



*University of Maryland
School of Medicine*

Department of

Physical Therapy and
Rehabilitation Science

Strategic Plan
2003-2008

In January 2002,

we began work on a new strategic plan to guide the Department of Physical Therapy and Rehabilitative Science through the next 5 years. We used electronic meeting software and Web-based technology to gather input and opinions from faculty, staff, and students anonymously and confidentially, and consulted external stakeholders through individual and group meetings. This process yielded a variety of perspectives—along with an opportunity for free and open dialogue—and resulted in a plan that both builds on the strengths of the department and is relevant to our external environment and in concert with our key stakeholders.

As a department of the University of Maryland School of Medicine, we are delighted to align with the medical school's strategies and build on the opportunities borne of this affiliation.

"We believe that our new mission-focused organization will yield greater effectiveness as we seek to increase our accountability, productivity, and efficiency during these challenging times."

The School's plan stresses the importance of integrating allied health students, developing accurate assessment measures, monitoring curriculum, and incorporating technology. Our plan responds to each of these challenges. We seek to become a more integral partner by increasing our collaboration in the areas of research, teaching, and outreach with other departments within the School.

In preparing to implement our new strategic plan, it became clear that our current organizational model and way of operating was not conducive to achieving our goals. We responded by transforming the department's organizational structure from one that is

committee-run to one that is program-based. Directors have been appointed for the department's entry-level, post-professional, and research programs and are charged, along with our administrative directors and myself, to implement and monitor this plan. We believe that our new mission-focused organization will yield greater effectiveness as we seek to increase our accountability, productivity, and efficiency during these challenging times.



Mary M. Rodgers, PhD, PT
Professor and Chair

Department of Physical Therapy and Rehabilitation Science

Mission

To train physical therapy practitioners and scholars to restore physical function and performance, prevent physical injury and disease, promote wellness, and to advance rehabilitation science.

Vision

We are dedicated to excellence and leadership in physical therapy education, research, and clinical service. Our commitment is demonstrated by:

- Providing quality education that offers opportunities for lifelong learning at multiple academic and professional levels
- Expanding our body of knowledge by promoting scholarship, discovery, and interdisciplinary collaborative research
- Promoting and supporting faculty involvement in all aspects of evidence-based clinical practice
- Encouraging faculty and students to take leadership roles to develop health care policies that promote quality health care for all citizens
- Cultivating an inclusive environment that reflects cultural diversity and facilitates achievement of one's potential
- Upholding the highest standards of professional behavior through conscientious ethical decision-making
- Increasing awareness, visibility, and recognition of the profession of physical therapy

Based on a collegial philosophy and in concert with the School of Medicine, The University of Maryland Medical System, our alumni, and the American Physical Therapy Association, we advance preventive and rehabilitative health care for the citizens of Maryland.

Core Strategies and Goals

1

Assess new and developing initiatives in existing programs. Develop and implement methodologies to:

- Assess each educational program, including curriculum, threads, and problem-based teaching
- Assess connections and outcomes among educational programs
- Assess overall departmental outcomes
- Assess quality and growth of the research program

2

Devise creative measures to enhance existing resources.

- Identify, evaluate, and implement educational offerings
- Pursue resource-sharing opportunities within UMB
- Assess financial viability of adjunct instructors and implement changes as appropriate
- Review and promote a model for clinical contracts

3

Implement strategies to maximize faculty and staff contributions.

- Develop and implement comprehensive faculty and staff development programs
- Implement an accountability and reward system for faculty and staff
- Maximize involvement and use of staff
- Devise systems of faculty interaction to support team teaching
- Develop clinical practice options and other creative options

4

Expand marketing and public relations initiatives.

- Increase recognition of the department and the profession
- Enhance student recruitment strategies
- Establish a department research identity

5

Increase involvement in issues that affect the profession.

- Facilitate involvement in government affairs on state and federal levels
- Increase awareness of faculty, staff, and students regarding issues of significance to the profession
- Increase involvement and leadership in APTA
- Promote volunteer community activities related to the profession

The Profession

The American Physical Therapy Association (APTA) represents, monitors, and guides the profession of physical therapy. The APTA plan, which emphasizes the need for education that is relevant to the changing patient care environment and makes optimal use of technologies and innovative approaches, was fully considered in the early stages of our strategic planning process.

APTA also places great emphasis on new models of practice and evidence-based care. The onus to provide this evidence through rehabilitation science research falls particularly on those programs located in Research I institutions. As a department of the School of Medicine, we are uniquely qualified to create this evidence for the profession and are already making major contributions. Our new name, the "Department of Physical Therapy and Rehabilitation Science," recognizes this direction and challenges us to increase our accomplishments in this area.

Educational Programs

Doctor of Physical Therapy

Our entry-level program is an accredited clinical doctoral program that prepares new physical therapists using an integrated, evidence-based curriculum.

Transitional Doctor of Physical Therapy

This is a 1 year, post-professional program for physical therapists (must have PT license) with a BS or MPT degree to upgrade to an entry-level DPT.

Doctor of Science in Physical Therapy

This program provides post-professional education to practicing physical therapists (must have PT license) through an Internet-based curriculum. This is an advanced clinical degree.

Doctor of Philosophy in Physical Rehabilitation Science

The PhD program trains rehabilitation scientists who, through interdisciplinary research, provide evidence for physical therapy practice.



UNIVERSITY OF MARYLAND

SCHOOL OF MEDICINE

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