

# 2022 - 2027 "Boldly Striking" Strategic Plan Doctor of Physical Therapy Program



Excellence - Innovation - Transformation

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## **"Boldly Striking" Strategic Plan 2022-2027 Strategic Priorities**

Boldly Striking, Florida Agricultural and Mechanical University (FAMU) 2022-2027 Strategic Plan sets forth the next journey in our continued progress by building on the University's distinctive identity and focusing on five strategic priorities: Student Success, Academic Excellence, Leverage the Brand, Long-Term Fiscal Health and Sustainability, and Organizational Effectiveness and Transformation. To aid in achieving our vision, each strategic priority identifies ambitious goals to guide the university and its constituents in Boldly Striking as we move forward. The goals presented promote a sense of excellence, innovation, and transformation throughout the institution. FAMU's strategies will focus on enhancing the quality of the student educational experience, elevating our performance against internal and external metrics, fostering faculty excellence, and positioning FAMU to become a Carnegie classified RI research institution.

This plan emerged through a collaborative and transparent process that engaged internal and external stakeholders, reaffirmed historical and current strengths, and anticipated future opportunities and challenges. It expresses and reasserts our mission, vision, and values; and defines bold strategic priorities, which the Board of Trustees approved in July 2022. Boldly Striking provided the framework for decision-making to develop initiatives to promote FAMU as a leading national public university.

### **Strategic Priority 1: Student Success**

We will strengthen the quality of the student experience and success outcomes by positioning FAMU as an institution of choice for talented students from Florida and beyond; and optimize academic programs

### **Strategic Priority 2: Academic Excellence**

We will focus on pursuing Carnegie Classification of Research 1 status, developing a culture of sustained excellence through professional development, and our commitment to health, innovative research, and scholarship.

### **Strategic Priority 3: Leverage the Brand**

We will focus on revolutionizing the customer service experience through coaching, measurement, and a culture of accountability.

### **Strategic Priority 4: Long-Term Fiscal Health & Sustainability**

We will increase and diversify revenue, enhance our infrastructure, increase philanthropic giving, and provide budgetary support for the strategic plan

### **Strategic Priority 5: Organizational Effectiveness & Transformation**

We will focus on the successful implementation of best practices in institutional sustainability for recruiting, retaining, and developing employees, which includes succession planning to enhance operations through continuous improvement efforts.

*\*The link to the University's Strategic Plan is located at: [Strategic Plan 2022-2027 \(famu.edu\)](https://www.famu.edu/strategic-plan)*

## **Florida Agricultural and Mechanical University Core Values**

Florida Agricultural and Mechanical University is committed to the values of accountability, inclusion innovation, and integrity. The University also values and endorses the Board of Governors' Statement of Free Expression and expects open-minded and tolerant civil discourse

to take place throughout the campus community. These values represent the tenets that guide our actions, enable us to sustain our historical mission, and realize our strategic plan.

**Florida Agricultural and Mechanical University Mission Statement**

Florida Agricultural and Mechanical University (FAMU) is an 1890 land grant, doctor/research institution devoted to student success at the undergraduate, graduate, doctoral and professional levels. FAMU enhances the lives of its constituents and empowers communities through innovative teaching, research, scholarship, partnerships, and public service. The University continues its rich legacy and historic mission of educating African Americans and embraces all dimensions of diversity.

**Florida Agricultural and Mechanical University Vision Statement**

Florida Agricultural and Mechanical University (FAMU) will be recognized as a leading national public university that is internationally renowned for its competitive graduates, transformative research, and innovation.

## **About the Division of Physical Therapy at Florida Agricultural & Mechanical University**

The Division of Physical Therapy (housed within the school of Allied Health Sciences) at FAMU was established in 1981, becoming the third physical therapy program in the State University System (SUS) of Florida. The first class of students was admitted to the baccalaureate program in 1982; the last baccalaureate class graduated in August 2001; the last masters class graduated in 2008. Currently, all Doctor of Physical Therapy (DPT) students must have completed a bachelor's degree. Consistent with other SUS physical therapy programs, applicants accepted into the FAMU program are admitted as graduate students in the professional curriculum. Admissions requirements include, but are limited to, graduate record examination (GRE) score, grade point averages (GPA), prescribed essays, letters of recommendation, and observation hours.

The DPT Program at FAMU is a Commission on the Accreditation of Physical Therapy Education (CAPTE) accredited full-time, campus-based program which takes 34 months to complete. Students are admitted in the fall semester annually and graduate at the end of the third-year spring semester. The program includes 32 weeks of full-time clinical practice, under the supervision of licensed physical therapists. Graduates are awarded the Doctor of Physical Therapy degree upon satisfactory completion of all curricular requirements.

