

Personnel Shortages in Speech Language Pathology



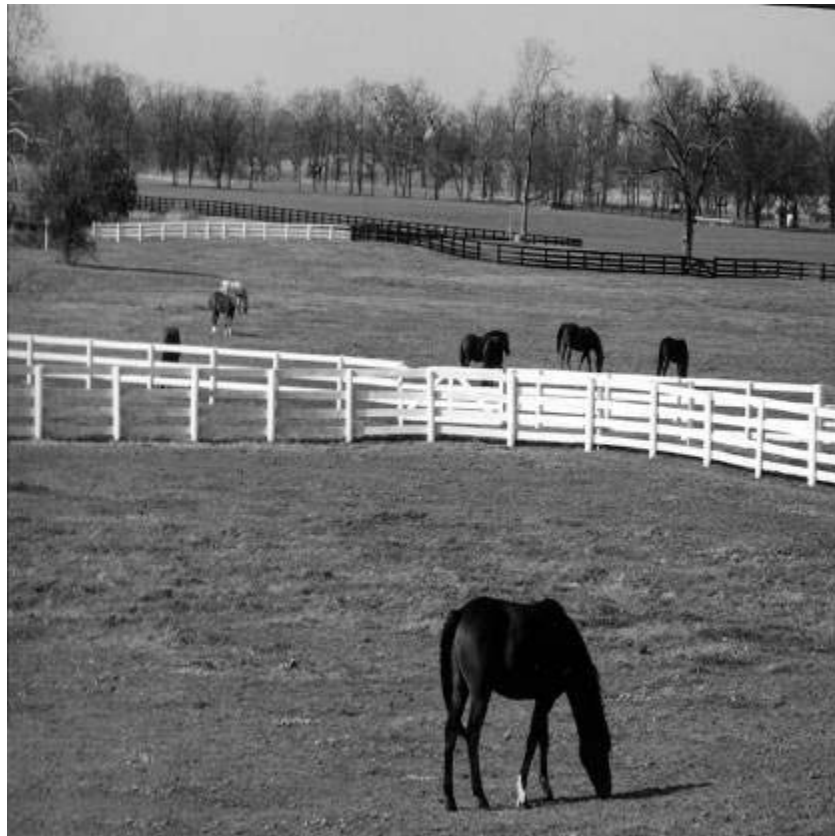
Doctoral Collaborations

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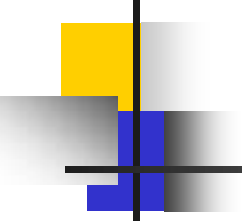




Need for Doctorally Trained Faculty

- Shortage of college & university faculty
 - Senior faculty retiring
 - Student enrollment increasing
 - Demographic trends
 - Entry-level degrees
 - Response from professional associations
- Need to provide research for evidence-based practice

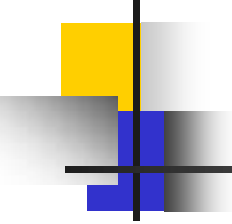




The University of Kentucky Experience

- Solid Clinical Master's Degree Program
- Mission to develop SLPs to serve the needs of the Commonwealth
- Faculty hired to a teaching intensive mission
- Pressure to engage in funded research
- Conflict between the mission of administration and the historical mission of the Department





The University of Kentucky Experience cont...

- Conflict was not isolated to Communication Disorders
- Physical Therapy shared the same problems
- Meetings were held and solutions were sought
- Outcome: Develop an Interdisciplinary Rehabilitation Sciences Doctoral Program





Purpose of the Program

- To establish a doctoral program to meet the ever-increasing need for academic leaders by:
 - producing academic and research leaders in rehabilitation
 - drawing from the disciplines of communication disorders, occupational therapy, and physical therapy





Purpose of the Program

- Through academic, clinical, and research experiences, to provide graduates with:
 - broad knowledge of rehabilitation theory & process;
 - in-depth knowledge of their specific discipline;
 - instructional expertise to succeed in higher education environments;
 - expertise to design and conduct research which will add to the knowledge base in rehabilitation;
 - knowledge and skills to be successful in attracting external funding for research





Mission of the Program

The mission of the Rehabilitation Sciences Doctoral Program is to exert a leadership role in addressing the rehabilitation needs of individuals in the Commonwealth of Kentucky and beyond through research, education, and service.





