

DOCTOR OF PHYSICAL THERAPY STUDENT HANDBOOK



FAULKNER
UNIVERSITY

Therefore, whether you eat or drink, or whatever you do, do all
to the glory of God. 1 Corinthians 10:31 New King James Version

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FAULKNER UNIVERSITY
Montgomery, Alabama

Faulkner Honor Code Statement

“As members of the Faulkner community, we commit ourselves to act honestly, responsibly, and above all, with honor and integrity in all areas of academic and campus life.”

Contents

Purpose of the Handbook	7
Accreditation Information	7
Faulkner University Mission	8
Faulkner University Vision	8
Safety	8
Emergency Procedures	9
Notification Systems	9
Outdoor Warning Sirens	10
NOAA Weather Radios	10
Building Fire Alarms	10
Educational Records	10
Family Education Rights and Privacy Act: Postsecondary Student Rights	12
Health Insurance Portability and Accountability Act (HIPAA)	12
Nondiscrimination Statement	13
Student Health	15
Timely Care	16
Health Insurance	17
Financial Aid	17
Publicity and Image Use Policy	18
Expectations of Students, Faculty, and Staff	19
Faculty	20
Faculty and Staff Office Hours	25
College of Health Science Mission	25
Department of Physical Therapy Mission	25
Department of Physical Therapy Vision	25
Doctor of Physical Therapy Values	26
Student Learning Outcomes	26
Curriculum	28
DPT Course Descriptions	29
Essential Functions	37
Students with Disabilities	41

Reasonable Accommodations	42
PT Program Admissions	42
Degree Requirements	42
Prerequisite Courses	42
GPA Requirements	43
Official Test Scores	43
Letters of Recommendation	43
Observation Hours	43
Interview	44
Additional Requirements	44
Transfer Credit	44
Background Check Policy	44
Drug Screen Policy	46
Deferment of Admission	46
Professional Behavior Expectations	47
Expectations for Behavior and Professionalism	47
Standards for Professionalism	47
Generic Ability Definition	48
Dress Code	49
Student Employment	52
Non-Disclosure Agreement	53
Professionalism	53
Access to Facilities	54
Attendance Policy	55
Class Cancellations	59
Leave of Absence	59
Academic and Classroom Regulations	60
Academic Integrity	60
Duplication of Copyrighted Materials	62
Professional Netiquette	63
Social Media Policy	64
Recording and Photography	66
Assessment Policy	66
Extra Credit	67

Late Arrival to Examinations.....	67
Grading Policy.....	68
Lab Participation.....	70
Lab Examination Policy.....	71
Comprehensive Examinations.....	71
Written Examination.....	72
Practical Examination.....	72
Remediation of Comprehensive Examinations.....	73
Progression and Dismissal from the Program.....	73
Student Success.....	73
Remediation Policy.....	74
Basic Science Remediation Policy.....	74
Individualized Development Contract.....	75
Criteria to Progress to Integrated Clinical Experience.....	76
Criteria to Progress to Full Time Clinical Experiences.....	76
Criteria for Dismissal from the Program.....	76
Graduation Requirements.....	77
Professional Development.....	78
Professional Development Portfolio.....	78
National Physical Therapy Examination (NPTE).....	78
APTA Student Membership.....	79
Student Governance.....	79
Professional Conference Participation.....	80
Professional Relationships.....	81
Student Related Policies.....	81
Student Rights and Responsibilities.....	81
Dismissal/ Re-admittance.....	82
Graduation.....	82
Exit Interview.....	83
Student Advisement.....	83
Equipment and Maintenance.....	84
Academic Appeals/Grievances.....	84
Reporting Personal Injuries.....	87
First Aid/AED.....	87

Complaints Outside of Due Process	87
Standard Precautions Policy	89
Personal Protective Equipment	90
Incident Report Policy	91
Procedures for Infectious Exposures	92
Protection of Human Rights	93
Off Campus Trips	93
Technology Requirements	94
Library Resources	94
Appendix	95

Purpose of the Handbook:

The Department of Physical Therapy Student Handbook provides necessary information regarding policies, responsibilities, and expectations for both the didactic and clinical education portion of the DPT curriculum at Faulkner University. Students are responsible for all information contained in the Clinical DPT Handbook. Questions regarding this manual should be directed to the Chair/ Program Director and/ or the Director of Clinical Education (DCE) of the Physical Therapy Program.

This handbook is a supplement to the Faulkner University College of Health Sciences Student Handbook. To ensure the accuracy of information in this handbook, every effort is undertaken to adhere to best practices and for the protection of students and the University. The University, the College of Health Sciences (CHS) and the Department of Physical Therapy (DPT) reserve the right to change policies, procedures, and regulations anytime. These changes will take effect when the University administration determines that such changes are prudent. Students and other stakeholders will be notified of changes promptly via email or official announcements and will have access to the updated document.

The Department of Physical Therapy Handbook will be reviewed at least annually. Notice of changes, revisions, or any additions to the Handbook will be incorporated into the program syllabi, posted on the Faulkner University DPT website, or distributed to all stakeholders in writing by the Program Director and/ or the Director of Clinical Education (DCE) of the DPT Program. Each faculty member (core, associated and clinical), clinical facility, and student is responsible for making the appropriate changes in their handbook. When significant changes to the handbook are made, students will be notified and are required to sign a new attestation. Students will be held to the policy changes once students have been notified of the change and have signed the attestation form. Students who have entered their clinical year will be held to the clinical education policies that were active on the date they entered their full-time clinical experiences, unless the program deems immediate changes in policies are needed and are approved by the CHS Curriculum Committee.

It is the responsibility of the student to read this handbook, the CHS Student Handbook, official announcements, campus emails, and communications from the DPT program in order to be informed regarding the information related to the DPT program, including the clinical experiences at Faulkner University.

Accreditation Information:

Faulkner University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate, baccalaureate, masters, and doctorate degrees. Faulkner University also may

offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of Faulkner University may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC's website (www.sacscoc.org).

The Southern Association of Schools and Colleges (SACS) officially approved the DPT program on December 6, 2019.

CAPTE

Graduation from a physical therapist education program accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE), is necessary for eligibility to sit for the licensure examination, which is required in all states.

The Doctor of Physical Therapy Program at Faulkner University is accredited by the Commission on Accreditation in Physical Therapy Education, 3030 Potomac Ave., Suite 100, Alexandria, Virginia 22305-3085; telephone: 703-706-3245; email: accreditation@apta.org; website: <http://www.capteonline.org>. If needing to contact the program/ institution directly, please call (334)386-7378 or email hmount@faulkner.edu.

Faulkner University Mission:

The mission of Faulkner University is to glorify God through education of the whole person, emphasizing integrity of character in a caring, Christian environment where every individual matters every day.

Faulkner University Vision:

The vision of Faulkner University is to be a leading Christian university that offers an engaging learning community, transforming students for lives of faithfulness, accomplishment and purpose.

Safety:

The Faulkner Police Department serves the Faulkner community by providing professional law enforcement and emergency response services around the clock, every day of the year. In close cooperation with the Montgomery Department of Public Safety, our professionally trained officers are continuously available to answer calls for service and to respond to any emergency on campus.

Department Phone: 334-386-7415

Email: police@faulkner.edu

The on-duty officer can always be contacted at: 334-239-5496

In an effort to provide the best possible emergency services to Faulkner's community, the Faulkner Police Department maintains a close working relationship with the Montgomery Police Department. Patrol and dispatch services are provided 24 hours a day, with immediate access to municipal emergency services. The Faulkner Police Department monitors the National Weather Service radio network. A campus-wide alerting system notifies the campus community of threatening weather conditions.

The department maintains records of incidents that have occurred on campus and such statistical data is available in public safety's annual report. The ultimate responsibility for personal safety rests with each individual. Individuals should be aware of their surroundings and potential risks to personal safety, exercise caution and take reasonable actions to protect themselves, walk with friends in lighted areas at night, keep residence halls secure, lock room doors, do not prop open outer doors, know building evacuation procedures, know how to contact proper authorities, how to drive defensively, and report suspicious activities.

A safety escort service is available for all students during the day or night. Escorts are provided to any destination on campus. The escort service is provided for safety-related reasons only. Because there is safety in numbers, groups of three or more students are encouraged to walk to their destination. The escort is given by either foot or vehicular patrol.

STUDENT RIGHT-TO-KNOW AND CAMPUS SECURITY ACT Faulkner University fully complies with the Student Right-to-Know and Campus Security Act (Public Law 101- 524). The Act requires institutions of higher education receiving Title IV funds to provide annual reports for campus security: <https://www.faulkner.edu/wp-content/uploads/Annual-Police-and-Fire-Safety-Report-2017-edited.pdf> and graduation; <https://nces.ed.gov/collegenavigator/?q=faulkner+university&s=all&id=101189#crime>

Emergency Procedures:

Notification Systems:

Eagle Alert is an emergency notification system that notifies faculty, staff, students and others of critical information and situations affecting campus through the use of text messages, voice messages to multiple phone numbers, email, and more. This system makes immediate notifications across campus without delay.

To sign in to Eagle Alert to change your contact information, go to <https://member.everbridge.net/index/2935150585315360>.

If you have any questions, please email us at eaglealert@faulkner.edu or call us at 334-386-7415.

Outdoor Warning Sirens:

Outdoor warning sirens are operated by the local emergency management agencies. These sirens are activated for weather and other emergencies requiring action. Once the sirens are activated, members of the campus community should seek shelter and tune to radios or television for updates and instructions. Local emergency management agencies also routinely test the outdoor sirens.

NOAA Weather Radios:

NOAA weather radios are located in some buildings on campus. The NOAA weather alert radios receive information directly from the National Weather Service. This information includes current weather and also any issued watches or warnings.

Building Fire Alarms:

Fire alarms are in place to notify building occupants of possible fire dangers in the building. If you hear the fire alarm, evacuate the building immediately.

Questions or suggestions regarding the procedures and response should be directed to Campus Security at (334) 386-7250 or police@faulkner.edu. You can also visit the Campus Safety website at:

<https://www.faulkner.edu/student-life/campus-safety-and-police-department/>

Educational Records:

Policy of Education Record

Students may inspect a copy of their educational record (transcript) by going to getmytranscript.org, or by visiting a Faulkner campus. In accordance with FERPA (Family Educational Rights and Privacy Act), Faulkner University will only send

official transcripts, via the request process, to destinations authorized by the student.

Procedure to Inspect Education Records

Students may inspect and review their education records upon request to the appropriate record custodian. Submit to the record custodian, or appropriate University staff personnel, a written request which identifies as precisely as possible the record(s) the student wishes to inspect.

The record custodian or an appropriate University staff person will make the needed arrangements for access as promptly as possible. The student will be notified of the time and place where the records may be inspected. Access must be given in 45 days or less from the receipt of the request.

When a record contains information about more than one student, the student may inspect and review only the documents which relate to his or her record.

Rights of the University to Refuse Access

Faulkner University reserves the right to refuse permission for a student to inspect the following records:

1. The financial statement of the student's parents.
2. Letters and statements of recommendation for which the student waived his or her right of access, or which were placed in file before January 1, 1975.
3. Records connected with an application to attend Faulkner University if the application was denied.
4. Those records which are excluded from the FERPA definition of education records.

Refusal to Provide Copies

Faulkner University reserves the right to deny transcripts or copies of records not required to be made available by the FERPA in any of the following situations:

1. The student lives within commuting distance of Faulkner.
2. The student has an unpaid financial obligation to the University.
3. There is an unresolved disciplinary action against the student.

Custodian of Academic Records- The custodian of all academic records for Faulkner University is the University Registrar. The University Registrar's office is located on the Montgomery campus. Any questions about access to your academic record or this policy should be directed to the University Registrar.

Family Education Rights and Privacy Act: Postsecondary Student Rights:

The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all educational institutions that receive funds under an applicable program of the U.S. Department of Education. FERPA affords students certain rights with respect to their education records.

These rights include:

1. The right to inspect and review the student's education records within 45 days of the day the University receives a request for access.
2. The right to request the amendment of the student's education records that the student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.
3. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.

FERPA authorizes the disclosure of certain information about students in the absence of their consent. This information is known as "directory information" and includes the following: student's name, address, place of birth, major field of study, participation in officially recognized activities and sports, dates of attendance, degrees and awards received, and weight and height of athletes on an intercollegiate team sponsored by the University.

By this provision students and parents are hereby given notice of the categories of information that the University has designated "directory information" and that such information will be provided without consent of either students or parents UNLESS the parent, student, or guardian informs the Registrar in writing that some or all of such information should not be released without their prior consent.

4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the University to comply with the requirements of FERPA.
5. The right to obtain a copy of Faulkner University's student records policy. This policy is available in the Office of the Registrar.

Health Insurance Portability and Accountability Act (HIPAA):

Students have an obligation to protect and keep confidential all patient data/information whether printed, written, spoken, or electronically produced, and to access this information for appropriate and authorized purposes such as patient care and records processing. Patient information must be accessed,

maintained, and released in a confidential manner. Any violation of the confidentiality of patient information or unauthorized access may result in disciplinary or corrective action up to and including immediate dismissal from the Doctor of Physical Therapy Program. Per HIPAA guidelines, a release of information form must be completed before any information is mailed, faxed, or given to any party, including the patient or his/her caregiver. Students are not to discuss patient names, addresses, and medical or financial information with any individuals other than those who are directly involved with care of the patient. This includes any public forum such as the classroom, clinical conferences, and seminars either on or off-campus. Patients must sign consent forms before they can be recorded, either audio or video, or observed by any other party.

To remain in compliance with the federal Health Insurance Portability & Accountability Act (HIPAA) regulations and respect the confidentiality of patient information, students in the DPT program may not remove any patient protected health information (PHI) including patient health records and photos from the clinical site.

Unauthorized disclosure of patient information may violate state or federal laws (including HIPAA) and unauthorized release of information may result in dismissal from school and legal action taken against the student.

Please note: HIPAA rules and regulations also apply to individuals, including students, faculty and clinicians, who volunteer to serve as demonstration subjects.

Whether in your external clinical experiences or inside our labs and classrooms, no photos or videos of patients or patient's records is allowed. Please avoid having pictures taken of you during clinical experiences unless the photographer is authorized by the facility to take pictures. No information related to patients or your clinical experiences may be posted on social media sites including pictures, status updates or comments.

Nondiscrimination Statement:

Faulkner University complies with all applicable laws, regulations, and executive orders prohibiting discrimination towards students, faculty, staff, and persons served in the program's clinics. In connection with its educational policies, admissions, financial aid, educational programs, or activities, Faulkner University complies with all applicable laws, regulations, and executive orders prohibiting discrimination on the basis of age, citizenship, disability, ethnicity, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, and veteran status to those who meet its admission criteria and are willing to uphold its values as stated in the Conduct Regulations contained in the Student Handbook and relevant program handbooks.

Faulkner University is a church-affiliated liberal arts institution committed to employing a highly qualified and diverse administration, faculty and staff, who reflect the University's religious traditions, values, affiliation, and purpose. Faulkner University complies with all applicable laws, regulations, and executive orders prohibiting discrimination towards faculty and staff on any category prohibited by applicable law but not limited to age, citizenship, disability, ethnicity, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, and veteran status. However, Faulkner University exercises a preference in employment for those qualified applicants who are members of the Church of Christ, whose lifestyles are consistent with the mission of the University and with the beliefs and values of the Churches of Christ.

Based upon this commitment, Faulkner University follows the principle of nondiscrimination and operates within applicable federal and state laws prohibiting discrimination. As a recipient of federal financial assistance, Faulkner is required by Title IX of the Educational Amendments of 1972, as amended, not to discriminate on the basis of sex in its admissions policies, treatment of students, employment practices or educational programs except as required by religious tenets of the Church of Christ. Faulkner has an Equal Opportunity Plan available upon request in the Office of Human Resources. Inquiries concerning the application of federal and state laws or regulations may be referred to the Office of Human Resources.

Nondiscrimination Policy:

Purpose: To preserve a learning environment that is free from unlawful discrimination Faulkner University's policy is to ensure that persons who apply for admission and persons who are enrolled are treated in a nondiscriminatory manner in matters of race, color, nationality or ethnic origin, gender, age, or disability, including qualified disabled veterans and qualified veterans of the Vietnam Era, in accordance with applicable federal, state and local laws.

Scope: This policy applies to all students of the university. This policy applies to all terms and conditions of enrollment, including, but not limited to, admission standards and processes, and the guidelines by which enrollment may be denied or terminated, based on the standards outlined in the Student Handbook.

Policy: Faulkner University complies with all applicable federal and state non-discrimination laws and does not engage in prohibited discrimination on the basis of race, color, nationality or ethnic origin, gender, age, or disability, including qualified disabled veterans and qualified veterans of the Vietnam Era. Faulkner University is affiliated with the fellowship of the Church of Christ. The university is governed by a Board of Trustees, all of whom are members of the Church of Christ, and is operated within the Christian-oriented aims, ideals, and religious tenets of the Church of Christ. As a religiously controlled institution of higher education, Faulkner University is exempt from compliance with some provisions

of certain civil rights laws, including some provisions of Title IX of the Education Amendments of 1972.

1. It is the responsibility of each student to obtain, read and comprehend the purpose, policies, and procedures of the Student Handbook, including the policy for non-discrimination.
2. As stated in the Application for Admission, the signing of the application constitutes acceptance of and an agreement to abide by the policies and regulations of Faulkner University.
3. The University reserves the right to make changes to the Student Handbook at any time. Such changes will be communicated with students by means of email and Chapel announcements and will be updated on the Dean of Students Website, which serves as the official Student Handbook.
4. The University reserves the right to deny the enrollment, or terminate the admission, of any student whose attitudes and actions do not represent the Christian mission of the university as set forth by the Student Handbook. Such decisions will be made according to the principles and guidelines described in the Student Handbook, with careful consideration of the fair and reasonable processes provided for appeal.
5. Faulkner University encourages students with disabilities to request any appropriate academic and other accommodations with the Center for Disability Services (located in the Rotunda Room 124). The Director of the Center for Disability Services (a service for students with disabilities) serves as the compliance coordinator for ADA/Section 504.
6. Faulkner University encourages applicants for enrollment or enrolled students with a complaint regarding discrimination to report the offense to the designated Title IX Coordinator or the general counsel of the university. If a faculty or staff member should receive a complaint of discrimination, he or she shall first consult the designated Title IX Coordinator or the general counsel of the university.
7. The designated Title IX Coordinator and the general counsel of the university will investigate all complaints of discrimination and make recommendations to the President for appropriate action.

Student Health:

The Health Center, located on the first floor of the Tine Davis Gym on the Montgomery campus, provides a registered nurse (RN) to assist students with basic health services and health care needs.

- These services are provided by the RN and are free to all students (pursuant to the Alabama Board of Nursing: Nursing Practice Act 610-X-6-.03)
 - Nursing care and patient counseling.
 - Health promotion and well-being services such as blood pressure checks and temperature checks.
 - Basic treatment of minor cuts, minor sprains, flu, cold, and other minor illnesses.
 - Referrals and assistance in making appointments with a physician, nurse practitioner, physician assistant or other healthcare providers for other treatments and care.

Note: All fees associated with these providers or services are the sole responsibility of the student.

Student health records are confidential and will not be accessible to or reviewed by the Program Director, Director of Clinical Education, or faculty. Student health records are stored and maintained in the Student Health Center. Program faculty and staff do not have access to student health records as they are protected by the Health Insurance Portability and Accountability Act (HIPAA) regulations. Students are provided notice of these privacy rights via the University Health Services Privacy Notice. Page 5 of the notice instructs students how to file a complaint if these privacy rights are violated.

The University Counseling Center, located on the second floor of the Harris-Parker Bible building on the Montgomery Campus, provides confidential counseling services for personal, emotional, social, and mental health concerns students may face. The University Counseling Center is a service for current Faulkner students. Counseling is available by appointment. Referrals will be made to community mental health providers when the needs of the student cannot be met by the University Counseling Center.

Note: All fees associated with community providers or services are the sole responsibility of the student. The University Counseling Center employs three master's level counselors for students

TimelyCare:

TimelyCare is a convenient way for Faulkner University students and employees to receive 24/7, no cost Medical, TalkNow and scheduled counseling for common conditions that can be safely and accurately diagnosed and treated online. This service is available to all students and employees.

