

2022 – 2027 “Boldly Striking” Strategic Plan Doctor of Physical Therapy Program



Excellence ~ Innovation ~ Transformation

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Florida Agricultural and Mechanical University
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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 R1 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-2022-2027)*

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.

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.

School of Allied Health Sciences (SOAHS) Mission Statement

The mission of the School of Allied Health Sciences is to provide an enlightened and enriched academic, intellectual, moral, cultural, ethical, technological, and student-centered environment for the purpose of educating individuals to become competent allied health professionals who are capable of:

- Critical thinking
- Comprehensive communication skills
- Interdisciplinary collaboration
- Analysis and involvement in research processes
- Improving the health status of under-represented and underserved populations
- Lifelong learning

This mission will be accomplished through the contributions of dedicated faculty and staff that are capable of meeting student needs through inspired and creative teaching, exemplary scholarship, and meaningful public, community, and professional service at local, state, national, and global levels. As a result, students will be prepared to meet existing and emerging health care needs that will benefit the citizens of Florida, the nation, and the world.

School of Allied Health Sciences Vision Statement

The School of Allied Health Sciences, as an exemplary health professions entity within the Florida A&M University, views itself as a provider of the highest quality academic experiences at graduate and undergraduate levels, through excellence in student advising, teaching, research,

and service, in existing and emerging health care arenas, for the benefit of the citizens of Florida, the nation, and the world.

School of Allied Health Sciences Core Values

The SOAHS core values are Scholarship; Ethics; Excellence; Openness; Collaboration; Diversity; Service; Fairness; Integrity; Respect; Collegiality; Freedom; Fiscal Responsibility; Accountability; Courage; and Honesty. <http://www.famu.edu/index.cfm?alliedHealth>

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 administrate in practice, research, and education settings, and they are involved in shaping community services and policies.

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.

Doctor of Physical Therapy (DPT) Program Core Values

The core values of the FAMU DPT are in aligned completely with those from the American Physical Therapy Association in as such “They guide the behaviors of physical therapists and physical therapist assistants to provide the highest quality of physical therapist services. These values imbue the scope of physical therapist and physical therapist assistant activities. The core values retain the physical therapist as the person ultimately responsible for providing safe, accessible, cost-effective, and evidence-based services; and the physical therapist assistant as the only individual who assists the physical therapist in practice, working under the direction and supervision of the physical therapist.

The core values are defined as follows: accountability, altruism, collaboration, compassion and caring, duty, excellence, inclusion, integrity, and social responsibility.” (APTA.org)

Doctor of Physical Therapy Program “Boldly Striking” 2022-2027 Strategic Plan

The goals and outcomes of the Program (collectively) are linked to and are related with the “Boldly Striking” Strategic Plan Priorities of the University and SOAHS in the following ways:

Strategic Priority 1: Student Success

Strategic Priority 2: Academic Excellence

Strategic Priority 3: Leverage the Brand

The ability of **students** to critically analyze and use published literature for critical thinking, problem solving, and delivery of evidence-based physical therapy services are indicators of student success and academic excellence. Students leverage the brand by engaging in local, state and/or national professional association activities and participating in professional conferences.

Strategic Priority 3: Leverage the Brand

Graduate outcomes for graduation rates, first time pass rates, ultimate pass rates, along with graduate employers’ response leverage the brand in reference to producing competent, ethical, and professional physical therapists that contribute to the workforce.

Strategic Priority 1: Student Success

Strategic Priority 2: Academic Excellence

Strategic Priority 3: Leverage the Brand

Strategic Priority 5: Organizational Effectiveness and Transformation

Faculty are engaged in scholarly activities that contribute to the body of knowledge in physical therapy by submission of peer-reviewed publications and research presentations. Faculty also provide evidence of continuing education courses related to content areas and research. These outcomes contribute to student success, academic excellence and leveraging the brand. Faculty service in various capacities promotes organizational effectiveness by ensuring active participation in decision-making and governance processes. This involvement ensures that the program remains responsive to internal and external changes, fostering a dynamic and adaptable organizational culture.

Strategic Priority 1: Student Success

Strategic Priority 2: Academic Excellence

Strategic Priority 3: Leverage the Brand

Strategic Priority 4: Long-Term Fiscal Health and Sustainability

The **Program** delivers a comprehensive curriculum that is integrative, with emphasis on foundational sciences, clinical sciences, critical inquiry, professional development, and clinical education/decision making skills. Outcomes of these components relate to student success and academic excellence. The Program (inclusive of students and faculty) actively participate in community outreach initiatives which assist in brand leveraging. By producing competent and successful graduates, the program attracts high-quality applicants and maintains strong enrollment numbers, which supports the program's and university's financial stability.

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 1:11)
- 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 textbooks across the curriculum per the FSBPT annual textbook survey of DPT Programs.
- 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 TherapyEd during fall of Professional Year 3.
- j. Utilization of Final Frontiers during spring of Professional Year 3.
- k. TherapyEd Boot Camp during Wrap Up Finals Week.
- l. PEAT as Comprehensive Exit Examination.

FAMU DPT Student Costs

	Year 1	Year 2	Year 3	Total
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-monthly 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.