ACCREDITATION ACTION REPORT
Re-Accreditation Review

The Council on Academic Accreditation in Audiology and Speech-Language Pathology took the following accreditation action at its July 6 – 8, 2022 meeting, as indicated below.

Name of Program: University of Colorado, Boulder

File #: 37

Professional Area:

- [ ] Audiology
- [X] Speech-Language Pathology

Modality:

- [X] Residential
- [ ] Distance Education
- [ ] Satellite Campus
- [ ] Contractual Arrangement

Degree Designator(s): M.A.

Current Accreditation Cycle: 7/1/2014 - 6/30/2022

Action Taken: Continue Accreditation

Effective Date: July 8, 2022

New Accreditation Cycle: 7/1/2022 - 6/30/2030

Next Review: Annual Report due August 1, 2023

Notices: The program is advised to adhere to the following notices that are appended to this report.

- PROGRAM COMPLIANCE EXPECTATIONS
- PUBLIC DISCLOSURE OF DECISION AND ACCREDITATION STATUS
In the context of the institutional and program mission statements and in consideration of the credentials for which the program is preparing students, the CAA conducted its comprehensive review and found the program to be in compliance with the Standards for Accreditation of Graduate Education Programs in Audiology and Speech-Language Pathology, except as noted below.

**AREAS OF NON-COMPLIANCE**

The CAA found the program to be not in compliance with the following Standards for Accreditation. Non-compliance means that the program does not have in place the essential elements necessary to meet the standard. The program must demonstrate its compliance with these standards when responding to prior concerns in the next annual report or reaccreditation application or by the time line specified below. The CAA will indicate in its review of that report whether the program has addressed these areas sufficiently to achieve compliance. Failure to demonstrate compliance with the standards may jeopardize the program’s accreditation status or require the CAA to place the program on probation. A program will be placed on probation or accreditation withdrawn after the review of a second consecutive report reveals that issues continue for the same standard(s) and the program remains not in full compliance with all standards (effective January 1, 2021- see CAA Accreditation Handbook, Chapter XVII).

**Standard 4.7** The program documents student progress towards completion of the graduate degree and professional credentialing requirements.

**Requirement for Review:**
The program must maintain complete and accurate records of all students’ progress during the entire time of their matriculation in the program.

**Evidence of Non-Compliance:**
The CAA requires programs to maintain complete and accurate records of all students’ progress during the entire time of their matriculation in the program. The site visit team reported that a review of the student files in Calipso indicated gaps in recording progress and documenting clinical hours for speech-language pathology students. The program’s response to the site visit report indicated that there is a plan in place to ensure accurate and ongoing tracking of students’ academic course progress (KASA areas) to be implemented in the fall semester of 2022. The program indicates that responsibility for implementing these changes will fall to the incoming program director who will work with the chair of the M.A. Speech-Language Pathology Committee and graduate program manager. The program states it is addressing the documentation of completion of Calipso ratings in the areas of evaluation and treatment (as appropriate to the case) and professionalism in the summer 2022 term.

**Steps to Be Taken:**
At the time of the next Annual Report, provide evidence that the program maintains complete and accurate records of all students’ progress during the entire time of their matriculation in the program.
AREAS FOR FOLLOW-UP (clarification/verification)

The CAA did not find the program to be out of compliance with the following Standards for Accreditation at this time. However, the program must provide additional information or an update in the program’s next annual report or reaccreditation application for clarification or verification of these issues, in order to monitor the program’s continued compliance in the stated areas.

**Standard 2.2** The number, composition, and workload of all full-time faculty who have responsibility in the graduate program are sufficient to allow them to meet expectations with regard to teaching, research, and service of the sponsoring institution.

**Requirement for Review:**
- The program must demonstrate that all faculty who have responsibility in the graduate program and have obligations to provide teaching, research, and service as part of their workload:
  - Are accessible to students
  - Have sufficient time for scholarly and creative activities
  - Have sufficient time to advise students
  - Have sufficient time to participate in faculty governance
  - Have sufficient time to participate in other activities that are consistent with the expectations of the sponsoring institution
- The program must demonstrate that faculty who are tenure eligible have the opportunity to meet the criteria for tenure of the sponsoring institution.
- The program must demonstrate that faculty who are eligible for promotion have the opportunity to meet the criteria for promotion of the sponsoring institution.
- The program must demonstrate that faculty who are eligible for continuing employment have the opportunity to meet the expectations for continued employment of the sponsoring institution.

**Evidence of Concern:**
The CAA requires that programs demonstrate that faculty have sufficient time for scholarly and creative activities, to advise students, to participate in faculty governance and participate in activities that are consistent with the expectations of the sponsoring institution, as well as having the opportunity to meet the criteria for tenure or promotion if eligible, and to meet the expectations for continued employment.