Health Insurance:

Students are required to maintain health insurance for the duration of their enrollment in the DPT program. Students are responsible for the cost of their

health insurance. It is important that students ensure that their insurance is accepted in the State of Alabama as well as any other state they plan to complete a clinical experience.

Students are encouraged to investigate options available to them. Some options include:

Healthcare marketplace: <https://www.healthcare.gov/>

BCBS of Alabama: <https://www.bcbsal.org/web/index.html>

Financial Aid:

Faulkner University is a private, nonprofit institution. It must generate income from the following sources: student tuition and fees, grants, private gifts, endowment earnings, and auxiliary enterprises. The university reserves the right to adjust fees and rates at any time as deemed necessary. Information concerning loans is available through the Financial Aid Office. Faulkner's Financial Aid Office is happy to assist you with financing your education. Click on this link for more information: <https://www.faulkner.edu/financial-aid/>

Financial Aid Satisfactory Progress

Students must be making satisfactory progress in order to be eligible for federal financial assistance. Financial Aid standards for satisfactory progress are not necessarily the same as academic standards for good standing.

Student Loans

Educational loans provide an excellent source of financial assistance needed to meet the expense of your Faulkner University education. Faulkner offers a variety of loan programs to meet the borrowing needs of our students. The primary source for students is the Federal Direct Loan Program. In order to qualify for the Direct Loan Program, the student must submit the Free Application for Federal Student Aid (FAFSA) to establish eligibility. The FAFSA can be completed by going to the Financial Aid website at www.faulkner.edu, as well as, the other necessary financial aid documents can be obtained from the same site.

Private Educational Loans

In addition to federally supported loans, many private lending institutions offer loans to students and families seeking assistance to meet expenses related to attendance at Faulkner University.

Additional Information on Financial Aid

Please see the Faulkner University Financial Aid page for more information on available sources of financial aid. <https://www.faulkner.edu/financial-aid/financial-aid-for-doctor-of-physical-therapy/>

Financial Literacy Information

Students are strongly encouraged to learn as much as they can about the investment they are making in their career and the best methods to maintain financial health. Long term planning is key to a successful future. The APTA is one resource that provides resources and education for students. Others are also listed below.

<https://www.apta.org/your-career/financial-management>
[debt.org/students/debt/](https://www.apta.org/your-career/financial-management)

<https://www.fiscal.treasury.gov/dms/resources/federal-student-loans.html>

Veteran's Benefits

Veterans and dependents may be eligible for benefits. For additional information or questions concerning benefits the student may contact the Military and Veteran Services Office at Faulkner. Complaint Policy for Students receiving VA Educational Benefits: Any complaint against the school should be routed through the VA GI Bill Feedback System by going to the following link:

<http://www.benefits.va.gov/GIBILL/Feedback.asp>.

The VA will then follow up through the appropriate channels to investigate the complaint and resolve it satisfactorily.

Publicity and Image Use Policy:

Faulkner University and its authorized agents have permission to use student images in photographic or video format for promotional and/or educational purposes. This includes but is not limited to press releases; advertising in print, digital, and video formats; view books; yearbooks; digital view books; catalogs; CDs; DVDs; brochures; collateral; and the Worldwide Web.

Expectations of Students, Faculty, and Staff:

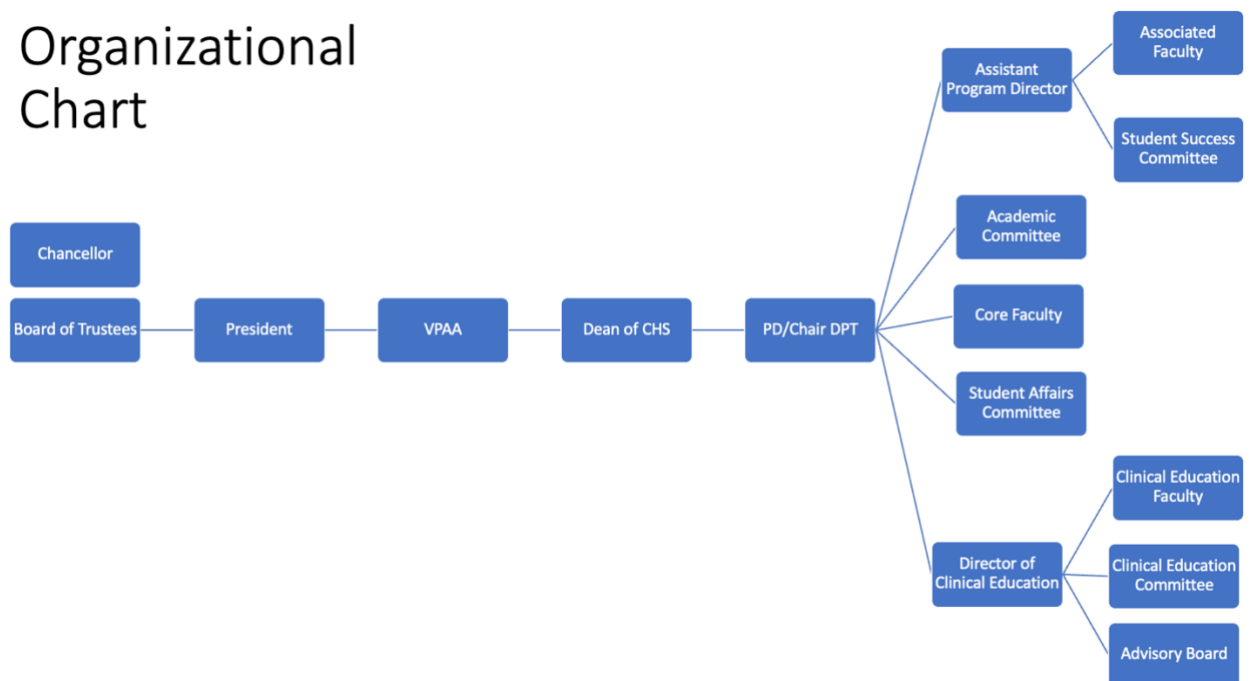
The right of sharing in the privileges of a graduate degree at Faulkner University involves the recognition and acceptance of mutual responsibilities. These include

the recognition of the authority of the administration and faculty of Faulkner University over all procedures, policies, and guidelines for governing the graduate degree programs. Certain standards of integrity are expected to be met by students, faculty, and staff, and are stated here for self-discipline and support by all members of the Faulkner University community. Each may expect of the other honesty in all relationships, responsibilities, and tasks; integrity and good stewardship in all financial obligations and dealings; conscientious concern for each other in matters of personal habits, attitudes, and actions; demonstration of a spirit which recognizes the Lordship of Christ and expresses Biblical love for God and man; and appreciation for the campus of Faulkner University and a stewardship concern for maintaining both its natural and physical facilities. Evidence of conspicuous or persistent failures in moral responsibility will lead to disciplinary action that may result in suspension or dismissal from Faulkner University.

Department of Physical Therapy

Organizational Structure

Organizational Chart



FACULTY:

Program Director/ Chair:

Dr. Heather E. Mount, PT, DSc

Dr. Heather E. Mount has been a physical therapist for twenty-eight years. She earned a Master in Science Degree in Physical Therapy from the University of Mobile and a Doctorate of Science in Physical Therapy from the University of Alabama at Birmingham. She is a Board-Certified Orthopedic Specialist from ABPTS. She is also a graduate of the Fellowship in Education Leadership, from the American Physical Therapy Association. She has been teaching at the graduate level for 14 years, primarily in the areas of Orthopedics, Differential Diagnosis and Health Promotion. She is currently a tenured Professor and the Program Director/ Chair of the Faulkner University's Department of Physical Therapy. Prior to transitioning to academia, she practiced full time for 14 years in a variety of settings including outpatient, home health, acute care and skilled nursing facilities.

Assistant Program Director:

Dr. Chris Ireland, PT, DPT, OCS

Dr. Chris Ireland joined the faculty at Faulkner University in June 2020 as the Director of Clinical Education. He transitioned to the Assistant Program Director in 2025. He is a tenured Professor in the College of Health Sciences. He earned his B.S. in Exercise Science from Samford University ('06), his Doctorate of Physical Therapy from the Medical College of Georgia ('09), a PhD in Health and Human Performance from Concordia University and is a Board certified Specialist in Orthopedics by the American Board of Physical Therapy Specialties ('12). He spent 8 years in private practice gaining knowledge in multisite management, leadership development, and new hire mentorship. He has spent the past 7 years teaching at the graduate level with primary responsibilities in Orthopedics and Spine, Clinical Education, and Cardiopulmonary rehabilitation.

Director of Clinical Education:

Dr. Tiffany Higginbotham, PT, DPT, OCS

Tiffany Higginbotham earned her Master of Physical Therapy from the University of Alabama at Birmingham and her Doctor of Physical Therapy from Montana State University. Board certified in Orthopedics, she has been in private practice for over 27 years, including a decade as the owner of her own practice. Tiffany also serves as the co-owner of Neurokinetic Solutions, a consulting company dedicated to empowering preschool and school-age educators to incorporate purposeful movement into their classrooms. Her professional focus is on outpatient orthopedics and pelvic health. Outside of her work, she is devoted to

her family, including her husband Keith and their three children: McKenzie, Gantt, and Nate.

Faculty:

Dr. Elizabeth Bartel, PT, DPT, NCS

Dr. Bartel joined Faulkner University Department of Physical Therapy in August 2022. She earned a Bachelor of Science in Biology, Bachelor of Science in Health Sciences and a Doctor of Physical Therapy Degree from Duquesne University. She has been practicing in Alabama for 4.5 years, primarily in inpatient rehabilitation. Her primary focus involves improving the lives of individuals with neurological disorders as well as preparing their families and loved ones for the life transitions following an inpatient stay. She is a Board-Certified Specialist in Neurology and certified as an NDT specialist.

Dr. Hayden T. (Tom) Ford, PT, PhD

Dr. Ford started his career as a coach and physical education teacher. He has a Bachelor of Science in Education, a Master of Education and a Doctor of Philosophy degree in Biomechanics, all from Auburn University. In 2000, at the age of 36, he graduated from the University of Alabama at Birmingham with a Master of Science in Physical Therapy. His therapy practice experience includes working at East Alabama Medical Center's outpatient clinic, Rehab Works, serving as director of Auburn University Montgomery's Athletic Training and Physical Therapy Clinic and eventually opening Ford Physical Therapy, a family run outpatient private practice. In 2020 Dr. Ford returned to full-time teaching and in 2023 he joined the faculty at Faulkner University. He has been a physical therapist for 23 years (16 years full-time) and he has been teaching for 19 years. Dr. Ford also serves as a pastor / elder at Grace Baptist Church in Montgomery. He has been married for 32 years to his wife Leigh. They live in Montgomery, Alabama and have 8 children and 3 grandchildren.

Dr. Robin Irwin, PT, MS, ScDPT

Robin Irwin has been a practicing physical therapist for 40 years. She previously owned a pediatric practice in Decatur, Alabama for 35 years prior to moving to Montgomery and entering the field of academia. She currently teaches basic physical therapy courses and pediatrics at Faulkner University. She received a B.S. degree in Physical Therapy from the University of South Alabama and a M.S. and ScDPT degree in Physical Therapy with Pediatric/ Neuro emphasis from the University of Tennessee Health Science Center in Memphis, TN. She is very active in church related activities and medical/ biblical mission work in Cusco and Huanuco Peru. She has been married to her husband Tom, for 41 years and they have three daughters, three sons in laws and 9 grandchildren.

Dr. Cheryl Jackson, PhD

Dr. Cheryl Jackson holds baccalaureate degrees from Vanderbilt University in Biology and Psychology and pursued a doctorate in Physiological Optics from the University of Alabama at Birmingham (UAB), specializing in the development of the visual system. She was the first female doctoral candidate to acquire this degree. Her postdoctoral research on age-related macular degeneration was in the Department of Ophthalmology at UAB. After a successful business career, she returned to research, focusing on gene therapy and immunological techniques in the treatment of spinal cord injury. Since 2005, she has concentrated on teaching in the basic sciences, particularly neuroanatomy, gross anatomy and pathology. Her current research interests include the effects of chronotype on academic achievement and on patient compliance.

Dr. Monika Kolwaite:

Monika has been a physical therapist for over 20 years and has been intrigued by the complexity of individuals with acquired brain injuries since she began her practice in 2001. That interest and curiosity has taken her to different rehabilitation settings to continue learning about recovery at all stages. She began her higher education by earning a B.S. in Microbiology from Auburn University, her masters in Physical Therapy from Georgia State University, and her doctorate in Physical Therapy from the University of Montana. She obtained her Neurological Specialist Certification (NCS) from the American Board of Physical Therapy Specialists (ABPTS) in 2007. She became interested in teaching in 2012 after an NDT certification course and became an NDT candidate instructor from 2016-2019. During this time she began a private practice, Smart Motion Physical Therapy, from 2014-2018 where she focused on patients with CNS dysfunction who had exhausted traditional recovery options. She has been the recipient of the TN Brain Injury Association Giraffe Award for exceptional contribution to the TN TBI Association as well as placing as a top 5 finalist for the Memphis Business Journal's Health Care Hero Award. She has spoken on the topic of central nervous system movement disorders to Memphis area support groups, Fox "Health Matters", and regional conferences for the MS Society, West TN TBI Services, and Baptist Hospital System. In 2018, Monika and her family relocated to Auburn, AL where she had planned on an early retirement but God had other plans! She began teaching at Faulkner University in April 2022. When not teaching in Faulkner's DPT program, she enjoys playing tennis and spending time with her family.

Dr. Teressa Petosky, DPT, OCS, FAAOMPT

Dr. Teressa Petosky joined the Faulkner Physical Therapy Department in 2023 with 10 years of clinical experience in orthopedic physical therapy and 13 years of military service. She enlisted in the United States Army in 1998 and served as an Arabic translator during the Iraq War. Upon separating from the Army, she returned to school to pursue her interest in physical rehabilitation. She graduated from Augusta University in 2013 with a doctorate in physical therapy and worked for three years in a spine clinic before being commissioned as a

physical therapist in the Air Force. Doctor Petosky is a board-certified Clinical Specialist in Orthopedic Physical Therapy, a graduate of the Air Force Tactical Sports and Orthopaedic Manual Physical Therapy fellowship program, and a fellow of the American Academy of Orthopaedic Manual Physical Therapists. She will graduate with a Doctor of Science in Physical Therapy degree in December 2024. At her last military assignment, she led a team of athletic trainers and strength/conditioning coaches in the provision of preventative and rehabilitative medicine to 110 elite warfighters responsible for combat search and rescue operations. She currently serves as a physical therapist in the Air Force Reserves, spending the month of July providing medical coverage during Basic Cadet Training at the US Air Force Academy in Colorado. Doctor Petosky has been married to her husband Casey for 23 years, and they have been blessed with three daughters (Skyler, Danielle, and Amber). She is a follower of Jesus Christ and strives to bring glory to God in all she does.

Associated Faculty:

Dr. Kana Kingsley

Dr. Kana Kingsley graduated in 2014 with a Doctor of Physical Therapy degree from the University of Tennessee Health Science Center in Memphis, TN. She is a proud alumna of Faulkner University where she received a BA in Biology in 2010. Since obtaining her PT degree, she has primarily provided services in pediatric settings including early intervention, school based, and the outpatient clinic. She has a passion for advocating for those with physical disabilities. She is a member of the national nonprofit service organization, AMBUCS, which provides adaptive tricycles to individuals with physical disabilities. Dr. Kingsley is a member of the leadership team for the Disability Advisory Group of Central Alabama. She enjoys her current role as associated faculty for the DPT program here at Faulkner where her teaching areas include pediatrics, anatomy, and foundational skills for clinical practice.

Faculty and Staff Office Hours:

Individual faculty hours are posted in their course syllabi as well as on their respective office door. Faculty members are also available by appointment. Staff are generally available during normal work hours (8:00 am – 5:00 pm) Monday through Friday) and by appointment except for University holidays.

College of Health Science Mission:

The mission of the CHS is to train competent and compassionate health care professionals who use current knowledge and best practices to glorify God by being the hands and feet of Christ in the community.

Department of Physical Therapy Mission:

Faulkner University's Department of Physical Therapy seeks to glorify God by educating the whole person to become compassionate, evidence-driven leaders who adapt to a changing global healthcare environment and optimize health and movement. The department fulfills its mission as follows:

1. Creating a collaborative, learner centered Christian environment; where every student matters, everyday (PG 2)
2. Fostering innovation, creativity, and leadership; (PG 3)
3. Facilitating critical inquiry; (PG 1)
4. Developing skills for self-directed, lifelong learning; (PG 1, SG 2, GG 3)
5. Cultivating mutual respect for all persons and their differences; (GG 1)
6. Providing unique opportunities to learn and practice in diverse environments and settings. (PG 3, SG3)

Department of Physical Therapy Vision:

The vision of the Department of Physical Therapy is to become a destination for students and faculty who aspire to become:

1. Leaders, collaborators, and lifelong learners who strive for excellence in order to advance the science and profession of physical therapy;
2. Advocates for the profession and those it serves;
3. Servant leaders representing the hands and feet of Jesus in the community and beyond.

Doctor of Physical Therapy Values:

The Doctor of Physical Therapy Program was founded on the same principles as the University and is consistent with the profession. These include:

1. **Excellence-** we strive to do our best at all times, to give the best we have to others, in order to glorify God. (Col. 3:23-24; 2 Pet. 1:5-8)
2. **Collaboration-** We work to establish relationships with others to advance the kingdom of God and our profession in order to help our community and society (Ecc 4:12; Prov. 27:17)
3. **Service-** We seek to become servant leaders in order to honor Christ and to meet the needs of others (Matt. 20:28; Gal. 6:10; 1 Cor. 9:19; 1 Jn 3:17).
4. **Integrity-** We stand strong in pursuing and demanding ethical practice of physical therapy, built on a strong moral foundation that guides our words and actions. (Jas. 1:23-25; Prov. 10:9; Prov. 11:3)

5. **Faith-** We relentlessly pursue a relationship with Jesus Christ as God's son, depend upon God's Word as our guide for life, and fellowship with others believers. (Prov. 3:5-6; Matt. 6:33; Matt. 7:24; 1 Jn 1:7)
6. **Respect-** Each person is valued as one who has been made in the image of God, regardless of beliefs or individual characteristics. We are called to love and care for all people (or "mankind" or "that God has created") and this should be reflected in our thoughts, words and deeds. (Phil. 2:3-4; Rom. 12:9-10; 1 Jn. 3:18; 1 Cor. 9:19-23)

DPT PROGRAM GOALS

Program Goals: The program has the responsibility to:

1. Develop a curriculum which challenges students to be critical thinkers, lifelong learners and competent, ethical professionals based on contemporary education and practice.
2. Create a collaborative, caring, learner centered Christian environment where every student feels valued and respected.
3. Build strong relationships with institutional and community partners to address the continuing health care needs of Alabama and the surrounding region.

Faculty Goals: Faculty members have the responsibility to:

1. Serve as role models to students, faculty, and the community, in service, leadership, and interprofessional collaboration.
2. Exhibit a strong commitment to excellence through knowledge acquisition, practice and professional growth in teaching, service and scholarship.

Student Goals: Students are expected to:

1. Demonstrate skills necessary to practice physical therapy in a variety of settings with integrity, both independently and collaboratively, utilizing the best available evidence and sound clinical judgment.
2. Exhibit the traits of lifelong learners who continue to grow professionally and personally through continuing education, mentorship and self-directed learning.

3. Develop an appreciation for the role of each physical therapist in impacting change within the profession, the community and society as a whole.

Graduate Goals: Graduates are expected to:

1. Engage in compassionate, holistic, person centered, evidence-based care which promotes optimal movement and health.
2. Participate in activities which support the physical therapists' leadership role in effecting change within their profession, community and society.
3. Practice the traits of lifelong learners who continue to grow professionally and personally through continuing education, mentorship and self-directed learning.