Physical therapy involves the evaluation and treatment of individuals with movement disorders, disabilities, injuries caused by a variety of problems, such as musculoskeletal, neurological, and cardiovascular disorders and aging. Physical Therapists treat individuals of all ages (across the lifespan) restoring function and promoting independence. Additionally, physical therapists provide prevention services and promote health, fitness and wellness.

Physical therapists may also assume clinical and non-clinical roles including consultation, education, research, and administration. For example, physical therapists provide consultative services to health facilities, educational programs (e.g., public schools), other providers, colleagues, businesses, industries, third-party payers, families and caregivers, and community organizations and agencies. Physical therapists engage in research activities, including those related to measuring and improving the outcomes of service provision. They administer in practice, research, and education settings, and they are involved in shaping community services and policies.

### **Doctor of Physical Therapy (DPT) Program Core Values**

### **Doctor of Physical Therapy (DPT) Program Mission Statement**

The mission of the FAMU DPT is to become the premier provider of practitioners who will contribute to abolishing health care disparities and access in existing and emerging health care arenas and increase health care availability to medically underserved populations in Florida. The physical therapy program fosters clinical reasoning, reflective practice, research activity, life-long learning, and critical inquiry that integrate both evidence and practice.

### **Doctor of Physical Therapy Program Vision Statement**

The FAMU DPT Program will be recognized in the region, state and nation for:

1. Creative and innovated educational programming

2. Tradition of leadership and excellence in physical therapy education
3. Demonstration leadership to advance rural health through innovative education, practice and research
4. Provide sustainable educational activities and collaborations with academic, clinical and community partners

## **2022-2027 Doctor of Physical Therapy Program**

### **Strategic Priority 1: Student Success**

#### **Program Goals:**

- a. Collaborate with the Office of Health Professions Center to offer scholarship opportunities for Professional Year 1 students of the incoming cohort.
- b. Utilize financial support from the School of Graduate Studies and Research to assist Professional Year 2 and Professional Year 3 students.
- c. Identify potential partners and collaborators to create opportunities, support, and Advisory Council.
- d. Foster collaboration with FAMU Developmental Research School and Living Learning Center students.

#### **Student Goals:**

- a. Participation in interprofessional experience with other allied health students on/off campus.
- b. Participation in annual student feedback surveys on program, faculty and resources.
- c. Participate as student ambassadors to assist with recruitment, tours, and communication activities to potential scholarly students.
- d. Active membership in the Graduate Physical Therapy Association.

#### **Faculty Goals:**

- a. Provide one-on-one faculty to student advisement.
- b. Review/revise curriculum mapping to match accreditation standards and competencies.
- c. Provide external clinical experiences with renowned clinicians across the country.
- d. Comprehensive Mid-Term Review each semester of each student.

### **Strategic Priority 2: Academic Excellence**

#### **Program Goals:**

- a. Prioritize graduate funding for Professional Years 2 & 3 students.
- b. Provide opportunities for students to engage in creative and academic clinical experiences.
- c. Trend program benchmarks to SUS DPT programs.
- d. Build infrastructure that attracts renowned credentialed faculty.

#### **Student Goals:**

- a. Active engagement/participation in student data collection activities (surveys).
- b. Participate as student ambassadors to assist with recruitment, tours, and communication activities to potential scholarly students.
- c. Participation in Capstone Research Project.

**Faculty, Goals:**

- a. Establish individual annual faculty development plan.
- b. Review/revise curriculum mapping to match accreditation standards and competencies.
- c. Provide external clinical experiences with renowned clinicians across the country.

**Strategic Priority 3: Leveraging the Brand**

**Program Goals:**

- a. Develop customer/student service standards annually assessed by student feedback.
- b. Implement a comprehensive onboarding process for incoming students.
- c. Establish

**Student Goals:**

- a. Assist with development and execution of Divisional Marketing & Recruitment
- b. Participate in University programs/initiatives that showcase experts and key influencers

**Faculty Goals:**

- a. Assist and maintain database of physical therapy experts for adjunct opportunities.
- b. Participate annually with Advisory Council to establish initiatives to promote the program in local/state/national arenas.

**Strategic Priority 4: Long-Term Fiscal Health & Sustainability Program**

**Goals:**

- a. Annual review of existing Division Budget.
- b. Identify external research funding opportunities for faculty and student partnerships.