The site visit report noted concerns within the faculty pertaining to high workloads with insufficient time to participate in scholarly activities as well as other activities consistent with the institution’s expectations. Untenured faculty had concerns about advancement, as evidenced by lack of tenure advancement in recent years.

The program’s response to the site visit report included several measures to address heavy workload concerns, including a commitment by their administrators to place the department at the top of the list for tenured line faculty replacement. The program stated that an Associate Dean in the college has agreed to fund 50% of the budget associated with a new full-time instructor and has provided additional funds for several of the adjuncts and lecturers that are currently employed. Tenure-track faculty that had their tenure clocks stopped automatically for one year, which occurred for faculty across the university, had the option to extend the stoppage for an additional year to allow them to meet tenure requirements. The
service requirements for tenure and tenure-track faculty have been reduced to assist faculty in fulfilling these duties.

**Steps to Be Taken:**
At the time of the next Annual Report, provide an update on the status of opening recruitment for and hiring new faculty position. Further describe the effect on the workloads of faculty members for any new hires and the impact of institutional efforts to support faculty meeting institutional expectations for tenure and promotion.

**Standard 5.11** The individual responsible for the program of professional education seeking accreditation effectively leads and administers a program.

**Requirement for Review:**
The program director’s effectiveness in advancing the goals of the program and in leadership and administration of the program must be regularly evaluated.

**Evidence of Concern:**
The CAA requires that the program director’s effectiveness in advancing the goals of the program and in leadership and administration of the program is regularly evaluated. The program reported that its leadership is in transition. The current department chair and program director, who is the same individual, will step down from their leadership role during the summer 2022. The current director of clinical speech-language pathology will be the program director for the speech-language pathology program when the current chair and program director’s tenure ends in June 2022. Further, the department will put in place a new leadership structure that will have an executive committee, consisting of the department chair, associate chair and three faculty members, to address departmental business including disciplinary regulations and academic/clinical issues.

**Steps to Be Taken:**
At the time of the next Annual Report, provide an update on the leadership transition for the program and describe how the new leadership will be evaluated.
PERFORMANCE WITH RESPECT TO STUDENT ACHIEVEMENT

The CAA has evaluated this program regarding its performance with respect to student achievement and provides the following report, required as an accrediting agency recognized by the US Secretary of Education [34 CFR 602.17(f)].

Comments/Observations:

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PROGRAM COMPLIANCE EXPECTATIONS

As an accrediting agency recognized by the U.S. Secretary of Education, the CAA must comply with Criterion §602.20 [34 CFR 602.20]. This criterion requires that if an accrediting agency’s review of a program indicates that the program is not in compliance with any standard, the CAA must provide a written timeline to the program to come into compliance that is reasonable, as determined by the CAA, based on the nature of the finding, the stated mission, and educational objectives of the program. The timeline may include intermediate checkpoints on the way to full compliance and must not exceed three years for programs, regardless of professional area. If the review of a second consecutive report reveals that issues continue for the same standard(s), regardless of which requirements for review were identified, and the program remains not in full compliance with all standards, the CAA may act to place the program on probation or withdraw its accreditation status in accordance with the policy and procedures outlined in the Accreditation Handbook. The CAA may place a program on probation or withdraw accreditation from a program prior to this time when there is clear evidence of circumstances that jeopardize the capability of the program to provide acceptable educational experiences for the students.

PUBLIC DISCLOSURE OF THIS DECISION AND ACCREDITATION STATUS

The CAA publishes a notice of final accreditation actions on its website after comprehensive reviews are completed in accordance with its published policies. In the event an adverse action is taken and becomes final (i.e., withdrawal or withholding of an accreditation status), the CAA is required to publish a brief statement summarizing the reasons for withholding or withdrawing the accreditation status of a program, together with the comments, if any, that the affected program may wish to make.

The Criteria for Recognition by the U.S. Secretary of Education requires all recognized accrediting agencies to provide for the public correction of incorrect or misleading information an accredited or preaccredited program releases about accreditation or preaccreditation status, contents of site visit reports, and accrediting or preaccrediting actions with respect to the program. [34 CFR 602.23(d) and 602.23(e)] The program must make accurate public disclosure of the accreditation or preaccreditation status awarded to

Date of CAA Decision: July 8, 2022
the program, using the language provided in the Accreditation Handbook (see Chapter XII Informing the Public) on the academic accreditation website. If the program chooses to disclose any additional information within the scope of the ED rule, such disclosure also must be accurate. Any public disclosure of information within the scope of the rule must include the CAA’s name, address, and telephone number as described in the Accreditation Handbook. If an institution or program misrepresents or distorts any action by the CAA with respect to any aspect of the accreditation process, its accreditation status, the contents of the site visit report, or final CAA accreditation actions or decisions, the CAA will inform the chief executive officer of the institution and the program director that corrective action must be taken. If corrective action is not taken, the CAA will release a public statement that provides correct information and may invoke other sanctions as may be appropriate.