Curriculum:

Prefix & #	Title	Credit Hrs
Course #	Fall 1 (15 weeks)	17
PHT 6520	Basic Science I	5
PHT 6312	Movement Science I	3
PHT 6210	Introduction to the Clinical Sciences	2
PHT 6224	Exercise Physiology	2
PHT 6350	Principles of Clinical Practice I	3
PHT 6222	Pathology and Medical Management I	2
Course #	Spring 1 (15 weeks)	17
PHT 6421	Basic Science II	4
PHT 6351	Principles of Clinical Practice II	3
PHT 6313	Movement Science II	3
PHT 6211	Basic Examination	2
PHT 6323	Pathology and Medical Management II	3
PHT 6230	Professionalism and Leadership I	2
Course #	Summer 1 (14 weeks)	16
PHT 6214	Movement Science III	2
PHT 6480	Foundation of Clinical Sciences: Physical Therapy Through the Lifespan IA	4
PHT 6581	Foundation of Clinical Sciences: Physical Therapy Through the Lifespan II	5
PHT 6282	Foundation of Clinical Sciences: Physical Therapy Through the Lifespan IIIa	2
PHT 6340	Evidence Based Practice I	3
Course #	Fall 2 (15 weeks)	16
PHT 7200	Integrated Clinical Experience*	2
PHT 7273	Advanced Clinical Sciences: Pediatrics	2
PHT 7371	Advanced Clinical Sciences: Neurological Rehabilitation	3
PHT 7480	Foundation of Clinical Sciences: Physical Therapy Through the Lifespan IB	4
PHT 7360	Advanced Clinical Sciences: Clinical Reasoning in Rehabilitation	3
PHT 6233	Spiritually Integrated Physical Therapy	2
Course #	Spring 2 (15 weeks)	16

PHT 7483	Advanced Clinical Sciences: Physical Therapy Management of the Spine	4
PHT 7361	Advanced Clinical Sciences: Inpatient Rehabilitation	3
PHT 7201	Community Health*	2
PHT 7190-2	ELECTIVE	1
PHT 7382	Foundation of Clinical Sciences: Physical Therapy Through the Lifespan IIIB	3
PHT 7384	Advanced Clinical Sciences: Primary Care	3
Course #	Summer 2 (11 weeks)	11
PHT 7202	Experiences in Clinical Practice*	2
PHT 7362	Advanced Clinical Sciences: Outpatient Rehabilitation	3
PHT 7385	Advanced Clinical Sciences: Special Populations	3
PHT 7141	Evidence Based Practice II- SYS REVIEW	1
PHT 7232	Professionalism and Leadership II	2
Course #	Fall 3	10
PHT 8590	Experiential Learning I (10 weeks)	5
PHT 8591	Experiential Learning II (10 weeks)	5
Course #	Spring 3	8
PHT 8692	Experiential Learning III (12 weeks). OR:	6
PHT 8392	Experiential Learning IIIA (6 weeks)	
PHT 8393	Experiential Learning IIIB (6 weeks)	
PHT8135	Professional Seminar	1
PHT 8142	Evidence Based Practice III	1

Total: 111 credits

*Students will be enrolled in either PHT 7200, 7201 and 7202 in the fall, spring or summer of year 2.

DPT Course Descriptions:

SEMESTER 1:

PHT 6520 Basic Science I (5 hours)

This course is an advanced, detailed examination of the structure and function of the human body. All systems (cardiovascular, endocrine and metabolic, gastrointestinal, genital and reproductive, hematologic, hepatic and biliary, immune, integumentary, lymphatic, musculoskeletal, nervous, respiratory, and renal and urologic systems) will be studied with special emphasis on the musculoskeletal, neurological, cardiovascular, and respiratory systems. A variety of learning opportunities will be provided to gain a better understanding of the systems and their interrelationships.

PHT 6210 Introduction to Clinical Sciences (2 hours)

In this course, the foundations of patient centered holistic care are presented. Problem- based learning and the clinical decision-making process is introduced. Students are educated about the physical therapist's role and responsibility as a member of the health care team and how to work effectively with others, how to

manage conflict and solve problems while respecting individual differences. Strategies for success in the professional graduate program are included.

PHT 6222 Pathology and Medical Management I (2 hours)

The first of two courses that focus on the pathogenesis, clinical presentation, prognosis, and medical intervention of diseases encountered in physical therapy practice. The relevance of medical imaging and laboratory values in diagnosis and management will be covered. Students will be introduced to the pharmacological management of various conditions and the implications related to physical therapy practice will be discussed.

PHT 6224 Exercise Physiology (2 hours)

This course examines the body's physiological response, both acute and chronic, to exercise. Students will learn about the changes in exercise responses through the lifespan and in special populations as well as measurement of oxygen uptake/energy expenditure.

PHT 6312 Movement Science I (3 hours)

The first course in the series provides an introduction to the fundamental concepts underlying human movement. In this course, the principles of anatomy, functional anatomy, biomechanics, and kinesiology will provide a basis for understanding normal and abnormal movement in the human body. Ergonomic assessment and observational gait analysis will also be introduced.

PHT 6350 Principles of Clinical Practice I (3 hours)

This two-course series introduces students to foundational skills used in physical therapy clinical practice. Emphasis is placed on analysis and interventions of the movement system, safety and documentation.

SEMESTER 2:

PHT 6211 Basic Examination (2 hours)

This course is designed to teach students the foundational concepts and skills required to perform the basic components of a physical therapy examination. Students will draw upon previous knowledge to design a plan given patient case scenarios.

PHT 6313 Movement Science II (3 hours)

In the second course, students will be introduced to theories related to motor control, motor development, motor learning and motor behavior. These concepts will serve as a framework for evaluation and treatment of movement dysfunction throughout the lifespan. The theories and constructs behind the prescription and use of prosthetics and orthotics and their impact on the movement system will also be discussed.

PHT 6230 Professionalism and Leadership I (2 hours)

This course educates students about the past, present and future directions of the profession and the APTA as well as analyzes the role of the physical therapist as a professional and a leader. Students will analyze APTA and other professional core documents to learn about the practice of physical therapy. Focus areas include health care models, pro bono services, advocacy, public policy, professionalism, and legal and ethical aspects of practice. Development of leadership skills and professional behaviors both in and out of the profession will be presented and meaningful ways to apply leadership skills will be discussed.

PHT 6323 Pathology and Medical Management II (3 hours)

The second course in the series focuses on the pathogenesis, clinical presentation, prognosis, and medical intervention of diseases encountered in physical therapy practice. The relevance of medical imaging and laboratory values in diagnosis and management will be covered. Students will be introduced to the pharmacological management of various conditions and the implications related to physical therapy practice will be discussed.

PHT 6351 Principles of Clinical Practice II (3 hours)

This two-course series introduces students to foundational skills used in physical therapy clinical practice. Emphasis is placed on analysis and interventions of the movement system, safety and documentation.

PHT 6421 Basic Science II (4 hours)

This course is an in-depth study of the structure and function of the neurological system, including gross anatomy, histology, embryology and physiology. Students will be introduced to selected pathologies and special tests that facilitate the understanding of the relationship of the nervous system to movement of the human body.

SEMESTER 3:

PHT 6480 Foundation of Clinical Sciences: Physical Therapy through the Lifespan IA (4 hours)

This two-course series presents an in-depth study into the examination and treatment of movement system disorders of the musculoskeletal system through the lifespan. Medical management of orthopedic conditions is included. Cases presented in a problem-based format facilitate clinical reasoning and content integration. Emphasis is placed on patient-centered, evidence informed, contemporary physical therapy practice.

One course focuses on upper extremities conditions and the second on lower extremities.

PHT 6581 Foundation of Clinical Sciences: Physical Therapy through the Lifespan II (5 hours)

Students investigate the foundations of physical therapy for individuals with movement system disorders of the neurological system. Examination focuses on the movement analysis for motor control dysfunction across the lifespan.

Management of common neurological conditions is included as well as precautions or special considerations pertinent to physical therapists. Emphasis is placed on patient-centered, evidence informed, contemporary physical therapy practice.

PHT 6214 Movement Science III (2 hours)

In the final course in the series, exercise prescription and progression strategies will be analyzed utilizing the foundations of movement science. Students will utilize knowledge from previous courses and movement analysis to develop exercise regimes. Clinical reasoning through patient case studies will facilitate student understanding of mechanical concepts.

PHT 6340 Evidence Based Practice I (3 credits)

This course is designed to teach students how to utilize evidence to make clinical decisions. Students are introduced to the foundations of evidence-informed practice and the integration of research into clinical decision making. Topics include: methods of scientific inquiry, ethical and legal aspects of research, statistical analysis, research methods, search strategies, critical appraisal of the literature, grants and funding sources, and integration of research into practice.

PHT 6282 Foundation of Clinical Sciences: Physical Therapy through the Lifespan IIIA (2 hours)

This is the first of a two-course series which presents an in-depth study into physical therapy management of individuals through the lifespan with acute medical and surgical conditions, cardiovascular, pulmonary and integumentary pathology. The impact of medical management, including pharmaceuticals are discussed. Emphasis is placed on evidence-informed patient centered collaborative care and contemporary practice expectations. The first course will focus on cardiovascular physical therapy and acute care and the second course on pulmonary physical therapy and integumentary dysfunction.

SEMESTER 4:

PHT 7480 Foundation of Clinical Sciences: Physical Therapy Through the Lifespan IB

This two-course series presents an in-depth study into the examination and treatment of movement system disorders of the musculoskeletal system through the lifespan. Medical management of orthopedic conditions is included. Emphasis is placed on patient-centered, evidence informed, contemporary physical therapy practice. Cases presented in a problem-based format facilitate clinical reasoning and content integration. One course focuses on upper extremities conditions and the second on lower extremities.

PHT 7273 Advanced Clinical Sciences: Pediatrics (2 hours)

This course provides an in-depth study of the unique aspects of pediatric physical therapy. Students will integrate previous coursework and research to

improve their ability to provide patient centered, holistic, family centered, collaborative care.

PHT 7360 Advanced Clinical Sciences: Clinical Reasoning in Rehabilitation (3 hours)

This course is designed to teach students how to integrate their knowledge and skills to make evidence informed clinical decisions. Case vignettes in a problem-based learning format are utilized to develop clinical reasoning skills and challenge students to consider setting, medical status, comorbidities and unique characteristics of the individual.

PHT 7371 Advanced Clinical Sciences: Neurological Rehabilitation (3 hours)

This course expands upon existing knowledge of the neurological system and neurological disorders and provides students with advanced skills in the examination, evaluation and treatment of adults and older adults with neurological conditions. Clinical scenarios will be utilized to examine complex conditions and students will be encouraged to integrate evidence into proposed assessment and treatment methods.

PHT 7233 Spiritually Integrated Physical Therapy (2 hours)

This innovative course aims to provide students with the knowledge, skills, and attitudes to integrate spiritual care into their clinical practice, enhancing holistic patient care. It includes discussions on psychosocial aspects of rehabilitation, pain science and foundations of psychologically informed care. Discussions include faith-based foundations, including the Christian moral tradition, sociocultural influences, professional codes, and organizational and personal ethical norms.

PHT 7200 Integrated Clinical Experience (2 hours)

Students will take this course in either the fall, spring or summer of their second year. This is a part time clinical experience in an outpatient setting. Students will have the opportunity to integrate knowledge and skills from the classroom into the clinic. Students will enroll in this course in either the fall, spring or summer of their second year.

SEMESTER 5:

PHT 7483 Advanced Clinical Sciences: Physical Therapy Management of the Spine (4 hours)

This course presents an in-depth study into the examination and treatment of movement system disorders of the spine, sacroiliac joint and temporomandibular joint through the lifespan. Medical management of surgical and non-surgical techniques of common musculoskeletal conditions and the implications for physical therapy practice is included. An evidenced-informed, patient centered approach is emphasized.

PHT 7382 Foundation of Clinical Sciences: Physical Therapy through the Lifespan IIIB (3 hours)

This is the second of a two-course series which presents an in-depth study into physical therapy management of individuals through the lifespan with acute medical and surgical conditions, cardiovascular, pulmonary and integumentary pathology. The impact of medical management, including pharmaceuticals are discussed. Emphasis is placed on evidence-informed, patient-centered collaborative care and contemporary practice expectations. The first course will focus on cardiovascular physical therapy and acute care and the second course on pulmonary physical therapy and integumentary dysfunction.

PHT 7361 Advanced Clinical Sciences: Inpatient Rehabilitation (3 hours)

Inpatient Rehabilitation is designed to integrate knowledge and skills from prior courses in the examination, evaluation and treatment of patients/clients typically presenting to physical therapy in acute care, inpatient rehabilitation, and long-term care. Students are challenged to integrate important considerations such as dynamics of the setting, medical conditions, comorbidities and unique characteristics of the individual in order to provide a comprehensive examination and treatment. Clinical decision making and use of the best evidence will be developed as the learner selects, applies, and justifies treatment interventions for specific patient-centered functional goals for patient vignettes presented in increasing levels of complexity

PHT 7384 Advanced Clinical Sciences: Primary Care (3 hours)

The focus of this course is the acquisition of knowledge and skills to practice as an independent practitioner of physical therapy. Essential skills include medical screening, integrating diagnostic imaging and laboratory values into a comprehensive examination and interprofessional collaboration. Independent practice in health and wellness is included. Effective clinical decision making will be emphasized throughout the course, using patient case vignettes.

PHT 7201 Community Health (2 hours)

This course is designed to provide students with learning experiences both in the classroom and in the community. Emphasis is placed on population health and methods to incorporate service into their practice and make a lasting difference in their communities. Students will enroll in this course in either the fall, spring or summer of their second year.

PHT 7190 Elective (1 credit)

Students will be enrolled in 1 of 3 electives offered during semester 5 of the program. Electives will focus on contemporary physical therapy including leadership and advanced education in musculoskeletal and cardiopulmonary physical therapy.

SEMESTER 6:

PHT 7362 Advanced Clinical Sciences: Outpatient Rehabilitation (3 hours)

Outpatient rehabilitation is designed to integrate knowledge and skills from prior courses in the examination, evaluation and treatment of patients/clients typically presenting to physical therapy in private practice, home health, school system and wellness settings. Students are challenged to integrate important considerations such as dynamics of the setting, medical conditions, comorbidities and unique characteristics of the individual in order to provide a comprehensive examination and treatment. Clinical decision making and use of the best evidence will be developed as the learner selects, applies, and justifies treatment interventions for specific patient-centered functional goals for case vignettes presented in increasing levels of complexity.

PHT 7385 Advanced Clinical Sciences: Special Populations (3 hours)

In this course, students engage in an in-depth study of various special populations encountered in physical therapy practice. Areas of study include but not limited to: gender health across the lifespan, industrial rehabilitation, cancer, and sport specific rehabilitation.

PHT 7202 Experiences in Clinical Practice (2 credits)

Students will take this course in either the fall, spring or summer of their second year. This course includes a part-time experience and didactic content that will focus on preparing students for inpatient experiences. Students will have the opportunity to integrate knowledge and skills from the classroom into the clinic through both clinical experiences and simulation. Students will enroll in this course in either the fall, spring or summer of their second year.

PHT 7232 Professionalism and Leadership II (2 hours)

In this course, students examine leadership and administration theories and prepare for the transition from student to professional. Topics include: strategic planning, management, marketing, budgeting, human resources, quality assurance and networking. Current trends in billing and reimbursement will also be discussed. Strategies for building a successful portfolio, career development, lifelong learning and personal financial planning will be covered. The importance of becoming a high-performance, well-balanced professional will be emphasized.

PHT 7141 Evidence Based Practice II (1 hour)

This course requires students to draw upon previous coursework and experiences in order to choose a topic of interest and conduct a systematic review. Students are required to submit a written document and complete an oral presentation.

SEMESTER 7:**PHT 8590 Experiential Learning Experience I (5 hours)**

This course is a full time 10- week experience in which students integrate knowledge and skills taught in the didactic portion of the curriculum into the

clinical setting. Students are directly supervised by a licensed physical therapist in clinical sites throughout the United States.

PHT 8591 Experiential Learning Experience II (5 hours)

This course is a full time 10-week experience in which students integrate knowledge and skills taught in the didactic portion of the curriculum into the clinical setting. Students are directly supervised by a licensed physical therapist in clinical sites throughout the United States.

SEMESTER 8

PHT 8692 Experiential Learning Experience III (6 hours)

This course is a full time 12-week experience which students can choose to complete their terminal clinical rotation. Students will integrate knowledge and skills taught in the didactic portion of the curriculum into the clinical setting. Students are directly supervised by a licensed physical therapist in clinical sites throughout the United States.

PHT 8392 Experiential Learning Experience IIIA (3 hours)

During semester 8 of the program, students have the option of choosing either one 12-week rotation or two 6-week rotations for their terminal experience. This is the first, of the two-course series. This is a full time 6-week experience in which students integrate knowledge and skills taught in the didactic portion of the curriculum into the clinical setting. Students are directly supervised by a licensed physical therapist in clinical sites throughout the United States. Students are required to successfully pass this course prior to enrolling in the second course (PHT 8393).

PHT 8393 Experiential Learning Experience IIIB (3 hours)

During semester 8 of the program, students have the option of choosing either one 12-week rotation or two 6-week rotations for their terminal experience. This is the second, of the two-course series. This is a full time 6-week experience in which students integrate knowledge and skills taught in the didactic portion of the curriculum into the clinical setting. Students are directly supervised by a licensed physical therapist in clinical sites throughout the United States. Students are required to successfully pass PHT 8393 prior to enrolling in this course.

PHT 8135 Professional Seminar (1 hour)

This course is designed to prepare students to enter the profession of physical therapy. Students will prepare for the transition by creating a career development plan, completing their Professional Portfolio and Service Learning Activities as well as preparing for the National Licensure Examination

PHT 8142 Evidence Based Practice III (1 hour)

In this course, students will apply knowledge from previous coursework as well as their clinical experiences in order to complete a case study report. Students are required to complete both a written case study and presentation.

Essential Functions:

Faulkner University is dedicated to graduating highly competent physical therapists who are knowledgeable and proficient to practice physical therapy in all healthcare settings at entry level. To accomplish this goal, the program has been designed to prepare students to treat individuals across the lifespan, with conditions affecting all body systems, in a variety of settings, independently or as part of a healthcare team. The program is an intensive course of study that includes didactic and clinical preparation. In order to function in complex and diverse environments, students must integrate knowledge, skills, attitudes and behaviors to make effective and safe clinical decisions. There are certain required abilities, standards and qualifications necessary to achieve satisfactory competence to practice physical therapy. These essential functions are not achieved solely by gaining academic knowledge. In addition to academic knowledge, the student must meet a combination of cognitive, psychomotor, affective, sensory, and communication skills that are required for entry level competency.

The Doctor of Physical Therapy Program at Faulkner University, is in compliance with Section 504 of the Rehabilitation Act of 1973, Section 504 subpart E, the Americans with Disabilities Act of 1990, and the Americans with Disabilities Amendments Act of 2008. The DPT Program at Faulkner University does not discriminate against qualified individuals with disabilities. The Essential Functions document allows each candidate/ student to evaluate his or her ability to successfully perform the specified tasks and complete the program.

The DPT program at Faulkner University requires students to demonstrate essential functions that are expected of all physical therapists. These functions are required to ensure the safety and wellbeing of patients/clients, colleagues, faculty, and other health care professionals. In order to be admitted to and successfully complete the requirements for a doctorate degree in physical therapy, students must be able to perform, with or without reasonable accommodations, the essential functions listed below. These skills are performed in the learning environment such as classrooms and laboratories as well as community settings such as schools, hospitals and skilled nursing facilities. The presence of a disability will not exempt students from completing required tasks and a reasonable accommodation will not guarantee that a student will be successful in meeting the requirements of any one course. During matriculation, if it becomes apparent to DPT faculty and staff that the student cannot perform these essential functions with reasonable accommodations, or the accommodations are not reasonable and would put an undue hardship on the university, or that the performance of these functions would significantly increase

the risk the harm or jeopardize the safety of others, the program may withdraw the offer of admission to DPT program or dismiss the student from the program. The university cannot guarantee that the clinical education facility will be able to offer the same reasonable accommodations that are made available to the students in didactic courses.

Cognitive Functions

The student must have the intellectual ability to solve problems by integrating a variety of complex information from different sources in a safe, appropriate, effective and timely manner.