**Student Goals.:**

- a. Remain abreast of current/cutting-edge advances in the practice of physical therapy by participating in clinical experiences and utilization of evidence-based practice.
- b. Commit to being active with the Alumni Association upon graduation, providing clinical experiences and financial assistance to promote initiatives of the program.

**Faculty Goals:**

- a. Identify research and funding opportunities across and off campus.

**Strategic Priority 5: Organizational Effectiveness & Transformation  
Program Goals:**

- a. Establish cohesive, all-inclusive, comprehensive on-boarding process for Professional Year I students.

**Student Goals:**

- a. Participate in surveys on program research opportunities.

**Faculty Goals:**

- a. Participate in University surveys on development opportunities.

**DPT at FAMU Statistics and Outcomes**

According to the Federation of Physical Therapy:

				Summary Performance for the School by Graduation Year			Summary Performance for All U.S. Accredited Candidates by Graduation Year		
Graduation Year	Group	Number of Candidates	Number of Passing Candidates	Pass Rate	Mean Scale Score	Confidence Interval of the Mean	Pass Rate	Mean Scale Score	Standard Deviation Scale Score
2022	First Time	24	19	79.2%	650.7	13.7	85.0%	660.3	59.8
	Ultimate	24	21	87.5%	656.5	13.0	95.9%	667.9	51.4
2021	First Time	22	18	81.8%	647.5	10.5	87.9%	666.1	58.2
	Ultimate	22	21	95.5%	658.1	8.7	98.6%	673.2	49.5
2020	First Time	25	22	88.0%	652.1	14.2	91.2%	673.7	56.1
	Ultimate	25	23	92.0%	657.4	12.8	99.0%	678.9	49.0

Scale Scores of 600 and above are passing.

**FAMU DPT Improvements**

From 2020 to present, the faculty has been engaged in identifying the leading indicators of success on the national physical therapy examination (NPTE). We are currently remapping the curriculum to align with the CAPTE 2022 revised standards and reinforce the scope and importance of passing the NPTE on the first attempt throughout the curriculum. We have also implemented best practices used at top performing DPT programs to strengthen our curriculum offerings. These best practices include:

- a. Lower student to faculty ratio (national average I: 11)
- b. Strongly enforcing academic progression policies
- c. Increase relations with clinical affiliates
- d. Utilization of graduate assistants for tutoring in barrier courses
- e. Use of recognizable and common text books across the curriculum



- f. Reinforce critical analysis (patient client management model) in didactic, laboratory and clinical courses.
- g. End of semester comprehensive exams during all Professional Years.
- h. Utilization of Scorebuilders with Base Camp in the summer of Professional Year 2.
- i. Utilization of Therapy Ed during fall of Professional Year 3.
- j. Utilization of Final Frontiers during spring of Professional Year 3.
- k. Therapy Ed Boot Camp during Wrap Up Finals Week.
- l. PEAT as Comprehensive Exit Examination.

**FAMU DPT Student Costs**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Total</b>
Annual Tuition In-state	\$18,270.00	\$15,428.00	\$8,526.00	\$42,224.00
Annual Tuition, Out-of-state	\$45,990.00	\$38,836.00	\$21,462.00	\$106,288.00
Annual Tuition Fees	\$1,010.00	\$1,010.00	\$1,010.00	\$3,030.00
Other Program Related Expenses	\$569.00	\$569.00	\$569.00	\$1,707.00
Total Cost of Program In-state	\$19,849.00	\$17,007.00	\$10,105.00	\$46,961.00
Total Cost of Program Out-of-State	\$47,569.00	\$40,415.00	\$23,041.00	\$111,025.00

*\*These are costs experienced by students in the 2022-2023 academic year. Annual costs are estimates and subject to increases.*

Does the institution offer financial assistance specific to DPT students? Yes  No   
 Does the program/institution offer scholarships specific to DPT students? Yes  No   
 Does the program offer graduate assistantships specific to DPT students? Yes  No

**Description of the Formal Iterative Long-Term Planning Process**

Although we revise and reaffirm our Strategic Plan at the Annual Faculty Retreat, we employ a committee structure consisting of Admissions, Curriculum, Assessment & Outcomes, Student Academic Progression, Student Affairs, Clinical Education, and Administration as instruments through which the work of program governance is done. These committees, consisting of core-faculty members, meet to discuss issues of concern, and to formulate recommendations for policy and/or procedure changes as indicated. Bi-weekly faculty meetings are used to inform the faculty as a whole, and engender additional input from faculty for revisions and final adoption of agreed upon strategies, policies, procedures for implementation.