at one of the top 5 institutions in the country. Not only are female scientists underrepresented in the field of hearing science, according to the ADVANCE resources on campus, Dr. Sullivan is the first African-American female in a tenure track position within the Division of Natural Sciences. Funded from our own fee-based revenues, this hire is a visible example of the Department of Speech and Hearing Science's commitment to diversity and her presence on campus also helps reinforce and retain underrepresented cultures on campus. Advancing diversity within our department has been a long standing goal.

Dr. Amber Franklin was added to our faculty as an acting assistant professor in January 2010 (recently hired into a tenure line position elsewhere). Dr. Franklin is a woman of color who brought diversity to the UW Speech and Hearing Clinic. Her work in accent modification and English language articulation/pronunciation served the UW's diverse population of faculty, students and staff for individuals who wish to focus on their dialects in an effort to improve speech intelligibility.

Dr. Adrian K.C. Lee has joined the faculty in Speech and Hearing Sciences on January 1, 2011. Dr. Lee was born in China to Chinese parents and has studied in various universities around the world. He comes to us from his post-doc at Harvard University. This hire brings added diversity to this department as well as the UW and greatly increases the interdisciplinary research on language and brain on campus and greatly enhances the work in Speech and Hearing Sciences on magnetoencephalography (MEG) and auditory neuroscience.

Of the 42 faculty in the Department of Speech and Hearing Sciences, including professors, lecturers, and clinical instructors, 34 are female and 8 are male.

## II. Students

In 2006, a faculty meeting was held to discuss diversity and finalize the Speech and Hearing Sciences Diversity Plan for 2007-2010. To facilitate the discussion, a list of ideas for recruiting underrepresented graduate students was provided by the department's Diversity Committee and the Graduate Program Coordinator. The lengthy discussion culminated in a strong sense of commitment to more actively recruit minority and underrepresented students in SPHSC.

The SPHSC faculty appreciates the need for recruitment to occur on both a local as well as national level. Locally, we are more pro-active in recruiting underrepresented undergraduates who are taking courses in our own department (specifically SPHSC 100, 250, and 261). Further, we continue to develop links with other programs across the UW-Seattle campus (particularly psychology and linguistics) and the UW-branch campuses (Bothell and Tacoma) in an effort to market information about our major. We firmly believe personal contact by individual faculty members is the way to make this recruitment work. On a national level, we are establishing partnerships with other universities who have large undergraduate programs and who attract students from underrepresented groups. We believe that a major challenge for recruitment on a national level is our geographical location. While students from underrepresented groups may be interested in our graduate program, their level of discomfort in moving away from their families to the Pacific Northwest, often keeps them from accepting our offer.

With this first-hand experience as a guide, we have focused our efforts on recruiting three underrepresented populations: students from Native American, Pacific Island, and Hispanic groups. Over the last three years, we have concentrated the development of partnerships with the states of Alaska, Hawaii, California, Arizona, and New Mexico. We have been actively involved with the ASHA Office of Multicultural Affairs in identifying institutions of higher education (community colleges, colleges, universities), as well as regional professional organizations to assist us in creating partnerships that will facilitate our recruitment efforts. During 2007-2008, the SPHSC Cultural Diversity Committee drafted a blueprint for our local and national outreach efforts. As part of this plan, we regularly update our department Web to highlight opportunities on campus, including funding, with respect to minority and underrepresented potential applicants.

The SPHSC Faculty annually evaluates current teaching and mentoring strategies with an aim towards retention of current students from underrepresented groups. Additionally, the Graduate Program Coordinator meets quarterly with current

students to solicit their suggestions and address any concerns. Importantly, as mentioned above, we have recruited an African-American colleague to join our faculty in 2010. Still another retention effort will be to assign students in our graduate Audiology and Speech-Language Pathology programs to clinical internship placements that have significant populations from culturally diverse backgrounds. Finally, as part of our retention efforts, we have made strong efforts to develop an atmosphere of inclusiveness.

The SPHSC department is committed to recruiting intellectually capable, diverse graduate students. To this commitment, the department provides equivalent funding to any minority and underrepresented student, recruited with a GO-MAP assistantship, wishing to pursue a career in research, teaching or the clinical practice of speech-language pathology/audiology. Over the last several years, our department has cultivated several streams of financial support that we use in conjunction with GO-MAP funding to provide ongoing aid during a student's graduate program. These awards include a dedicated TA assistantship, a RA position in a laboratory of a funded researcher, a department scholarship funded by an alumnus and, access to a foundation scholarship for minority students from the American Speech-Language-Hearing Association.

2. Within the section "Areas of Concurrence" the Department would like to emphasize the urgent need to re-fill faculty positions in Child Language and to highlight the urgency to begin this process as soon as possible.

To this end, I provide a quote from the 2012-2013 Department Review Committee report which has identified this as a high-priority hiring recommendation:

*"Faculty positions in Child Language, a former area of strength, **must be re-filled**. Eighty percent of graduate applicants want to work in pediatrics. Opportunities for pediatric collaborative research and education abound at the University of Washington, including the Center for Human Development and Disability (CHDD), Occupational Therapy, Nursing, Special Education, Early Childhood and Family Studies (ECFS), and the Autism Center. However, only two recently hired, junior level individuals will be left in the Child Language interest area after senior faculty members retire in the next 2 years. **The review committee recommends the immediate search for two FTE in this area, in addition to the senior level position that will be needed to fill the soon to be vacant chair.**"*

There is every likelihood that a successor to the current Chair will come from within the Department. While the recommendation to replace the current, soon-to-retire Chair is important to the Department's future, the urgency to hire in Child Language is of the greatest importance. The area of Child Language has been hardest hit in our Department. Of the five unfilled positions in the Department, two are in the area of Child Language. The anticipated retirement of Coggins within the next several years will further deplete the ranks in this area – a former department strength in research and department leadership. As a result of our faculty discussion, this area has been identified as our highest priority for future hires.

Thank you for this opportunity to clarify the Department's position on these two items in the memo.