1. Measure, calculate, analyze, comprehend, integrate, recall, retain and synthesize a large body of knowledge under time constraints.
2. Gather appropriate information from a variety of sources during patient encounters, including medical records, past medical history, interviews and examinations to make effective clinical decisions that consider the individual patient and their unique needs.
3. Critically analyze information from a variety of sources including research literature, textbooks, lectures, class discussions, patient demonstrations, medical history and laboratory classes in order to make effective clinical decisions.
4. Evaluate and assess information gathered during a patient encounter to formulate a diagnosis, prognosis, and plan of care and modify if appropriate.
5. Assess limitations of one's own knowledge and/or performance in order to provide safe, effective patient care and acknowledge the need to refer the patient/client to other healthcare professionals.
6. Select and disseminate appropriate, clear and concise information to all stakeholders, including patient/client, family, health care professionals, researchers, and payers.
7. Demonstrate ability to plan, organize, supervise and delegate in order to accomplish tasks and goals.
8. Effectively utilize technology such as computers and equipment for research, classroom assignments and clinical experiences, including electronic medical records.

Motor Function

Students must have sufficient gross and fine motor skills, coordination and mobility to safely, accurately and efficiently perform all responsibilities of a physical therapist in all settings. This includes patients/clients across the lifespan and conditions involving all body systems.

1. Assume and maintain for extended periods a variety of positions and movements, including but not limited to sitting, standing, squatting, kneeling, reaching, walking, stair climbing and pushing and pulling.

2. Demonstrate appropriate and safe body mechanics and respond safely and effectively to sudden or unexpected movements of patients and/or colleagues.
3. Respond quickly to emergency situations and perform procedures such as lifting, pulling, or pushing patients/clients, transporting patients and applying force to perform CPR.
4. Safely, reliably, and efficiently perform required physical therapy screenings, examinations, and intervention procedures in order to evaluate and treat movement dysfunction and promote health and wellness.
5. Safely and reliably operate physical therapy related equipment, patient monitoring devices and therapeutic devices.
6. Demonstrate the required neuromuscular control and eye-hand coordination required to perform all physical therapy skills and procedures safely, reliably, and efficiently.

Communication

Students must be able to communicate effectively utilizing the appropriate verbal and nonverbal, written and electronic communication that is professional and meets the needs of the target audience including but limited to: colleagues, health care professionals, patients/ clients, caregivers, faculty, policy makers and payers.

1. Comprehend and interpret the verbal, non-verbal, and written communications of others and respond in an appropriate, professional manner.
2. Gather a thorough history from patients and caregivers.
3. Communicate clearly, effectively and with sensitivity both verbally and non-verbally in English with a variety of audiences.
4. Demonstrate the ability to give and receive constructive feedback.
5. Actively listen to others and modify communication style to meet the needs of the audience.
6. Communicate complex information in an appropriate, efficient and clear manner to a variety of stakeholders, including but not limited to patients, caregivers, health care professionals and third party payers.
7. Demonstrate interpersonal skills as needed for productive classroom discussion, respectful interaction with classmates and faculty, and development of professional relationships with others.
8. Educate others by applying teaching and learning theories and methods in health care and community environments.
9. Complete reading and written assignments, document and maintain written records, participate in group activities, present oral and written reports and provide constructive feedback.

Sensory

Students must be able to perceive all information necessary to provide effective patient care. Students will be required to utilize their visual, auditory and tactile sensations in order to assess patient status and detect any changes.

1. Observe audiovisual presentations, written materials, demonstrations and physical therapy procedures.
2. Observe activity and behavior as well as changes in patient/ client status from a distance as well as closely, in order to make clinical decisions.
3. Accurately monitor and interpret results from equipment and patient monitoring systems, including therapeutic exercise equipment, therapeutic modalities, EKGs and radiographs.
4. Ability to perform auscultation and auditory evaluation including but not limited to lungs, heart, pulse, blood pressure, joint noises and prostheses.
5. Appreciate tactile feedback related to safe and accurate application of procedures such as palpation, manual muscle testing, and joint mobilization.
6. Demonstrate ability to discern changes in body structures through observations and palpation of body surfaces.
7. Perceiving appropriate tactile feedback in order to perform examinations, procedures and skills that require application of various pressures, such as joint mobilization, palpation and manual muscle testing.
8. Recognize the signs of disease and impairments through the use of multiple senses simultaneously including observation, palpation, smell (signs of infection or poor hygiene) auditory information (voice, lungs and heart sounds)

Affective

Students must be able to demonstrate emotional intelligence, maturity and respect for others and their differences. Students must be able to maintain effective, professional relationships with others, and be able to engage with sensitivity, honesty, compassion, and integrity.

1. Act in an ethical, legal, and responsible manner consistent with the Core Values and Professional Behaviors outlined by the American Physical Therapy Association.
2. Recognize and demonstrate respect for cultural, ethnic, ethical, and value differences among students, faculty, staff, patients, caregivers, and other health care professionals
3. Develop professional, empathic relationships with individuals from a variety of backgrounds, ages, and needs, based on mutual trust.
4. Develop and maintain effective, respectful working relationships with professional colleagues, peers, patients, families, and the general public.
5. Work effectively as part of a team, whether at school, in the community or as part of an interdisciplinary team.
6. Demonstrate flexibility and adaptability to changing situations and uncertainty.
7. Maintain personal hygiene at all times.

8. Recognize the impact of their own personal values, beliefs, emotions and experiences affect perceptions and relationships with others.
9. Respond appropriately to stressful situations in the classroom and clinic.
10. Value the importance of the interprofessional team to the health and function of individuals and society.
11. Effectively manage multiple demands and deadlines effectively both in the academic, clinical and personal arena.
12. Accept responsibility for all actions, reactions and inactions.
13. Value the importance of personal, emotional, spiritual and professional development in professional practice.
14. Discern important environmental cues in a complex and distracting environment.

Professional Conduct

Students must possess the ability to practice in an ethical, legal and responsible manner. Students must be willing to learn and adopt professional standards of conduct as well as the Code of Conduct for the University. Students must abide by the core values of compassion, caring, integrity, altruism, collaboration, professional duty, excellence, accountability, and social responsibility. Students must be able to engage in the care of all patients, in all settings.

Resources

1. American Physical Therapy Association. Guide to Physical Therapist Practice. Alexandria, Virginia, 2008.
2. American Physical Therapy Association. Minimum Required Skills of Physical Therapist Graduates at Entry Level. BOD G11-05-20-449.
3. Ingram, D. (1997) Opinions of physical therapy education program directors on essential functions. Physical Therapy. 77: 37-45.
4. Rangel A, Wittry A, Boucher B, Sanders B. A survey of essential functions and reasonable accommodations in physical therapist education programs. (2001) Journal of Physical Therapy Education. 15: 11-19.

Students with Disabilities:

In conjunction with Faulkner's community principles and overall mission, the Center for Accessibility Services acknowledges disability as an integral part of the campus experience. CDS is committed to providing equal access and opportunity to all campus programs and services for individuals with disabilities. In order to establish equal access, documentation of disability by qualified professionals is necessary. Accommodations must be reviewed each semester and are not retroactive. If you are interested in obtaining accommodations please contact the Director of the Center for Accessibility Services (334-386-7185) at your earliest convenience or visit the Center for Disability Services page on Faulkner's website for additional information.

Reasonable Accommodations:

Reasonable Accommodations are:

- Academic adjustments that assist the individual with a disability to have equal access to the educational program
- Has a direct relationship between the barrier created by the student's disability and educational requirements of the course
- Does **not** alter a course's
 - Essential skill requirement
 - Essential knowledge requirement OR
 - An established objective

PT PROGRAM ADMISSIONS:

Degree Requirements:

Applicants must complete a Bachelor's degree from an accredited institution prior to starting the DPT program.

Prerequisite Courses:

Course	Lab Requirement	Credit hours
*Human Anatomy/ A & P I with lab	YES	4
*Human Physiology/ A & P II with lab	YES	4
Biology I and II	YES	8
General Chemistry I and II	YES	8
General Physics I and II	YES	8
General Psychology	NO	3
Statistics	NO	3

*Course must be in department of biology, neuroscience, anatomy, physiology (not kinesiology)

All applicants must complete each of the following prerequisites with a grade of "C" or better and must have a minimum prerequisite grade point average (GPA) of 3.0 or greater on a 4.0 scale. Applicants may choose to repeat a course;

however, the original grade will be averaged and only the FIRST retake will be used.

All science courses must be taken within 10 years of the admission cycle year. Credit for courses older than 10 years may be made through validation by examination or other appropriate mechanism. All courses must also be from an accredited institution.

All accepted students are required to complete an anatomy and medical terminology course prior to matriculation. Additional information will be provided by the program during the summer prior to matriculation.

GPA Requirements:

Applicants must have a minimum prerequisite grade point average (GPA) of 3.0 or greater on a 4.0 scale and at least a 3.0 GPA in the last 60 hours of undergraduate academic coursework. Overall and Math and Science GPA will also be considered; therefore, it is strongly recommended that the overall GPA be at least a 3.0 as well. Graduate work is not used to calculate GPA.

Official Test Scores:

All applicants must take the Graduate Record Examination (GRE) within 5 years of the admission cycle year. While there is no minimum score required, scores are considered along with other data in the application.

Letters of Recommendation:

Two letters of recommendation are required with the application. One must be from a professor who can speak to the applicant's academic ability to matriculate successfully through a graduate professional program. The other must be from a licensed physical therapist who can speak to the applicant's professional demeanor, ability to function in a complex environment, communicate effectively, and collaborate with others. Letters of recommendation from employers are strongly encouraged but not required. Recommendations are not accepted from family, friends, politicians, or clergy.

Observations Hours:

Applicants are required to complete a minimum of 40 hours of observation of physical therapy services within the past two years of the admission cycle year. These observation hours must occur in a minimum of 2 different settings. (outpatient, acute care, home health etc.)

Interview:

Successful completion of an admission interview is also required of all applicants. Applicants are selected for interviews based on a holistic evaluation of their application and supporting materials. In addition, follow up interviews may be scheduled at the discretion of the program. Applicants may be invited to a second interview either virtually or in person.

Submission of all required application material does not guarantee an interview.

Additional Requirements:

The evaluation process includes a review of both academic and nonacademic factors. No single factor guarantees admission into the program. These include leadership activities, community service, advanced education, letters of recommendation and patient care experiences. Students are strongly encouraged to spend time observing physical therapists in various practice settings in order to gain an understanding of the profession. Both observation hours and employment in a clinical facility will be considered.

****Completion of minimum requirements does not guarantee admission. The Faulkner University PT Program Admissions Process is a competitive process; final decisions for admission are based on the recommendations of the Admissions Committee*

Transfer Credit:

The Department of Physical Therapy does not accept transfer students. Students from other programs who wish to apply must do so through the PTCAS system and will be considered with the applicant pool for that academic year. Any student who has previously attended a Physical Therapy program and was dismissed, must obtain a letter of support from the Chair/ Program Director of that program in order to be considered for admission.

Background Check Policy:

Graduation from the Doctor of Physical Therapy Program at Faulkner University requires students to interact with others in a variety of settings both in and out of the classroom. One requirement of graduation is the successful completion of the clinical education component of the curriculum. Because many clinical education sites are required to perform background checks on all individuals who interact with patients, background checks are often required in order for students to be accepted in a clinical education experience. Therefore, a criminal background check is required of all students offered admission in the Department of Physical Therapy. Students may be required to have additional background checks during matriculation depending on the requirements of the clinical education site they are assigned to for their full or part-time clinical education experiences. If a clinic

site requests a copy of the report, it is preferred that the student deliver the report. The academic program will only provide a copy of the report to a student's clinical education site if specifically requested by the site and student. Students acknowledged and agreed to the release of this information to the clinical education site when they signed the Student Agreement Form. The offer of admission will be revoked for failure to complete a background check within the defined timeframe or if the results are unsatisfactory.

In the event the institution receives an affirmative background check response, the student will be notified of the results and provided an opportunity for the student to correct or clarify the items in his or her background prior to a final admission decision. In the event that any criminal history, sanctions, debarments, exclusions, suspensions or other adverse results are reported in subsequent background checks, the offense(s) will be discussed with the student, the PT Program Director, DCE and Faulkner University Legal Counsel and/or other authorities as necessary to determine the best course of action. Depending on the action required, the student may be subject to a hold on enrollment, delay in attending a clinical education experience, a delay of graduation or removal from the physical therapy program. Students cannot be guaranteed clinical placement or retention in the program if criminal history, sanctions, debarments, exclusions, suspensions or other adverse results are reported.

If, after matriculation in the program has begun, a student is denied acceptance into a clinical placement due to an affirmative background check, the institution will make 2 additional attempts to place a student, if after the third attempt, placement is not successful, the student will be removed from the program. If a student has any questions or concerns about this policy, they should address the issue with either the program's DCE or Program Director.

CAPTE accreditation of a physical therapist program satisfies state educational requirements in all states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands. Thus, students graduating from CAPTE-accredited physical therapist education programs are eligible to take the National Physical Therapy Examination and apply for licensure in all states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands. However, additional requirements may exist for individual states and territories. For more information regarding state qualifications and licensure requirements, refer to the Federation of State Boards of Physical Therapy website at www.fsbpt.org.

Disclaimer

The Criminal Background Check Policy and process at Faulkner University does not guarantee the safety of students, faculty, patients or staff, nor is it able to predict the individual's future behavior in the program or the profession. An acceptable student background check, as determined by the institution, state or experiential site, does not guarantee the student will be eligible to complete the

program, clinical affiliation, obtain a physical therapy license or employment. Entities such as a state board or health care facility may interpret the results of the background check differently or discover different or new information not present in previous searches.

Drug Screen Policy:

All students in the DPT program must pass a drug screen prior to matriculation as well as prior to participating in clinical experiences. While practicing in the university clinic, students are required to comply with randomized drug testing procedures. Failure to pass a drug screening will result in a follow-up drug test. Failure of a drug test may disqualify the student from participating in clinical experiences. This will result in the student being unable to pass the required clinical courses, thus resulting in the student being dismissed from the program. Exceptions to this policy may be made if the student tests positive on a drug screening due to prescription medication. However, students will not be given an exception for prescription medication that impairs the individual's professional judgment and/ or would pose a risk to patients and others, including but not limited to narcotics (ex. Lortab, Percocet) and THC (Tetrahydrocannabinol). The DPT Program Director and Director of Clinical Education have the right to verify the validity of the documentation submitted for positive drug tests due to prescription medication and determine if the documentation it is acceptable. Additionally, students may be randomly drug-tested any time during matriculation in the program at the discretion and cost of their respective program.

Deferment of Admission:

Extenuating circumstances such as a family emergency, death in the family, catastrophic or life changing event, extreme financial hardship or military service may impact a student's ability to accept admission into the Doctor of Physical Therapy Program. In these situations, students may decide to defer acceptance into the program. Students who have been accepted but would like to defer their admission must provide a written request for deferment which includes a detailed explanation of the reasons for the deferment. The written request must be submitted no later than August 1st of the year of matriculation. Any requests following the deadline will be considered on a case by-case basis.

The DPT Admissions Committee will review the request to determine if it meets the program requirements and sufficient information has been provided. The Admissions Chair will contact the applicant directly for clarification, request additional information or supportive documentation. (ie. Letter from physician) The Program Director will consult with the Dean of the College of Health Sciences for final approval. Once a decision has been made, the Admission Committee will notify the applicant in writing, and a copy will be placed in the applicant's file.

If granted, the deferment will be given for one year only. After one year, the student will forfeit the deferment but is not prohibited from applying again to the program in the future. If the applicant accepts deferment, all requirements for admission, must still be met prior to matriculation. If a deferment is granted, the next applicant on the waitlist will be offered admission to the program.

Professional Behavior Expectations:

Expectations for Behavior and Professionalism:

Students in the Department of Physical Therapy are expected to adhere to policies and procedures outlined in the Department of Physical Therapy Handbook as well as the College of Health Sciences Handbook. This expectation not only includes the standards and behaviors outlined by our professional association but those found in the bible. This professional code is a covenant that students make with each other, the program, and with God to hold each other accountable to become the image bearers of God and to not be transformed by the world but to transform it through our words and actions. It is a pledge to commit to the values of honesty, integrity, love, compassion, responsibility, trust, fairness and respect in order to become the hands and feet of Jesus Christ.

Professional behaviors will be assessed throughout the academic and clinical program. Students who violate these professional behaviors will be reported to the Student Development Committee. The committee may deliberate in conjunction with CHS administration per the CHS Handbook. The committee will send their recommendation to the full DPT Faculty for deliberation. The disciplinary action will depend on the severity of the offense, but may include dismissal from the program.

Standards of Professionalism:

Students, considered professional colleagues in the DPT Program at Faulkner University, are expected to adhere to the standards of the Physical Therapy profession in all activities and interactions. The American Physical Therapy Association (APTA), a professional organization for physical therapists in the United States, has established core documents for professionals to follow. These include, but are not limited to: APTA Code of Ethics, Core Values and Standards of Practice. Students will be introduced to these documents in the first semester of the program and will be utilized and referred to throughout the curriculum. Professional Behaviors are attributes, characteristics, or behaviors that are not explicitly part of the profession's core of knowledge and technical skills but are nevertheless required for success in the profession. Ten Professional Behaviors

were identified through a study conducted at the Physical Therapy Program at UW-Madison. The ten abilities and definitions developed are:

Generic Ability Definition:

1. Critical Thinking

The ability to question logically; identify, generate and evaluate elements of logical argument; recognize and differentiate facts, appropriate or faulty inferences, and assumptions; and distinguish relevant from irrelevant information. The ability to appropriately utilize, analyze, and critically evaluate scientific evidence to develop a logical argument, and to identify and determine the impact of bias on the decision-making process.

2. Communication

The ability to communicate effectively (i.e. verbal, non-verbal, reading, writing, and listening) for varied audiences and purposes.

3. Problem Solving

The ability to recognize and define problems, analyze data, develop and implement solutions, and evaluate outcomes.

4. Interpersonal Skills

The ability to interact effectively with patients, families, colleagues, other health care professionals, and the community in a culturally aware manner.

5. Responsibility

The ability to be accountable for the outcomes of personal and professional actions and to follow through on commitments that encompass the profession within the scope of work, community and social responsibilities.

6. Professionalism

The ability to exhibit appropriate professional conduct and to represent the profession effectively while promoting the growth/development of the Physical Therapy profession.

7. Use of Constructive Feedback

The ability to seek out and identify quality sources of feedback, reflects on and integrates the feedback, and provides meaningful feedback to others.

8. Effective Use of Time and Resources

The ability to manage time and resources effectively to obtain the maximum possible benefit.

9. Stress Management

The ability to identify sources of stress and to develop and implement effective coping behaviors; this applies for interactions for: self, patient/client and their families, members of the health care team and in work/life scenarios.

10. Commitment to Learning

The ability to self-direct learning to include the identification of needs and sources of learning; and to continually seek and apply new knowledge, behaviors, and skills.

**Originally developed by the Physical Therapy Program, University of Wisconsin-Madison May, W.W., Morgan, B.J., Lemke, J.C., Karst, G.M., & Stone, H.L. (1995). Model for ability-based assessment in physical therapy education. Journal of Physical Therapy Education, 9(1), 3-6. Updated 2010, to be published.*

Please see the appendix for APTA documents.

Dress Code:

Professional Appearance/ Attire

As representatives of the department and the profession, students are expected to dress in business casual attire when on campus. Clothing should be clean, neat and in good repair. Students are expected to dress in professional attire whenever representing the Department, the College, the University or the profession of Physical Therapy on and off campus. This includes off campus trips, clinical experiences, conferences, guest speakers etc. Students should wear name badges when representing the department in front of patients and professionals as well as during off campus trips. Violations of the dress code policy will be documented on the Professional Behaviors Form. Students may be dismissed from class, lab or other activity for dress code violations and would be considered an unexcused absence. Students are subject to disciplinary action for violation of the dress code policies. (See Professional Behavior Policy)

Students who are unsure are advised to consult faculty and/or the Program Director. Some guidelines are provided below but are not exhaustive.