Program Development

- Began planning phase at UK in 1998
 - Initial plans centered around which disciplines in college were poised to move to graduate level
 - All disciplines with Master's level programs initially included
 - Communication Disorders & Physical Therapy programs identified as ready to move to doctoral level





Program Development

- Implemented a concerted effort to maintain the discipline specific nature of doctoral education in concert with a core focus on *interdisciplinary issues in rehabilitation science*
- Recognized that nationally, the rehabilitation sciences generally included communication disorders, physical therapy and occupational therapy



Collaborating Partners

- Began negotiations with the Department of Occupational Therapy at Eastern Kentucky University
 - only OT program in the state
 - located 35 miles from UK
- EKU's OT department agreed to collaborate in the interdisciplinary doctoral program
- The program was now --
Interdisciplinary & Inter-institutional





Collaborating Partners

- Once ECU's OT Department agreed to participate, the question became:
 - Should we seek additional collaborative partners to increase faculty resources in the program?
- The answer -- Yes!





Collaborating Partners

- Contacted Directors from Communication Disorders programs in public institutions throughout the state
- Identified additional CD partners were at:
 - *Eastern Kentucky University*
 - *Murray State University*
 - *Western Kentucky University*



Distance Learning Components



- Interactive television for course delivery and faculty meetings
- Web-enhanced courses
- Use of mini-cams
- Telephone conferences
- Student visits



The State Agreed with the Goals of the Program

- Funding provided for additional faculty, space, start-up, administrative support, etc.
- Athletic Training was added to the program







Students

- Total enrollment
 - 2000-2001 -- 6 Students
 - 2006-2007 -- 37 Students
 - Breakdown by discipline 2006
 - PT -- 14
 - CD -- 13
 - OT -- 8
 - AT -- 2

Many part-time, experienced clinicians, administrators, and clinical faculty.





The Communication Disorders Experience

- Two new lines were granted by the state
- Two faculty moved into administration
- Four new hires in the last two years to complement the existing faculty
 - Voice
 - Child language
 - Cognition
 - Speech Science/Physiology



The Communication Disorders Experience cont...

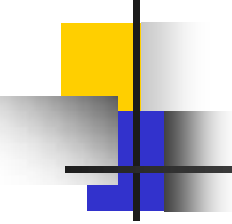
- Charges
 - Continue to develop outstanding MA SLPs
 - Continue the development of the RHB Program
 - Develop a line of fundable research
 - Attract doctoral students





Dilemma!

- Funding for research is highly competitive and even scored proposals usually take two to three submissions
- The pool of those seeking a Ph.D. is small due to:
 - Tired of being in school
 - Takes too long
 - Costs too much
 - I don't need one to do what I want to do



How to Attract Full-Time Doctoral Students to CD?

MONEY





Another Lecture

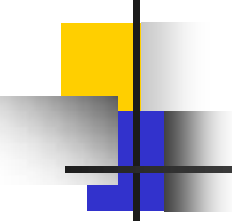
- How to convince our best and brightest MA/MS students to continue working toward an academic career



One Solution

The University of Kentucky
Clinical Doctoral Fellowship
in Speech-Language Pathology





Not New or Novel: Just Not Used Enough!

- 1975 University of Cincinnati Medical Center Department of Otolaryngology
Doctoral Fellow
- Partnered with Nancy Creaghead and UC to provide two Doctoral Fellows in Voice Disorders through the Blaine Block Institute for Voice Analysis and Rehabilitation





Purpose of the CDF

- The purpose of the fellowship is to attract the best students and broaden the opportunities available for future clinical leaders and academic scholars in communication disorders while providing highly motivated, cost-efficient clinicians to clinical settings





How Does the CDF Work?

- Our clinical partners agree to donate support for a CDF for a minimum of three years at a rate equal to tuition, stipend, and health insurance to be paid in equal quarterly increments
- In exchange for the funding, a CDF is placed in the facility in a clinical capacity for twenty hours per week for three years (may include a Clinical Fellowship experience).



Advantages to the Clinical Partner



- Cost-efficient clinical provider
- No employee benefit costs
- Consistent (minimum 3-year) clinical support
- Opportunity to work with bright, energetic, clinically-research oriented individuals





Advantages to the Student

- Tuition free education
- Stipend
- Clinical experience in area of interest
- Completion of CFY (if not already certified)
- Clinical mentor and other clinical resources
- Possible subject population for research





Advantages to the University

- Ability to attract funded students to the RHB Sciences Doctoral Program
- Develop closer ties to the clinical community
- Prepare the next generation of academic and clinical leaders in communication disorders



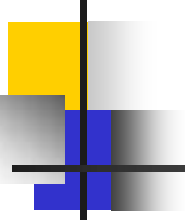


Results

- Eight clinical partners have signed on to the CDF program (specialty areas vary)
- One student has been placed
- Our faculty can now recruit nationwide with the offer of financial support for the student
- Gives the faculty time to develop funding for traditional graduate assistantships



Information about the University of Kentucky Rehabilitation Sciences Doctoral Program



- <http://www.mc.uky.edu/rehabsciences/>
- joseph.stemple@uky.edu