1. No inappropriate language or symbols on any clothing
2. No ripped jeans or pants
3. The length and coverage of clothing should be adequate to cover trunk, chest, and abdomen during all reaching and bending activities.
4. Skin and undergarments should not be visible through clothing or be too restrictive to allow movement.
5. Hair length, style and color are expected to be professional and appropriate.
6. No hats will be worn during class or laboratories at any time.

7. Appropriate personal hygiene, including hair, beards should be properly groomed.
8. Tattoos and body piercings should be limited and covered, especially if distracting to patients
9. Minimal discreet jewelry. No facial jewelry.
10. Use of fragrances or colognes should be limited.

Business Casual Attire

Business casual attire is a dress code that is less formal than traditional business wear but still intended to give a professional and business-like impression. The goal is to keep a neat, professional appearance without the need for full business suits.

Women typically wear a collared shirt or sweater with dress pants and dress shoes or boots. Conservative dresses and skirts are also acceptable attire. A man's option for business casual includes a polo shirt, collared shirt or sweater. Khaki or dress pants along with dress shoes make up his business casual outfit. He does not need to wear a tie."

Laboratory Attire

Students are required to wear lab attire during all laboratory sessions. Men should wear shorts and a t-shirt. Women are required to wear a t-shirt, sports bra, or halter type top and shorts. Students are required to wear solid-colored shorts which can be blue, gray or black and be of adequate length to fall below their fingertips while standing with arms at the side of the body. The shorts must be free of designs or logos, with the exception of the Faulkner logo. Students must be able to bend over, squat and perform a straight leg raise while maintaining modesty. Students are encouraged to wear spandex shorts beneath these shorts if needed. Females must wear a sports bra that provides full coverage, including when leaning forward, and shirts should be a short-sleeved t-shirt or tank top (no v-neck cuts). The shirt must fall below the natural waist line and provide adequate coverage during all movements. The shirt can be blue, gray, black or white and must be free of designs and logos, with the exception of the Faulkner logo. Lab attire includes the student's tool kit bag.

Athletic shoes/ sneakers are required. No open toed shoes are allowed in the lab. Long hair must be tied back and dangling or sharp jewelry must be removed for safety. This may include watches, rings etc. Nails must be short and trimmed, clear nail polish only. Lab attire is only to be worn during the lab. When going to other parts of the building or campus, university scrubs or business casual attire are required to be worn over lab attire. If students have labs scheduled during the same day as lecture, they will be allowed to wear their Faulkner University scrubs over their lab attire during class. Clothing must be clean and in good repair.

Failure to abide by these policies may result in being dismissed from class until proper attire can be worn. Faculty have the right to ask student to leave lab until appropriate attire can be donned. Continued violations could result in disciplinary action up to and including dismissal from the program.

Clinical Experience Attire

Students should abide by the policies and procedures set forth by the clinical site to which they are affiliated. Students are encouraged to contact the clinical site well in advance to prepare for the appropriate requirements. The student is responsible for obtaining the required attire. If no formal policy exists, students should use the following general policy: dress pants/slacks, dress shirts/modest blouses, and closed-toed dress shoes with low heels. All clothing should be cleaned and neatly pressed. The following are not appropriate: jeans, t-shirts, revealing clothing (either low cut or see through), high heels, flashy athletic shoes and sandals. Loosely fitted clothing that may be revealing in certain positions is not appropriate. Students should be able to move in all directions without showing skin (chest, back or abdomen) or undergarments. Underwear or any type of cleavage should never be visible. The Faulkner University DPT polo and appropriate fitting khaki's is also appropriate. Each student is required to wear a facility provided name badge or if one is not provided, the Faulkner University ID, during all clinical experiences. Name badges should clearly state the students name and identify them as a 'Student Physical Therapist'.

Faulkner University Clinic

Students are expected to demonstrate by their dress and appearance a mature Christian attitude and the ability to discern propriety. The University also seeks to prepare students for professional careers where certain standards of dress are required for employment. In addition, students must avoid:

- Excessively long fingernails
- Any form of "fake" fingernails, including "gels" (though basic nail polish is acceptable)
- Unusual hair colors (any color that is not a "natural" hair color) or styles
- Loud, "banging" jewelry
- Any body piercings other than the earlobe
- Tattoos. Students with a tattoo should conceal it by whatever means necessary (i.e., clothing, socks, Band-Aids, etc.) while in the clinic whether interactions with clients are taking place or not.
- Long hair must be tied back and dangling or sharp jewelry must be removed for safety. This may include watches, rings etc.

While in the Faulkner University Clinic, students are required to wear either the DPT polo shirt with slacks or the approved Faulkner University Clinical Center scrubs. Students may wear a long-sleeve gray, white, or black shirt under the clinic scrubs or polo shirt. Students should be aware that clinic participation will

require them to lean over a table or crawl around on the floor. Students should take this into consideration when selecting the size of their scrubs and pants. Students may elect to also purchase and wear during Clinic a Faulkner University cardigan or fleece jacket. No other sweatshirt, sweaters, etc. will be allowed. Students should also wear clean, closed toed shoes that are in good repair and provide good support. Shoes should have no more than a 1in heel.

Code of Conduct for Off Campus Activities

A student in the Department of Physical Therapy is expected to follow the APTA Code of Ethics and Core Values as well as the Student Handbook, not only in classroom and laboratory activities, but during off campus events as well. These events include but are not limited to: Clinical Experiences, Health Fairs, Clinic and facility visits, tours and visits associated with a class or school requirement, any solicitation of local businesses and state and national conferences. A student found to be in violation of any of these policies during an off-campus event, will be subject to the same consequences outlined in the handbook, up to and including dismissal from the program.

Virtual Meetings

From time to time during the program, students may be required to meet virtually for a course or an event. All policies in the DPT program apply to any course or event that is held on a virtual platform. This includes professional conduct within the virtual environment. Participation is expected in the virtual environment. All students are required to be on time, with cameras on, with appropriate attire, background and lighting. Students must not be in a vehicle or in a public venue. Failure to maintain professional conduct during virtual meetings will be considered a violation of the Professionalism Policy and will be subject to disciplinary action.

Student Employment:

Matriculation through the DPT program at Faulkner University is a full-time responsibility and employment during the program is strongly discouraged. If a student chooses to work during the program, academic activities and requirements must take precedence over employment. Absences from classes, labs or other activities due to employment are not acceptable and will be considered unexcused. Students should expect DPT program activities to occur Monday through Friday between 7:30am and 5:30pm, as well as some nights and weekends.

Non-Disclosure Agreement:

Students must affirm that under no circumstances will they disclose any information regarding the contents of a written or laboratory examination, case studies, case reports, or graded assignments or reports for any of the courses in Faulkner University's Department of Physical Therapy of which they are enrolled. Students must agree not to copy or reproduce any part of an examination, lab examination, case studies/reports nor give verbal descriptions to other students. This includes, but not limited to: photographs, scans, audio, videos, handwritten copies etc. that could benefit classmates or students in other classes in the program. If a student is complicit in this matter, they will be brought to the Student Development Committee for disciplinary action up to and including dismissal from the program. *See appendix for form.*

Professionalism:

Professionalism is an integral component of the program and is an expectation of all students. Professional behaviors are assessed in and out of the classroom. Each syllabus includes a professionalism rubric for evaluation of professionalism. The linked [Professionalism Rubric](#) outlines baseline expectations. Students' behavior will be assessed throughout the course, and scores < 28 will result in a reduction of the final grade.

Academic honesty, integrity and professional conduct: The highest standards of integrity, intellectual honesty, and professional conduct are required of health care professionals; therefore, we hold these standards for our students as well. Expectations include:

1. Individual assignment submissions will reflect the student's individual effort, perspective and knowledge.
2. Group assignment submissions will reflect equitable input from all group members.
3. Students will provide honest, diplomatic and constructive feedback to one another when requested. When necessary, the student will seek guidance from the professor, an advisor, or other faculty member on how to best provide feedback.
4. Content of assessments (quizzes and exams) will not be discussed with classmates in ANY capacity until all classmates have taken the assessment. Students will not discuss specific assessments with other cohorts.
5. Students will speak about classmates, students from other cohorts and programs, faculty, and staff in a professional manner at all times.
6. Students will bring concerns about the course to the professor's attention before they are taken to another faculty, staff member or member of the administration.

7. Students will regularly self-reflect on their knowledge, skills and performance in the program. Students will actively seek assistance from faculty to improve areas of weakness, obtain feedback on performance and seek counsel regarding professional development.

8. Students are expected to not only uphold their own professional and ethical behaviors but also demonstrate the ability to do the same for their colleagues.

9. Students are required to attend all program events and activities that are required of the program and/ or course. Every effort will be made to provide adequate notice of these events and they will be placed on the cohort calendar. Students are expected to be available Monday through Friday throughout the semester.

The most effective health care providers are part of teams whose members are each unique, dedicated, and flawed humans. One of the most effective strategies for cultivating a healthy team is to always attribute positive intent to each team member. We would like to cultivate this attitude in each course within our program, and we hope that each student will cultivate this attitude toward themselves, their peers, and the faculty and staff.

Professionalism rubric score	Final grade reduction
28-30	No reduction
25-27	2% final grade reduction
22-24	4%final grade reduction
18-21	6% final grade reduction
15-17	8% final grade reduction
<15	10% final grade reduction Student will be required to meet with the Student Development Committee

Access to Facilities:

1. Students may use the laboratories or classrooms whenever they are not in use in accordance with posted schedules. Students have access to the CHS building from 7:00am- 11:30pm Monday-Thursday, 7:00am- 5:00pm on Friday, and Saturday and Sunday from 9:00am- 8:00pm.

2. Access to laboratories and classrooms are limited to students matriculating in the respective program or by the permission of program faculty. Under no

- circumstances are guests, family or friends allowed in the laboratories without prior permission of the Program Director or the Director of Clinical Education.
3. Students who use the laboratory or classroom are responsible for keeping the room neat and clean and returning all items to their original place. Prior to leaving the room, ensure that tables and stools are in the appropriate position, equipment is properly stored and lights are off.
 4. Students are permitted to use only equipment for which they have been instructed in its proper use by the faculty and instructors. Some equipment may be secured in locked storage locations due to expense. Students will be made aware of such equipment during laboratory classes.
 5. DPT students are expected to practice only on one another since another PT student is likely to be aware of the proper use of equipment and the contraindications for certain interventions. This includes other students within the college, family and friends.
 6. Under no circumstances, is equipment to be utilized for personal use or to provide intervention to anyone, including students, friends or family.
 7. Students are expected to use good judgment in utilizing the laboratories in such a way as to promote personal safety and to protect the equipment from damage.
 8. To protect the equipment, students must not wear items such as shoes, jeans, rings, jewelry or any clothing that have sharp edges on any treatment surface, including plinths, treatment tables, and mats.
 9. No food or drink is allowed in the laboratories. No gum chewing.
 10. All equipment must remain in the designated labs at all times, unless prior permission is granted by the Program Director or Director of Clinical Education.
 11. Students should not practice in the lab alone after hours. For safety, All students are required to have at least 1 other student with them in the lab.
 12. Students are to report immediately to the Program Director or Administrative Assistant, any damage to the equipment so that proper measures can be taken to remove and repair equipment.
 13. Professional behavior includes taking care of all facilities and equipment, cleaning up after oneself and protecting others from harm. Students should report violations of these policies by other students to the Program Director. A violation of these rules can result in termination of the privileges of unlimited use of the laboratories. Damage done to equipment and/or departmental spaces, when due to negligence, may lead to dismissal from the program.

Attendance Policy:

Attendance to class sessions and laboratory sessions is mandatory. Attendance is defined as presence during the entire scheduled activity or event. Students are expected to arrive prior to the start of class and be prepared to engage in classroom activities. This expectation includes completing any pre-readings or other assignments given by faculty. Students are required to log in/ sign in prior to the start of each class meeting. Each student is responsible for reviewing the

syllabus and keeping abreast of any material assigned by any/ all instructors in the course. Successful matriculation through the program requires all students to be present and participate in learning activities. The program is fast paced and rigorous. Students are expected to be available for class Monday- Friday from 7:30am to 5:30pm with breaks given in between classes. Students should be aware that there may be times that students will be required to attend additional events and activities outside of regular class meetings. Every effort will be made to notify students well in advance of the meeting date/ time. If these events coincide with a course, the attendance policy will apply to that event.

Faculty recognize that there are valid reasons for absences. Excused absences include illness, jury duty, death of an immediate family member, or department or university approved event. Routine medical and dental visits, hair appointments, elective surgeries, vacations, weddings etc. are not considered valid reasons to be absent and will be considered unexcused. Students are required to bring a note from a physician for any illness that results in an absence.

In the event that a student must miss class, it is the students' responsibility to make contact with the Course Coordinator as soon as possible, **as well as the Administrative Assistant or Program Director**. Students should contact the faculty member and Administrative Assistant, prior to the absence, to obtain permission and any coursework to be missed. If prior contact is not possible, due to an emergency, the student must contact the Administrative Assistant or Program Director and the Course Coordinator of the course(s) to be missed as soon as possible. Faculty may modify the assignment or assessment in order to make up the missed work.

The student, regardless of the reason for the absence, is ultimately responsible for all of the material and assignments covered during the missed class period(s). Students are expected to contact each course coordinator no later than the first day the student returns from an absence to review missed coursework. Failure to timely contact the Program Director or course coordinator either prior to or immediately after will be subject to disciplinary action, including professionalism points deducted from final grade.

Students are allowed one unexcused absence per course. Two unexcused late arrivals to class will constitute one unexcused absence and will incur the appropriate penalty. For the first offense, each faculty member will determine if the missed coursework can be made up or not and what penalty will be assigned. If the course policy is to not make up missed coursework, a zero will be assigned for any missed work, including exams and quizzes. Faculty may choose to alter the format of an assignment or assign additional materials to make up the missed work. All unexcused absences will be submitted to the Student Development Committee.

The second and subsequent unexcused absences must incur the following penalties per Department Policy.

1. The student will earn a zero on any quizzes, assignments, examinations or other assessments that were completed or due the day of the absence.
2. If a practical examination was missed due to an unexcused absence, the student will receive a zero on the practical and will be subject to the practical make up policy.
3. A 2% reduction in the overall point total will be assessed to the student at the end of the semester for any missed classes that are unexcused.

There may be times that students are required to attend events or activities either as part of a course or as an expectation of the program. The majority of time these events will occur during the hours of 8-5pm Monday through Friday, however, others may occur outside of these times. Every effort will be made to notify students as soon as possible. All events are put on the cohort calendar. It is the student's responsibility to check the cohort calendar regularly. These events may be held on or off campus. If these events are required, all students are expected to attend and the attendance policy will apply. Each activity will be associated with a course during that semester. Required activities or events may or may not have a grade directly associated with it. Failure to attend a required event in a course, such as a guest speaker or a planned field trip without an excused absence will result in a "0" on any assignment due or presented that day or if no assignment was due on that day, there will be a reduction in the final grade of the course. This reduction will be at the discretion of the course coordinator. If a student's absence is unexcused for an activity or event scheduled by the program (ex. Job Fair, Student presentations, Comprehensive Exams), the final course grade associated with the activity will be reduced by 10 percentage points. In addition, the student will be written up for a Professionalism violation and be submitted through the Dean's office. Violations incur penalties up to and including dismissal from the program.

Cohort Calendar

Along with email, all students are required to use the Cohort Calendar established by the program. The calendar includes class schedules, events and other activities required of students as well as optional activities offered by the college and the program. These are updated regularly and at the beginning of each semester. Every effort will be made to update the calendar by the first day of each semester. Any events added after the start of the semester will be communicated to the students via email as well as added to the calendar. As a reminder, students are required to be available Monday through Friday from 8-5pm during each semester of the program. Students are responsible for regularly

reviewing the calendar and attending all required events. Students are strongly encouraged to ensure the cohort calendar is set to alert them if a new item is added. Any potential conflicts should be discussed with the Program Director or Assistant Program Director as soon as possible.

CHS Attendance Policy:

Students are required to attend class meetings in the courses for which they are registered, and to be prepared to participate in the class discussion. Each faculty member has absolute discretion to deem absent a student who arrives late for, or leaves early from, a class meeting. Any student whose absences exceed 15% of all meetings in a course, whether it is excused or unexcused, shall have his/her final grade in the course reduced by one step for every absence over the maximum. A step is defined as 5 points. The points will be deducted from the final course grade. Absences are counted from the first class meeting of the course.

This attendance policy applies to didactic courses. Students should refer to their program's individual attendance policy concerning clinical courses.

The maximum number of class meetings will be based on the number of days the course consistently meets each week for the entire semester. For each category of course, the maximum number shall conclusively be deemed as follows:

15 weeks of class per semester

	<u>Maximum</u>
<u>Absences</u>	
Courses regularly meeting 5 times a week all semester	11
Courses regularly meeting 4 times a week all semester	9
Courses regularly meeting 3 times a week all semester	7
Courses regularly meeting 2 times a week all semester	5
Courses regularly meeting 1 time a week all semester	2

14 weeks of class per semester

	<u>Maximum</u>
<u>Absences</u>	
Courses regularly meeting 5 times a week all semester	11
Courses regularly meeting 4 times a week all semester	8
Courses regularly meeting 3 times a week all semester	6
Courses regularly meeting 2 times a week all semester	4
Courses regularly meeting 1 time a week all semester	2

13 weeks of class per semester

<u>Absences</u>	<u>Maximum</u>
Courses regularly meeting 5 times a week all semester	10
Courses regularly meeting 4 times a week all semester	8
Courses regularly meeting 3 times a week all semester	6
Courses regularly meeting 2 times a week all semester	4
Courses regularly meeting 1 time a week all semester	2

<u>12 weeks of class per semester</u> <u>Absences</u>	<u>Maximum</u>
Courses regularly meeting 5 times a week all semester	9
Courses regularly meeting 4 times a week all semester	7
Courses regularly meeting 3 times a week all semester	5
Courses regularly meeting 2 times a week all semester	4
Courses regularly meeting 1 time a week all semester	2

<u>11 weeks of class per semester</u> <u>Absences</u>	<u>Maximum</u>
Courses regularly meeting 5 times a week all semester	9
Courses regularly meeting 4 times a week all semester	7
Courses regularly meeting 3 times a week all semester	5
Courses regularly meeting 2 times a week all semester	3
Courses regularly meeting 1 time a week all semester	2

A faculty member may, at his or her option, adopt a policy requiring a higher level of attendance. However, the professor may lower the student's final course grade by no more than one step per absence when the student's absences exceed those specified in the professor's policy. Any additional attendance policy must be in writing and communicated to students at the first class of the semester. As used in this section "one step" is 5 points, which will be deducted from the final weighted course grade. *(If a student's final course grade is 94% but the student has missed one class beyond the 15% absence rule, the student's final course grade will be reduced to an 89%. If the student has missed two class beyond the rule, the student's final course grade will be reduced an additional 5 points to an 84%, etc.)*

Each graduate academic program has a stricter policy for attendance in external clinical rotations, therefore, the program policy will supersede the above policy. A course meeting will be defined by the DPT, PA and OT program as "the day that the course meets, regardless of how many times the course meets per day." For the SLP program, lecture and laboratory sessions are considered separate course meetings and missed classes will be counted accordingly.

In extenuating circumstances, when the application of the attendance policy may create an undue hardship, the Dean shall have the discretion to ameliorate the hardship by modifying the attendance policies or by otherwise granting an exception thereto. A request must be submitted in writing to the Dean, outlining the rationale for the exception as well as a detailed plan to make-up the missed coursework. In taking such ameliorative action, the Dean shall make the final decision on how to ameliorate the situation and shall report to the full faculty regarding any such ameliorative action that is taken.

Class Cancellations:

When the university closes, all classes taking place on the Faulkner campus are automatically cancelled. The program, if possible, will attempt to provide a virtual option, so as not to disrupt the weekly schedule. Students in clinical education experiences will follow the clinic facility policy if a closing occurs. There may be times when faculty or the program may need to cancel a class meeting. The following procedures will be followed:

1. If a faculty member needs to cancel a class meeting, they must first obtain permission from the Program Director.
2. The class will be notified as a whole through university email. Every effort will be made to ensure timely notification, ideally no less than 24 hours.
3. The Course Coordinator will consult with the affected cohort, Curriculum Chair and PD to select alternative dates and time for class meetings.
4. The final rescheduling of the course meeting must be approved by the Program Director and fall within the published dates of the course. Any deviation outside published dates must have approval of the Dean and VPAA.
5. Once the date and time has been approved, the students will be notified as a whole via university email and added to the calendar.
6. Any student who has a conflict should consult with the Course Coordinator.

Leave of Absence:

Students in the Physical Therapy program may request a leave of absence in the event that a student encounters a situation that requires a prolonged absence, such as a medical emergency or illness, personal issues, financial hardship or military service. Students also have the option to withdraw from the program.

A request for a leave of absence must be submitted in writing to the Program Director with sufficient information to explain the situation. In the event that the student is ill or otherwise indisposed, the written requirement may be waived, and the Program Director may initiate the action independently. Students must be in

good academic standing to be eligible for a Leave of Absence. Once a decision has been made, the student will be provided written notification. A detailed and individualized plan will be developed to outline the student's return to the program by the Student Development Committee in consultation with the Academic Advisor. Final approval of the plan by the Program Director and the Office of the Dean of the College of Health Sciences is required, along with the signature of the student acknowledging the requirements for reentry.

Academic and Classroom Regulations

Academic Integrity:

A key element of academic integrity is to honor the academic process of learning. Faulkner University considers the circumvention of the learning process by cheating, plagiarism, fabrication or complicity in cheating or fabrication to be an act of academic misconduct with long-term detrimental effects. The Department of Physical Therapy's policy on academic integrity is in line with the College Policy. Please see the College of Health Sciences policy for key definitions and other examples of violations of this policy. In addition to the College Academic Integrity Policy, the program faculty, students and staff are required to adhere to the APTA Code of Ethics and Core Values of a Physical Therapist.

The following includes many but not necessarily all of the specific practices under each of the four categories that violate the Honor Code in regards to academics:

Cheating

- Possessing, receiving or giving unauthorized materials or aid to another student for class assignments or tests.
- Using unauthorized materials or aid in connection with assignments or tests.
- Giving, obtaining, soliciting or offering to provide any unauthorized assistance for class assignments or tests.
- Using or attempting to use any unauthorized electronic device during a test or class assignment. These include cell phones, watches, tablets, smart goggles etc.
- Observing the work of other students during in-class assignments (when inappropriate) or tests.
- Giving or gaining access to the content of a test prior to taking the examination.

Plagiarism

Failure to give credit to sources used in a work in an attempt to present the work as one's own. Giving proper credit of resources can include:

- Key phrases or words.
- Paraphrasing of other's work.
- Word-for-word quotations.
- Submitting in whole or in part the work of others as one's own.
- Submission of papers or projects obtained from any source, such as artificial intelligence (ex. ChatGPT), an online writing assistance tool or service (ex. Grammarly), or another student, as one's own. If students are allowed to use AI and other resources by the course instructor, they **MUST** cite the source appropriately, or it will constitute a violation of this policy.
- Use of artificial intelligence to complete graded assignments unless expressly approved by the faculty member of the course.

Fabrication

- Written or oral presentation of falsified materials and facts, including but not limited to the results of interviews, laboratory experiments, and field-based research.
- Written or oral presentation of the results of research or laboratory experiments without the research or experiment having been performed.
- Altering, misrepresenting or falsifying a transcript, course record or graded work to gain unearned academic credit.
- Accepting unearned credit or accepting a grade higher than the grade actually earned.
- Signing someone else's name on any department or university document or copying another person's signature onto another document without the expressed or written permission of that individual.

Complicity

- Planning or agreeing with another person or persons to commit any act of academic dishonesty.
- Changing or agreeing to have academic records changed, including receiving an unearned academic grade or credit not.
- Offering or accepting a payment or bribe related to academic work or records.

In general, it is a violation when a student does not follow any announced policy of an individual faculty member, department, college, or university. A student uncertain of the application of the Academic Integrity Policy to a particular circumstance should always consult with the respective faculty member or the Program Director.

Duplication of Copyrighted Materials:

Due to the easy access of materials found on the internet, students are often prone to unintentional violation of copyright laws.

1. Faulkner faculty retain ownership of the materials they create for instructional purposes including PowerPoint presentations, course handouts, lecture notes, photographs, videos, and illustrations. Students MUST seek the faculty member's permission before using or altering any portion of these materials for purposes outside of class and may not, under any circumstances, post these materials on other internet sites or social media outlets.

2. Most materials published after 1989 are subject to copyright law including books, journal articles, software, music and other artistic works. Students who illegally obtain and/ or are in possession of published and copyrighted material are in violation of the Academic Integrity Policy in addition to federal and state law.

3. Copyrighted materials distributed by faculty to students as part of a course have already been cleared for educational use or have been granted permission for use from the creator of the work. Students should seek advice from faculty prior to such action to determine whether copyright laws apply.

4. Materials that fall within the public domain are exempt from copyright laws. These materials include:

- Classic works of literature, art, or music
- Government documents
- All works published in the U.S. before 1923
- All works published without a copyright notice from 1923 through 1977
- All works published with a copyright that has expired or not been renewed
- Any work assigned to the public domain by its creator (Example: shareware)

5. Materials designated as "fair use" may be legally reproduced and used in your work without permission of the creator if certain conditions are met. For example, the purpose of the use is non-commercial in nature such as referencing a limited portion of a book or journal article in the literature review for a grant proposal or publication.

Penalties for Violations of the Academic Integrity Policy

The Academic Integrity Policy of the DPT program is in line with the University Policy. In the Department of Physical Therapy, violation of this policy is a serious breach of contract as well as a violation of the Code of Ethics and Core Values of the American Physical Therapy Association. The penalty for violation of this contract depends on the specific infraction. Any student who is caught cheating

or attempting to cheat on a formal assessment (ex. quiz, midterm or final examination, practical exam or OSCE (Objective Structured Clinical Examination)) will be removed from the program. Any student who violates this policy on an assignment or other activity will earn a zero (failing grade) for the assignment or examination and penalties up to and including dismissal from the program without an opportunity to return. A second offense will result in an automatic dismissal from the program.

All confirmed cases of academic dishonesty are reported to the Student Development Committee and the Program Director in the DPT Program as well as the office of the Dean, where he/she will record the offense. The Student Development Committee will evaluate the offense to determine if additional sanctions are warranted. The Student Development Committee will forward their recommendation to the full faculty for deliberation. Students will be notified in writing of the decision within 2 business days.

Professional Netiquette:

Each student will be given an email account from Faulkner University. Students are required to utilize that email for all communications with the department and university. Communication should be respectful and well written in a business format. Students should carefully review the email for content, tone, spelling and grammatical errors prior to sending it. Personal use of the university email should be minimal. Since all communication from the department will be disseminated to the university email, students should check it regularly. It is expected that a student will respond to an email within 24 hours during the week and 48 hours on the weekends.

Netiquette Policy

Just as certain social norms exist for polite and courteous conduct when interacting with other people face-to-face, so there are similar norms for conduct online. In whatever venue for online courses at Faulkner University (e.g., discussion board, email, video or telephone conference), these norms include, but are not limited to:

- Maintaining kindness in all communication in whatever form. The operative principle in communication should always be treating others as you would want to be treated (Matt 7:12; Luke 6:31).
- Avoiding libelous, slanderous, defamatory, offensive, racist, sexist, or obscene remarks. If you receive communication with such remarks, you should promptly notify your instructor, program director, department chair, or other appropriate supervisor (e.g., Dean of Students) according to the University's harassment policy.
- Sending communication only as yourself and not attempting to do so anonymously or to use or forge messages as from others' email, learning

management system (LMS), or other University-managed communication or social media accounts.

- Respecting the potential confidentiality of others' communications. University email and LMS communication is not considered private, nor does it fall under individual users' right to privacy, but as a principle of courtesy, email should not be carelessly forwarded or otherwise further distributed.
- **Responding to email promptly, at least within 24- 48 hours.** When you do so, leave the thread of previous messages included below your reply for the recipient's ease of reference.
- Using standard, professional English with proper punctuation, spelling, and grammar. You should avoid text-messaging style abbreviations, other slang, and ALL CAPS text. Messages should be clear, to-the-point, and divided into logical paragraphs. For email, you should always include a "subject," avoid attaching unnecessary or questionable files, and avoid forwarding "chain" messages.
- Using delivery or read receipt requests only when absolutely necessary.
- Observing other, more specific netiquette requirements as deemed appropriate by your instructor, program, or department.

Social Media Policy:

The purpose of these guidelines is to ensure the appropriate, responsible, and safe use of electronic communications and social media by students within the Department of Physical Therapy.

1. University provided electronic communication tools are the property of Faulkner University and are provided to facilitate the effective and efficient conduct of business. No student shall have any expectation of privacy in any message, file, or image or data created, sent, retrieved, or posted in the use of any University equipment. The University has a right to monitor any and all aspects of electronic communications and social media usage. Such monitoring may occur at any time, without notice, and without the student's permission.
2. Students should refrain from accessing social media during class time unless expressly permitted by the faculty member. Not only is this a violation of Professional Standards of Behavior, but it often leads to poor academic performance in the program. Students may be asked to leave the room if caught on social media without permission. Additional consequences may result with repeated offenses.
3. Students must obtain permission from the Program Director or Assistant Program Director prior to posting any written documents, videos or pictures related to the program, faculty and students.

4. When using electronic communication tools and social media, students will use their accurate identities and state their affiliation when using electronic communications or social media as it pertains to Faulkner University or the Department of Physical Therapy.
 - a. Ensure the security of sensitive or confidential information when communicating electronically or posting the information on internal or external websites including social media platforms.
 - b. Ensure information is accurate prior to posting on social media sites or other electronic media sites. If it is discovered that information is inaccurate after posting, students should work to quickly correct the errors.

Prohibited Activities:

1. Any use that is in violation of applicable local, state, and federal law.
2. Personal use that creates a direct cost for the Faulkner University or Department of Physical Therapy.
3. Accessing, uploading, downloading, transmitting, printing, communicating, or posting proprietary documents (i.e., tests, assignments, quizzes, research), access-restricted or sensitive University related documents or including the work of others in electronic communications, including copyright laws.
4. Accessing, uploading, downloading, transmitting, printing, posting, or storing information with sexually explicit, fraudulent, threatening, obscene, defamatory, discriminatory or otherwise unlawful messages or images or content as prohibited by law.
5. Unauthorized Spoofing - posting information or sending electronic communications such as email using another's identity.
6. Posting tests, assignments, laboratory or clinical experiences that are prohibited by the University, CHS faculty, or clinical site.
7. Taking or posting photos and videos of students, faculty or staff without written consent.
8. Taking or posting pictures and videos or audio recordings of actual patients or patient models without written consent.
9. Use of electronic communication tools in the class, laboratory, or clinical setting without consent of the faculty member or clinical instructor.
10. Any other activities designated as prohibited by the University.

Posting Classroom Images on Social-Media

Unauthorized posting of any instructional activities (i.e., classroom lectures, lab demonstrations, patient interactions) on the internet (i.e., YouTube, Facebook, other social media outlets) is strictly prohibited without consent of the faculty.

Recording and Photography:

Students are required to obtain PRIOR permission to record (audio or visual) lectures by faculty or guest speakers, patients, or fellow students. Any recordings made either by faculty or students are for the use of enrolled students only. No photos should be taken that include individuals other than faculty or students unless those individuals have provided prior consent. It is strictly prohibited to share recordings with anyone outside the Department of Physical Therapy.

Penalties for Violations of the Netiquette or Social Media Policy

Violation of this policy is a serious breach of the APTA Code of Ethics and Core Values as well as the policies outlined and will result in disciplinary action up to and including program dismissal.

Assessment Policy:

This policy applies to any formal assessment given within the DPT Program. The most common types of formal assessments include quizzes, examinations, and laboratory examinations (ex. Practicals, OSCE's). Students are required to take all assessments as scheduled in the curriculum. If a student is absent for an exam because of an illness, emergency or other circumstance beyond the student's control, the student will be allowed to make up the examination once a valid excuse is provided. Examples of valid excuses include a doctor's note or official documentation. If no valid excuse is provided, the student will receive a "0" for the examination. The make-up exam, if allowed, should be taken within 48 hours if possible and must be approved and scheduled with the course coordinator. The student will not be allowed to review the exam or the key until all students have taken the examination.

The assessment policy is based on the testing procedures outlined by the licensure examination, which is a timed, computer-based examination. In order to practice Physical Therapy, all students must pass the National Licensure Examination. Not only will this process maintain the integrity of the examination but will assist in preparing students to take the examination.

1. The student will not be allowed to leave the room once the examination has begun. Once the student leaves, they will not be allowed to return until all students have completed the examination and all of the students have left the room.
2. Students will not be allowed to go to the restroom unless there is a documented medical condition or the student becomes ill.
3. No food or drink will be allowed during the examination unless there is a documented medical reason that requires it.

4. No electronic devices (other than a laptop, if required) are allowed in the testing room. This includes watches, phones, etc. All eyeglasses and watches will be inspected prior to starting the exam.
5. No backpacks, books, purses, paper, pencils will be allowed in the testing room. The necessary items will be provided as indicated.
6. No hats or bulky jackets may be worn. Shoes must remain on the feet during the entire examination. Any clothing worn during the exam, should remain on the student until the examination is complete.
7. Students must not congregate near the testing room, discuss the exam with anyone after completing the exam and are expected to be quiet and respectful of others taking the exam.
8. The examination will be given for a predetermined amount of time. Clocks will be available in the room.
9. Students may be provided with dry erase boards or paper that must be turned into proctor at the completion of the assessment.
10. If testing software is used, all students must start the assessment when instructed to do so and must demonstrate completion prior to leaving the room (through visual verification).
11. A proctoring service may be utilized during testing.

Extra Credit:

Extra credit projects and assignments (outside those offered/ required for the class as a whole) designed for purposes of “pulling up” a student’s grade is not permitted. Any student who is at risk of not meeting the requirements of the program should be identified early in order to develop a plan to successfully complete the course/ program. It is important to identify strategies for success early in the semester. Students may be referred to the Student Development Committee, if needed. Students also are encouraged to reach out to the Course Coordinator early if they feel they are at risk for failing any course, or struggling to learn the material.

Late Arrival to Examinations:

A student who, without prior notification or excuse, arrives late to a required assessment (examination, quiz or practical) will not be allowed extra time to compensate for the late arrival unless the student demonstrates good cause for the late arrival and that prior notification and excuse could not reasonably be given under the circumstances.

Grading Policy:

In order to progress through the Doctor of Physical Therapy program at Faulkner University, students must complete all academic and clinical coursework successfully in the outlined sequence. Students will only be allowed to progress to the subsequent semester when they have successfully completed all academic and clinical coursework from the previous semester or approval of the Program Director. Successful completion of a course is defined as earning an average of C or better and passing all clinical laboratory examinations (please see Laboratory Examination policy). Students enrolled in the class of 2028 and beyond will be allowed no more than 6 credits of C during the didactic portion of the program (see Criteria to Progress policy). There are two courses in which an average of B or better is required, Basic Science I and II. Students must demonstrate competency in the foundational courses on which physical therapy is built, Basic Science I (PHT 6520) and II (PHT 6421). Competency is defined as earning a course average of at least 80% or higher or passing a written and practical competency examination with a score of 80% or higher. A competency exam will be offered only one time during the student's course of matriculation. (Please see Basic Science Remediation Policy)

In addition, students must maintain a minimum cumulative G.P.A of 3.0 throughout matriculation in order to remain in the program. The program assesses students in the cognitive, psychomotor and affective domains; therefore, students must demonstrate competence in all three domains in order to be successful in the program.

The Department of Physical Therapy will utilize the following grading scale for all courses, unless it is deemed a pass/fail course.

Letter	Scale		Quality Points
A	90-100	Excellent	4
B	80-89	Satisfactory	3
C	70-79	Below average	2
D	60-69	Failure	1
F	<=59%	Failure	0

Letter	Scale
I	Incomplete
W	Withdrawn
P	Pass, no reference to achievement

An "I" indicates that some requirement of the course is not yet complete. It is only given for reasons which in the judgment of the instructor have been unavoidable, and with the approval of the dean of the respective school. It is the responsibility of the student to initiate steps with the instructor to have an "I" changed. An "I" which has **not** been changed to a permanent grade by the last day of classes of the following semester automatically becomes an "F."

A “P” may be given in courses to signify that all coursework was completed as outlined in the syllabus and the credit hours awarded for the course will be counted toward the required number for graduation but will not be used to calculate GPA.

A grade of “W” is posted when a student drops a course before the deadline specified on the University’s Academic Calendar. A grade of “F” will be posted when a student drops a course after the specified date in the Academic Calendar. These standards apply whether the student withdraws from a course voluntarily or involuntarily.

Computing Grade Point Average

Scholarship level is expressed in terms of a grade point average (GPA) calculated by dividing total quality points earned by credit hours attempted. Pass grades “P” will not be used to compute GPA. Semester and cumulative averages are recorded on the permanent academic record and on semester grade reports. Averages are used to determine academic probation, renewal of academic scholarships, and eligibility for degrees

Pass/ Fail Courses

A course classified as pass/fail will count toward the number of credits needed for degree requirements but will not be used in the GPA calculation. Any student who earns a “F” Fail in a pass/fail course will automatically be dismissed from the Doctor of Physical Therapy Program.

Dropping a Course

Due to the nature of the program, withdrawal from one course in the curriculum is a withdrawal from the entire program.

Academic Standing

Graduate students must maintain a cumulative graduate GPA of 3.00 to remain in good academic standing. Evaluation of academic standing occurs each term.

Academic Probation

The first semester a student’s cumulative graduate GPA falls below a 3.0, he or she will be placed on probation. The student will be notified in writing by the Program Director of their probationary status. The student will be required to meet with their advisor, Program Director and/ or the Student Development Committee, within 2 business days of written notification in order to determine strategies for success. The student is ultimately responsible for determining

areas of weakness and developing a plan to remediate the content. Faculty are available to assist as needed. The program expects that students who need assistance will actively seek it out. If the cumulative GPA remains below a 3.0 by the end of the subsequent (probationary) semester, the student will be dismissed from the program. Students will not be allowed to progress to the full-time clinical experience if their cumulative GPA falls below a 3.0.

Auditing a Course

Students may only audit courses with the consent of the Program Director and the Dean of the College of Health Sciences and upon payment of an audit fee. This fee is not refundable for any reason. Audit status may be changed to credit status only within the first four weeks of the semester and upon payment of the difference between the audit fee and the regular tuition.

Lab Participation:

Students are required to participate in all learning experiences within the DPT program as both a healthcare professional and as a subject/ simulated patient. Lab skills practice may include but not limited to: observation, palpation of various body parts, therapeutic exercise, manual therapy techniques, bed mobility, transfers, gait training, application of therapeutic modalities, and joint mobilization. A list of specific activities in each course can be obtained from the Course Coordinator and course syllabi.

Students are expected to become comfortable with palpation of others as well as their own body. If a student has an underlying medical condition or contraindication that would limit safe participation in a lab activity, it is the responsibility of each student to inform the faculty. If there are cultural or religious customs that interfere with participation in an activity or lab, the student must inform the course coordinator and/ or the Program Director. Students should be prepared, however to work with multiple lab partners, faculty and instructors to gain the full benefit of learning experience. Each student will sign the Acknowledgment of Lab Participation Form. Failure to participate in laboratory activities may result disciplinary action or removal from the lab at the discretion of the lab instructor.

Lab Examination Policy:

A student is required to pass both the didactic and laboratory components of the course in order to proceed in the program, regardless of the grading rubric in the course. Laboratory sessions are designed to teach students psychomotor and clinical skills essential to physical therapy practice. The most common methods of assessment include practical examinations and Objective Structured Clinical Examinations (OSCE's). All students must pass the laboratory examinations in

the course in order to pass the course. Lab examination grades will be recorded as pass or fail. A passing grade on a laboratory examination is 80% or higher. Any student who earns less than 80% on any laboratory examination will earn a failing grade. In addition, students must demonstrate the ability to maintain a safe environment at all times during the examination. Failure to do so at any time will result in an "F". Students are expected to seek help from faculty early if they are struggling with any skill to avoid failing the laboratory examination.

If the student fails the laboratory exam for any reason, they will be allowed one retake. The date of the retake will be determined by the course coordinator. If a remediation plan is warranted, the student must submit the remediation plan to the course coordinator within 24 hours of meeting with the faculty member and complete the remediation prior to the retake. Failure to do so will result in a 5-point reduction in their final course grade. The student must pass the retake examination with a score of 80% while demonstrating the ability to maintain a safe environment at all times. If the student does not pass the laboratory examination after the first retake, the student will fail the course and be removed from the program. In extenuating circumstances, the student may request a second retake, however, the student must make the request in writing to the entire faculty, detailing the reason the retake should be considered. The faculty will make the determination if a retake will be granted and the conditions for the retake. Examples of extenuating circumstances include death in the family and severe illness. If the student does not pass the second retake, the student will earn an "F" for the course and will be dismissed from the program.

Comprehensive Examinations:

Students will take a comprehensive written and laboratory examination after the successful completion of the first year as well as at the end of the second year of program. The year two comprehensive exam will be given during the summer semester, before the start of the full-time clinical experiences. It is expected that academic honesty will be observed during the entire examination process.

Written Examination:

Year One

This examination covers all of the academic content taught during the first year of the program. The purpose of this examination is to determine the students' knowledge in the content areas covered during the first academic year and identify any significant deficits that may hinder progress in year two. It also assists students in preparation to take the NPTE. The examination will take place in PHT 7360: Clinical Reasoning in Rehabilitation and will be reflected in the course grade.

Year Two

This examination covers all of the didactic content taught during the program. While the purpose of this examination is similar to the year one examination, because it covers all of the entry level content, students should achieve a minimum passing score to progress to the clinic. Students who are not successful will have the opportunity to remediate the deficient information and demonstrate competency prior to beginning full time clinical experiences. The minimum passing score will be determined by faculty prior to administration. The examination will take place in PHT 7362: Outpatient Rehabilitation and will be reflected in the course grade.

Practical Examination:

Year One

Students will take a comprehensive laboratory examination at the completion of year one which includes all content and skills learned during the first academic year. The results of this examination will provide feedback regarding students' level of knowledge and ability to apply it in a clinical environment, psychomotor skills, identify areas of weakness or deficiencies to be addressed, and facilitate success in the second year practical. It also serves to familiarize students with the format of the comprehensive practical. The examination will take place in PHT 7360: Clinical Reasoning in Rehabilitation and will be reflected in the course grade.

Year Two

Students will take the comprehensive laboratory examination after the successful completion of all required didactic coursework. The grade requirements are the same as other laboratory examinations, and only one retake will be given. If remediation is required, the student may not be able to begin clinical experiences on schedule, and therefore the student's graduation may be delayed. This examination is essential to ensure that students have the level of knowledge and skill necessary to practice safely and competently in a full-time clinical environment. Each student must achieve a passing score, with no safety concerns, in order to progress to the full-time clinical experiences. The practical examination will take place in PHT 7362: Outpatient Rehabilitation and will be reflected in the course grade.

Remediation of Comprehensive Examinations:

Year One

Students will meet with their advisor to review the results of the written and laboratory exam and will outline a plan to review any areas of deficiency. If it is

determined that a formal plan is necessary, the student, in consultation with the advisor and the Program Director or Assistant Program Director, will outline a Remediation Plan. The plan will be forwarded to the Student Development Committee, who will be responsible for ensuring that the plan is completed. If significant deficiencies are identified, especially in areas of professionalism or safety that would place potential risk to a patient, clinical instructor or themselves, a student may be delayed in participating in an Integrated Clinical Experience. Students will not be allowed to progress to a clinical environment until they can demonstrate safe, professional clinical behaviors.

Year Two

Students will meet with their advisor and/ or grader of the laboratory examination to review the results of their examination to determine any areas of weakness. If a student does not meet the minimum passing score on the examination, the student will be given 1 opportunity to remediate and retake the examination. If remediation is required, the student will meet with the advisor, the faculty member who assessed the student and the Program Director to outline a Remediation Plan. If the student did not pass the practical examination, the DCE will also be involved in the Remediation Plan. The comprehensive practical examination is subject to the Laboratory Examination policy. The program will determine the date the student will retake the examination. If the student fails to pass the examination on the second attempt, the student may not progress to clinic and may be subject to dismissal from the program.

Any student who fails to meet the benchmark score on the year 2 written comprehensive examination will be required to meet with their advisor as well as the Program Director or Assistant Program Director to determine a remediation plan. As part of the remediation, the student will be required to complete an item analysis to identify areas of strength and areas for improvement. The student will use this analysis along with self- reflection and feedback from faculty to develop a remediation plan.

Practice Exam and Assessment Tool (PEAT)

These exams are developed by the Federation of State Boards of Physical Therapy (FSBPT) to assist students in preparing for the licensure exam. During the program, students are required to take two PEAT exams. These exams will be administered at or near the completion of their didactic curriculum and are given to ensure that the student has the knowledge required to progress to clinic as well as pass the NPTE. Scoring of the PEAT aligns with scoring on the NPTE (200-800). A benchmark score will be set for each exam. Students who fall below the benchmark will be required to complete a self-reflection and a test analysis. Once complete, the student must meet with their advisor to discuss specific opportunities for improvement. Consultation with the PD, APD and/or DCE is required. This can include anything from self-study to development of an IDC.

Opportunity for Development

1. Semester 5 PEAT

- a. Any student who scores less than a 500 on the first PEAT exam will be placed on an IDC for the summer semester (semester 6). The IDC will include strategies to improve knowledge gaps and test taking skills.
- b. Additional practice exams may be given as part of the IDC

2. Semester 6 PEAT

- a. Any student who scores less than a 500 on the second PEAT (but not the first) will be enrolled in an IDC.
 - i. The IDC will be through the first clinical rotation if the first exam score was over 600.
 - ii. The IDC will extend through the first two rotations if the first exam score was under 600.
 - iii. Additional practice exams may be given as part of the IDC
- b. Any student who scores less than a 500 on the second PEAT as well as the first PEAT will be enrolled in an IDC.
 - i. As part of the IDC, the student will be delayed in progressing to the full-time clinical experiences in order to dedicate the necessary time to remediate deficient knowledge.
 - ii. The student will be enrolled in a remediation course to address specific deficits in knowledge, application, clinical reasoning and/ or test taking skills.
 - iii. A component of the course will be to retake a board style examination and meet the benchmark score.
 - iv. If the student fails to meet the benchmark score on the remediation exam, the student will fail the remediation course and be removed from the program.

Progression and Dismissal from the Program

In order to matriculate through the program, students must successfully complete the previous semester coursework and as well as all departmental requirements.

Student Success:

The priority of the Department of Physical Therapy is the successful matriculation of all students through the program. To facilitate this, the department created the Student Development Committee. The charge of the Student Development Committee is to oversee the academic and professional progress of each student. The committee will oversee Individualized Development Contracts (IDC's) for both the academic and clinical part of the program. The committee, when appropriate, may recommend disciplinary actions for situations that fall outside major university violations.

At Risk Student Policy:

Due to the complexity and volume of the knowledge, skills and behaviors required of students in the DPT program, Faulkner is committed to facilitating the success of every individual in the program. In order to progress in the DPT program, students are required to pass every course in the DPT program with a "C" or better, except Basic Science I and II, in which students are required to earn a "B" or better (please see Basic Science policy). Students are allowed to earn up to 6 credit hours of "C" and remain in the program. If students earn more than 6 hours of "C" at any time during the program, the student will be removed from the program (see Progression and Dismissal Policy). If a student earned a "C" in Basic Science I or II and was able to demonstrate competency, the C will not count toward the 6 credits of "C." Students must also maintain a cumulative G.P.A. of 3.0 or higher.

At the midterm of every semester in the didactic portion of the program, the Student Development Committee will identify any student who is at risk of not meeting these requirements. However, students are strongly encouraged to seek assistance from faculty as soon as possible and should reach out any time a risk is identified. Formal notification will be sent to each student who is at risk. Students will be required to meet with their advisor within 2 business days of receiving notification. Students will be held to the Advisement Policy in regards to timely meetings with faculty. Students should self-reflect and meet with the Course Coordinator/ instructor in order to bring suggestions for an improvement plan. The student and advisor will determine the next course of action, if any, and submit the Advising Form and other required documents as needed to the Student Development Committee. Failure to meet this requirement, and any requirements outlined in an IDC or remediation plan (if warranted) may delay progression in the program or include disciplinary action, up to and including dismissal from the program.

Basic Science Policy:

Students must demonstrate competency in the foundational courses on which physical therapy is built, Basic Science I and II. Competency is defined as earning a course average of at least 80% or higher or passing both a written and practical competency examination with a score of 80% or higher. A competency exam will be offered to a student only one time during the student's matriculation. The exam will only be offered to students who earn a final course grade of 70-79% in either Basic Science I or Basic Science II.

Students must earn a final course average of at least 80% or higher in each course in order to progress in the program. If at any time after the first examination a student's grade falls below an average of 80, the student will be placed on a remediation plan for the remainder of the semester. The plan will be

developed collaboratively with the student, Course Coordinator, Lab Director and advisor. The plan will be developed based on the individual student needs, which may include tutoring, attending help sessions, or advisor meetings. The student is required to complete all components of the remediation plan. Failure to complete the remediation plan could result in disciplinary action up to and including dismissal from the program.

A student who earns a final course grade of 70-79% at the end of the semester will be given the opportunity to take a written and laboratory competency exam in order to demonstrate their knowledge in the subject matter. The exam will be similar to the final written and laboratory exam in the course. Students must earn at least an 80% on both exams in order to continue in the program. If the student successfully passes both competency exams with an 80% or higher, they will be allowed to move forward in the program, however, their final course grade will not change.

Students who earn less than an 80% on either of the competency exams will be removed from the program. A competency exam will be offered only one time during the student's course of matriculation. If the student completes the competency examination process in Basic Science I, it will not be offered to the student in Basic Science II. Students who earn a C in both Basic Science I and Basic Science II will be removed from the program.

Failure to meet this requirement will result in removal from the program.

Individualized Development Contract:

An Individualized Development Contract, or IDC, is a contract that is created by the Department of Physical Therapy, in consultation with the student and other relevant stakeholders, to facilitate the students' successful completion of the program. An IDC can be developed at any time, including after completion of a semester. The IDC is designed to assist the student in remediating knowledge, skills and abilities that the student needs to be successful. There may be times when a student is meeting the requirements in individual courses, but demonstrates overall deficiencies which suggest the student may struggle in future semesters or not be prepared for clinical experiences. Examples include but are not limited to: failing to maintain a "B" average on examinations, requiring remediation of more than 1 practical in a given semester, inability to meet expectations in a clinical experience, or having multiple behavioral infractions. The faculty will determine the need for further action. If further action is warranted, an IDC will be developed to address the identified areas of concern.

The contract will detail student requirements for successful completion and consequences for failure to meet stated objectives. The contract will be reviewed and signed by the student, Program Director, student advisor and/ or other

relevant faculty members. Failure to complete an IDC may result in disciplinary action, up to and including dismissal from the program. Failure to fulfill the terms of the contract may result in immediate dismissal from the program.

Criteria to Progress to Integrated Clinical Experience:

Integrated clinical Experiences (ICE) are offered during the second year of the program. In order to progress to the ICE, students must pass all didactic courses and must complete the year one comprehensive exam with no red flags in safety or unprofessional behavior. Students who demonstrate significant deficiencies, red flags in safety or unprofessional behavior will be required to remediate and may be put on an IDC. The student will not be able to progress to the ICE until the student can demonstrate safe clinical performance.

Criteria to Progress to Full Time Clinical Experiences:

1. Successful completion of all didactic courses with at least a C or better, (B or better required in Basic Science I and II) AND a cumulative 3.0 GPA or higher. No more than 6 credits of "C" for the class of 2028 and beyond.
2. Pass all laboratory examinations in all clinical courses during the didactic portion of the program (please see lab Examination policy)
3. Students must successfully pass the written and practical comprehensive exams at the end of the second year of the program
4. Any outstanding IDCs must be complete.
5. No identified or unresolved professional behavior issues.
6. Formal vote by the faculty

A student may be delayed in starting a clinical experience if:

1. An Individualized Development Contract is required to meet one of the above criteria or:
2. An Individualized Development Contract has not been completed on time

Failure to begin a full-time clinical experience, may result in a delay in graduation from the program. In order to ensure students are eligible for graduation with their class, they should make every effort to meet all requirements listed above.

Criteria for Dismissal from the Program:

A student in the Physical Therapy Program at Faulkner University will be subject to dismissal for any of the following reasons:

1. Inability to maintain a cumulative 3.0 GPA after one probationary semester.

2. Earning a “Fail” grade in a pass/fail course.
3. Earning a final course average of D or F in any course within the program.
4. Earning a final course average of “C” in both Basic Science I and II, despite passing a competency examination, as outlined in the Basic Science Policy.
5. Earning a final course average of “C” in either Basic Science I or II and failing to pass the competency written or practical exam as outlined in the Basic Science Policy.
6. Earning more than 6 credits of “C” during matriculation (Class of 2028 and beyond). If a student earns a “C” in Basic Science I or II and is able to demonstrate competency in the content, the C will not count toward the 6 credits of C.
7. Students placed on probation more than two separate times for academic deficiencies.
8. Inability to pass the clinical component of a course, including the remediation attempt, as outlined in the laboratory examination policy.
9. Inability to pass the year two comprehensive laboratory examination, including remediation, at the completion of the didactic portion of the curriculum.
10. Failure to complete an assigned IDC or do so within the time outlined.
11. Inability to pass a clinical education experience (course), including the remediation attempt, as outlined in the DPT Clinical Education Handbook.
12. Vote by the faculty as a whole to dismiss a student due to frequent, repetitive offenses or those that are deemed egregious repeated violations in safety which could risk harm to patients or staff or unprofessional behavior, especially in the clinical environment.
13. Behavior outside the program that results in a felony conviction.
14. Students will attest to their ability to perform all of the criteria within the Program’s “Essential Functions” document. If it becomes apparent to DPT faculty and staff that the student cannot perform these essential functions with reasonable accommodations; or the accommodations are not reasonable and would put an undue hardship on the university; or that the performance of these functions would significantly increase the risk the harm or jeopardize the safety of others, the program may dismiss the student from the program.
15. Inability to use professional judgment and emotional maturity to seek help when needed to address personal issues that interfere with professional practice, act in a professional manner and ensure the safety of patients/ clients/ colleagues and faculty.
16. Students may be dismissed for unprofessional behaviors.
 - a. Violations of the APTA Code of Ethics and Core Values, University Code of Conduct, or Professionalism Policy
17. Confirmed cases of cheating or attempting to cheat on any assessment within the program.
18. Violations of the Academic Integrity Policy and the Professionalism Policy may result in removal from the program.

Graduation Requirements:

In order to qualify for the Doctor of Physical Therapy Degree, the following conditions must be met:

1. Complete all institutional requirements for graduation, including meeting all financial obligations, and completing all required courses with requisite grades.
2. Maintain a cumulative 3.0 GPA or higher.
3. Successfully complete all Individual Development Contracts (IDCs).
4. Earn no more than 6 credits of "C."
5. Earn a rating of entry level or above on all components of the CPI at the completion of their clinical experiences.
6. Be recommended for graduation by the Department of Physical Therapy Faculty.

Professional Development

Professional Development Portfolio:

The Faculty of the DPT Program are committed to a philosophy of continuous self-assessment and professional development as an integral part of the learning process within professional education. We believe that professional behaviors and attitudes are essential for success as a physical therapist, and that academic and clinical faculty serve as mentors and role models within the professional education environment. Beginning in semester one, students will work with their faculty advisors to develop a Professional Development Portfolio (PDP) that will be continually assessed and revised as the student grows within the professional role of the physical therapist. The purpose of this portfolio is to provide the student with mentorship and constructive feedback that will facilitate an understanding of professional responsibility and to recognize opportunities for enrichment, development and improvement. The final completed Portfolio will be due in the Professional Seminar Course at the end of the Spring Semester of the third year.

National Physical Therapy Examination (NPTE):

Once students have received their degree, they will become eligible to apply for the National Physical Therapy Licensure Examination (NPTE). The licensure exam is given on specific dates during the year; therefore, students should review the requirements for testing and the scheduled dates. The licensure exam is a computerized exam with criterion referenced scoring, which is the same for all states. The Alabama State Board of Physical Therapy regulates licensure in the State of Alabama. Requirements will vary among states, therefore, students should review requirements for each state by exploring the Federation of State Boards of Physical Therapy (NPTE) website <https://www.fsbpt.org/>, as well as

the website for individual states. Since changes may occur at any time, it is important that students regularly review the website to obtain the most accurate information.

Faulkner University's DPT program was awarded initial accreditation from the Commission on Accreditation in Physical Therapy Education (CAPTE) in May 2024. Therefore, the DPT curriculum meets the state educational requirements for licensure or certification in all states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands secondary to its accreditation by the Commission on Accreditation in Physical Therapy Education, based on the following: CAPTE accreditation of a physical therapist or physical therapist assistant program satisfies state educational requirements in all states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands. Thus, students graduating from CAPTE-accredited physical therapist and physical therapist assistant education programs are eligible to apply to take the National Physical Therapy Examination and apply for licensure in all states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands. For more information regarding state qualifications and licensure requirements, refer to the Federation of State Boards of Physical Therapy website at www.fsbpt.org

APTA Student Membership:

The American Physical Therapy Association (APTA) is the national organization dedicated to serving the physical therapy profession. The APTA "advocates for positive change, raises public awareness, advances evidence-based practice, supports the continued growth of our members, and develops the next generation." All DPT students are required to become student members of the APTA and remain a member of the association until graduation. There are many benefits to membership including access to databases and resources that will be used throughout the program. Students with special interests may also choose to join one of more specialty sections with APTA. There are also opportunities for students to get involved and engage with other students. For more information go to: <https://www.apta.org/for-students>

Student Governance:

Each cohort of students in the Faulkner University DPT program will elect class officers who can represent their class, organize events and activities and communicate with faculty. Service as a class officer is a privilege and officers can be removed from office in the event that he/she has been placed on academic probation, inadequate professional behavior, or through a vote of removal by the class in which 50% of the class must elect to remove the officer. In this case, a reelection must take place within two weeks of any officer being removed from duty. The following officers will be elected for each cohort: President, Vice President and Historian/ Social Officer.

Students in the Department of Physical Therapy will also be eligible to participate in the Student Physical Therapy Organization (SPTO). Please see the CHS Handbook and CHS SLB Bylaws.

Professional Conference Participation:

Faulkner University strongly encourages students to get involved in leadership and professional activities. This includes attending professional conferences and meetings, as well as for presenting an abstract or poster. There is no guarantee that classes will be cancelled for professional meetings, nor that students will be able to attend the meeting of their choice. In the event that classes are cancelled for a professional meeting in the nearby geographical area, all students will be strongly encouraged to attend. There may be instances when course instructors require attendance at professional conferences.

Any student who would like to attend a conference/ professional meeting that is not mandated by the DPT program, must submit a request in writing to the Program Director at least 2 months in advance of the scheduled meeting. This request is required to evaluate the request and outline an individualized plan if approved. If this requirement is not met, the student will not be allowed to attend unless their absence will not interfere with classroom and/or clinical education courses. In rare circumstances, exceptions may be made on a case by case basis.

The Program Director will meet with the Student Development Committee and faculty to discuss the request and render a decision. Considerations will include: academic status, clinical obligations, prior attendance at a meeting, and justification for request. The first priority of the DPT program is always the students' successful completion of program requirements.

Students should be aware that permission granted by the Program Director to submit an abstract does not guarantee attendance at the conference, especially for abstracts with multiple authors. Students must also be aware that the program has the right to revoke the approval to attend a conference if new concerns arise. (eg. Professional, academic or clinical performance issues)

For example, if a student's academic performance has demonstrated a decrease in academic performance and the faculty determines that additional time is necessary to gain the requisite knowledge, the student will not be allowed to attend the scheduled meeting. Students should be aware of refund and transfer policies for travel expenses

Professional Relationships:

Students will have opportunities to engage with faculty and staff in a variety of situations on and off campus. Students are strongly encouraged to use appropriate designations when addressing faculty and staff in order to maintain the professional relationship. These may include: Doctor, Instructor, or Professor. If unsure, students should consult the individual directly.

Students should avoid giving gifts to a faculty member while the student is being evaluated by them. The faculty member has the responsibility prior to accepting the gift, to consider the reason for the gift and its value. Students and faculty are encouraged to consult the APTA Code of Ethics for appropriate behavior.

Student Related Policies:

Student Rights and Responsibilities:

Universities and colleges exist for the transmission of knowledge, skills, and dispositions for the general wellbeing of society. A key commitment of the University is the preservation and perpetuation of the principles of a democratic society, individual freedom, a government of law, the American spirit of community service, and personal responsibility. As a Christian liberal arts university, Faulkner accomplishes this through open inquiry, investigation, and engagement to promote knowledge, professionalism, critical thinking, leadership, lifelong learning, and service to others. In this light, Faulkner University has established the following mission- and vision-driven student rights and responsibilities to create a caring Christian environment for the development of the whole person.

Student Rights: Students have a right to:

1. Learn in a caring Christian environment.
2. Participate in all areas and activities of the University, free from any form of discrimination on the basis of race, color, national or ethnic origin, religion, sex, disability, age, or veteran status in accordance with applicable federal and state laws, except as otherwise permitted under federal or state law as a consequence of the University's religious mission and values.
3. Participate in a free exchange of ideas within the mission, vision, and core values of the University.
4. Enjoy personal privacy within the mission, vision, and core values of the University except as otherwise provided by the University's policies, regulations, or procedures and those provided by law.
5. Receive or access the University Catalog, Student Handbook, University Calendar, or other relevant program handbooks via the University website (www.faulkner.edu).
6. Access modifications, enhancements, additions, or alterations to the materials listed in #5 above in a reasonable time frame via the University website (www.faulkner.edu).

Student Responsibilities: Students have a responsibility to:

1. Uphold the principles of personal and moral integrity contained within the Bible and exemplified by Christ.
2. Foster the creation of a caring Christian environment.
3. Foster the character traits of trustworthiness, respect, responsibility, fairness, caring, and citizenship within others and themselves.
4. Respect and observe the personal privacy of others within the mission, vision, and core values of the University, except as otherwise provided by the University's policies, regulations, or procedures and those provided by law.
5. Respect the rights and property of others, including other students, the faculty, the administration, the University, and its vendors.
6. Recognize that student actions reflect upon the individuals involved and upon the entire University community.
7. Know, adhere to, and abide by the regulations, policies and procedures in the current University Catalog, Student Handbook, and relevant program handbooks.
8. Know the modifications, enhancements, additions, or alterations to the regulations, policies, and procedures to the current University Catalog, Student Handbook, and relevant program handbooks posted on the University website (www.faulkner.edu).
9. Know the University calendar, including critical events and deadlines.
10. Read and review all mail—electronic and otherwise—from the University.

Dismissal/ Re-admittance:

Students who are dismissed from the program due to academic reasons may reapply for admission up to two years from the date of dismissal. Students must include documentation of remediation or other activities that served to address the reasons for dismissal. If the student is unsuccessful in their second attempt to complete the degree, the student will not be considered for readmission to the program.

Graduation:

A commencement ceremony will be held each Spring at the end of the final academic semester. Only students who have met all requirements for graduation will be eligible to participate. Any student who has delayed clinical experience for any reason will not be able to participate in the ceremony. The traditional academic regalia will be worn and any addition not formally recognized by the University will not be permitted. Advanced approval is required for any additional ornamentation to the attire.

Exit Interview:

Each student who graduates from the Faulkner University Department of Physical Therapy is required to attend two Exit Interviews. One held by the Department Chair/ Program Director and Director of Clinical Education and a second by Student Services. Students may also request an individual interview with the Department Chair/ Program Director and/ or class advisor.

Student Advisement:

All students admitted to the Doctor of Physical Therapy Program are randomly assigned an individual PT faculty advisor. Academic advising is an integral component of the successful educational experience and therefore, students are required to meet with their assigned advisor at least 1 time per semester. A student on probation must meet with their advisor at least one time per month. There may be additional reasons the student may be required to meet with their advisor, including notification by the Program Director or Course Coordinator. In each instance, the student will be required to schedule a meeting within 1 business day of being notified of the requirement. Failure to do so will result in a deduction in professionalism points for any/ all of the respective courses. This deduction will occur each day the student fails to schedule an appointment.

The advisor should make every effort to be accessible and responsive to students and students are responsible for being prepared and knowledgeable of the university and department policies and procedures. The faculty advisor is available to discuss academic and non-academic issues and will assist the student with appropriate resources. Failure to meet this requirement may delay progression through the program. The advisor may serve as an advocate for the student when needed for academic or disciplinary issues. Additional advising may be required during matriculation, at the discretion of the Program Director.

Scheduled appointments can be helpful and are encouraged to allow for adequate time to prepare for the appropriate response.

Students should be thoughtful about where and from whom they seek advisement. Issues and questions regarding courses should be directed to the course faculty first. Students may also seek advisement from their assigned advisor for questions or concerns, especially regarding the appropriate procedures. Students should not consult other students for advice, as often the information may not be accurate.

Equipment and Maintenance:

All students, faculty and staff are required to properly use and maintain equipment in all of the classrooms, laboratories, lounges, and other spaces dedicated to the Department of Physical Therapy, the College of Health Sciences

and the University. Equipment will be checked for safety at the beginning and end of each course in which it is used.

The DPT faculty/ staff will also perform regular checks of equipment to include mechanical and electrical equipment. Each person is responsible, however, to report any equipment that needs repair to the Administrative Assistant/ Program Director's office as soon as possible to avoid injury. If equipment is in need of repair, a sign will be placed on the equipment that denotes "out of order – do not use" and removes equipment from use for the safety of all concerned. Electrical equipment will be inspected yearly by a licensed professional. The administrative assistant will contact the appropriate person to repair equipment, and/ or orders repair or parts to facilitate repair.

Professional behavior includes taking care of all facilities and equipment, cleaning up after oneself and protecting others from harm. Students should report violations of these policies by other students to the Program Director. A violation of these rules can result in termination of the privileges of unlimited use of the laboratories. Damage done to equipment and/or departmental spaces, when due to negligence, will be reported on the Professional Behavior Form and may lead to dismissal from the program.

Academic Appeals / Grievances:

If a student has reason to question the decision of an instructor regarding course content, a grade received, or penalties imposed for academic dishonesty, misconduct, or unacceptable classroom or instructional behavior, the student must follow the academic appeal procedure which begins with an appeal to the instructor if appropriate. Students should also follow this process if appealing a Notice of Dismissal and for all other academic grievances. It should be understood that an instructor's decision as to any matter takes effect immediately and remains in place until the appeals process is complete. *Non-academic grievances should follow the process outlined in CHS Handbook. If an individual program maintains certain academic requirements (such as a 3.0 GPA), those requirements should be enforced using the procedure in this section.

Appeal to the Instructor

In all cases involving the decision of an instructor regarding course content, a grade received, or sanctions imposed for unacceptable classroom or instructional behavior, the student should attempt to initially resolve the matter with the instructor. The student should complete the "Student Complaint Record: Academic" (Appendix C), and submit a copy to the Program Director. The student may request confidentiality upon submission. However, the request for confidentiality will only be granted in rare cases. The Program Director will then initiate the appeals process by emailing the "Student Complaint Record: Academic" (Appendix C) to the instructor and including the student who made the

appeal in the email. The form should include the student's account of all pertinent facts, a statement listing all reasons as to why the instructor's decision was inappropriate, and a statement of the relief sought by the student. Any issue not raised in the written appeal is deemed waived and forfeited. A student who fails to timely submit a written appeal complying with the requirements of this section waives and forfeits the right to pursue the appeal. The student must make the appeal within seven (7) days of the date of the decision to be appealed. Failure by the student to make the appeal to the instructor within this time frame constitutes forfeiture of the right to appeal. Within three (3) days after receiving the student's written appeal, the instructor must respond in writing to the appeal and either grant or deny the relief sought. No discussion of the matter should take place between the instructor and the student once a written appeal has been initiated. The student has 48 hours after receiving the instructor's response to inform Program Director and Instructor (in ongoing email thread) whether they believe a resolution has been reached. If a resolution has been reached at the instructor level, the completed "Student Complaint Record: Academic" detailing the resolution must be confidentially maintained by the Program Director. The Program Director will send a copy of the completed complaint record to Dean's office and to the Vice President of Academic Affairs.

Appeal to the Program Director / Program Committee

If it is inappropriate for the student to initially submit the "Student Complaint Record: Academic" to the instructor, the student should still complete the "Student Complaint Record: Academic" (Appendix C), and submit a copy to the Program Director. The student may request confidentiality upon submission. However, the request for confidentiality will only be granted in rare cases. Additionally, if the student is dissatisfied with the instructor's response in the first stage of the appeal, the student has 48 hours from the date of the instructor's response to appeal in writing using the Complaint Record to the respective Program Director. Failure by the student to make this appeal within this time constitutes forfeiture of the right to appeal. Within four (4) days of the student's appeal to the Program Director, the Program Director (with input from the program committee) shall rule on the appeal in writing and provide copies of the completed Student Complaint Record to the instructor, student, CHS Dean's office, and to the Vice President of Academic Affairs.

The completed complaint record should be maintained by the Program Director. If the instructor whose decision is appealed is the Program Director, the student should appeal directly to the office of the Dean of the College of Health Sciences. If the instructor whose decision is appealed is the Dean of the College of Health Sciences, the appeal shall be directed to the Vice-President for Academic Affairs. The person to whom the appeal has been made may investigate the matter in any way he or she deems appropriate and may resolve the matter with or without a hearing. Within seven (7) days of the student's appeal in this instance (i.e., to either the Dean of the college or the Vice-President for Academic Affairs), the

official to whom the appeal has been made shall rule on the appeal in writing and provide a copy to the instructor, the Program Director, the Office of the Dean of CHS, and the Vice President of Academic Affairs.

Appeal to Office of the Dean of the College of Health Sciences

If the student or the instructor whose decision is at issue is dissatisfied with the Program Director's response, either party has 48 hours from the date of the Program Director's response to appeal the matter to the Office of the Dean of the College of Health Sciences. Failure by either party to make this appeal within this time frame constitutes forfeiture of the right to appeal. The person to whom the appeal has been made may investigate the matter in any way he or she deems appropriate and may resolve the matter with or without a hearing. Within four (4) days of the appeal to the appropriate administrator, he or she shall rule on the appeal in writing and provide a copy to both the instructor, the student, and the program director. The Office of the Dean's decision in such disputes is final unless there is a question of impropriety on the part of the instructor or some other University employee that bears directly on the issue appealed. Additionally, students may appeal a program dismissal directly to the Vice-President for Academic Affairs. Even when there is an allegation of impropriety, there can be no appeal to the Vice-President for Academic Affairs until the Dean of the appropriate college or school has returned a decision.

Appeal to the Vice President of Academic Affairs

If the student or the instructor whose decision is at issue is dissatisfied with the Dean's Office response, either party has 48 hours from the date of the Dean's Office response to appeal the matter to the Vice-President for Academic Affairs. Failure by either party to make this appeal within this time frame constitutes forfeiture of the right to appeal. Within four (4) days of this appeal, the Vice-President for Academic Affairs shall rule on the appeal in writing and provide a copy to both the instructor/program director/Dean's Office and the student. The person to whom the appeal has been made may investigate the matter in any way he or she deems appropriate and may resolve the matter with or without a hearing. Only when there is a question of impropriety on the part of the instructor or some other University employee that bears directly on the issue appealed can there be an appeal to the Vice-President for Academic Affairs. Additionally, any decision that results in the dismissal of a student from a CHS program should be appealed to the Vice-President for Academic Affairs. The decision of the Vice-President for Academic Affairs in such cases is final. *Resolutions/Decisions for all Academic Appeals should be recorded on the "Student Complaint Record: Academic" (Appendix C), and the final completed form should be sent to the Assistant/Associate Dean of Academics for filing. The Assistant/Associate Dean of Academics will also forward the completed complaint record to the Vice President of Academic Affairs.

Standard of Review for Matters Appealed

In all matters appealed at whatever level, the standard of review is as follows: All issues of fact as initially determined by the instructor shall be presumed to be correct and the instructor's findings of fact will not be disturbed unless there is clear and convincing evidence to the contrary. All issues involving the exercise of the instructor's judgment (including but not limited to grades awarded, course content, and sanctions for academic dishonesty or unacceptable classroom or instructional behavior) shall be presumed to be correct and the instructor's decision on any such issue will not be reversed unless the instructor has committed a gross abuse of discretion.

Reporting Personal Injuries:

1. Students are to report immediately to the Program Director and/or Administrative Assistant any personal injuries that occur during regular business hours.
2. In cases that require Emergency Medical Services, students should call 911.
3. If the injury occurs after regular business hours, students should immediately contact the Faulkner University police. The on-duty officer can be contacted at: 334-239-5496, 24 hours per day, 7 days a week.
4. The police and/or student should then contact the Program Director to notify them of the injury.
1. An Injury Report Form must be completed within 48 hours of injury.

First Aid/AED:

Accidents or injuries requiring first aid care should be reported to the Administrative Assistant. First Aid supplies are stored in the PT office. More serious injuries or conditions should call 911, Campus Public Safety 334-386-7415, or call Student Health Services at 334-386-7183.

Complaints Outside of Due Process:

Complaints that fall outside of the realm of due process, such as those from clinical education sites, employers of graduates and the public, must be submitted in writing, preferably within 30 days of the incident. The grievance should include the names of those involved, date and location of incident, detailed description of the incident, and any specific concerns about the incident. Faulkner University strictly prohibits retaliation of any kind following a complaint submission.

The Program Director is responsible for handling complaints that fall outside of due process. In the event the Program Director is not available or if it is inappropriate for the Program Director to handle the complaint (e.g., the complaint involves the Program Director), the complaint will be forwarded to the

Dean of the College of Health Sciences or the Vice President for Academic Affairs. The Program Director or his/her designee must respond to the complainant within 3 weeks of receiving the complaint. When appropriate, the Program Director or his/her designee may consult with other University offices and personnel in addressing the complaint. This may include the Vice President Of Academic Affairs and/or Program Director meeting individually or jointly with all parties involved to seek resolution. The individual will be notified in writing of the decision, including potentially developing a written corrective action plan. The written grievance and any corrective action(s) will be kept on file by the Program Director in a locked cabinet in the Program's office, or Office of the Dean (when specific to the PD) for a period of 5 years, after which they will be purged while maintaining confidentiality.

Students are expected to provide members of the public with the complaint process if requested to do so, and Clinical Faculty are made aware of the policy and process through the DPT Student Handbook.

Any individual or organization that is dissatisfied with his/her experience or encounter with any student, faculty, or staff member associated with the Department of Physical Therapy may file a complaint against the offending party with the Department of Physical Therapy Chair/ Program Director. Complaints should be addressed as follows:

Dr. Heather E. Mount
Department of Physical Therapy
Faulkner University
5345 Atlanta Hwy
Montgomery, AL 36109
Email: hmount@faulkner.edu
Phone: (334) 386- 7379

Complaints about the Department of Physical Therapy or the Program Director may be submitted directly to the Dean of the College of Health Sciences and/or Vice President of Academic Affairs at the following address:

Dr. Dave Rampersad
Interim Dean, College of Health Sciences
Vice President of Academic Affairs
Faulkner University
5345 Atlanta Hwy
Montgomery, AL 36109
Email drampersad@faulkner.edu
Phone: (334) 386-7102

Complaints about the DPT program or University related to compliance with accreditation standards must be submitted in writing to the Commission on

Accreditation in Physical Therapy Education (CAPTE). These complaints should be addressed as follows:

Dr. Mary Romanello, Director
Department of Accreditation
American Physical Therapy Association
3030 Potomac Ave. Suite 100
Alexandria, VA 22305-3085
Email: maryromanello@apta.org
Phone: (703) 706-3240

Feedback About the Program

Patients, family members, or the public often want to offer positive feedback about student performance or the program. Those persons should be directed to Drs. Mount or Rampersad at the contacts listed above.

Standard Precautions Policy:

All faculty and students will observe standard precautions when performing any tasks which may result in exposure to blood or other potentially infectious body fluids. Standard Precautions are the practices that are designed to prevent the spread of infection. These practices are implemented regardless of suspected or confirmed infection status of the individual, and are required in any health care setting.

Standard precautions apply to blood, semen, vaginal secretions, cerebrospinal fluids, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, and amniotic fluid, saliva in dental procedures, any bodily fluid that is visibly contaminated, with blood, and all body fluids where it is difficult to differentiate between body fluids. Standard precautions also apply to exposure to unfixed tissues or organs other than intact skin from living humans. Standard precautions include:

1. Wash hands frequently.
2. Wear gloves if there is a possibility of contact with another person's body fluids.
3. After the removal of gloves or after exposure to blood or other potentially infectious materials, wash hands with antibacterial soap.
4. Wear gloves once and discard; do not attempt to wash and reuse.
5. Clothing or supplies contaminated with body fluids should be placed in doubled plastic bags, tied and discarded.
6. Used needles and sharp/instruments must be discarded in a Biohazard Infectious Waste Sharps Container.
7. Equipment and devices that touch intact mucous membranes but do not penetrate a patient's body surface should be sterilized when possible or undergo high-level disinfection if they cannot be sterilized before being used for each patient.

8. Instruments and other reusable equipment used in performing invasive procedures must be appropriately disinfected and sterilized.
9. Training on proper expected behaviors for finger testing and required equipment is mandatory.
10. Recapping of needles or lancets should not be attempted
11. If a safety lancet is not available, the PA student should ask the source individual to conduct the test on themselves, if possible.
12. Sharps or lancets must not be passed to others or accepted from others.

Hand washing is the most effective means of preventing the spread of infections. Students and faculty shall wash their hands and other skin surfaces with soap and water as soon as possible after contact with blood or other potentially infectious body fluids. Hands will be washed immediately after removing gloves and other personal protective equipment. If hand washing facilities are not readily available, an antiseptic hand cleaner and clean towels or antiseptic towelettes will be used. If these alternatives are used, hands shall be washed as soon as feasible with soap and running water. Students and faculty shall flush mucous membranes with copious amounts of water as soon as possible following contact with blood or other potentially infectious body fluid. During Physical Therapy lab sessions, students will be required to wash their hands or use hand sanitizer before and after practicing techniques on another individual and will be required to sanitize mats in between use.

Eating, drinking, gum chewing, smoking, applying cosmetics, or handling contact lenses are prohibited in areas of potential exposure to blood borne pathogens such as laboratories or in public physical therapy treatment areas. Food or drinks will not be stored in areas where blood or other potentially infectious materials are present.

Mouth pipetting/suctioning of blood or other potentially infectious materials is strictly prohibited. Specimens of blood or other potentially infectious materials will be placed in a container or appropriate "red hazard bag" that prevents leakage during collection, handling, disposal, processing, storage, transport, or shipping. The container shall be labeled or color-coded and closed prior to being stored or shipped.

Personal Protective Equipment:

When engineering controls and work practices are insufficient to control occupational exposure, appropriate personal protective equipment is required. This equipment may be utilized within university labs and classrooms including gloves, gowns, or face masks. Personal protective equipment is required when doing procedures in which exposure to the skin, eyes, mouth, or other mucous membranes is anticipated. All personal protective equipment will be removed prior to leaving the building and placed in an appropriately designated area or container. Areas where students and employees store contaminated items will be

determined by the department and labeled appropriately per O.S.H.A. regulations.

Students, faculty and staff will wear gloves when it can be reasonably anticipated that hand contact with blood, other potentially infectious body fluids, mucous membranes, or non-intact skin is possible. Disposable (single use) gloves such as surgical or examination gloves shall be replaced as soon as practical when contaminated or as soon as feasible when torn or punctured. Single use gloves will not be washed or decontaminated for re-use. Gloves will be changed between patient contact and disposed in appropriate containers as contaminated waste.

Gowns, aprons, and other protective body clothing will be worn in occupational situations in which exposure is reasonably anticipated. Gowns should be made of, or lined with fluid resistant material. If a garment is penetrated by blood or other potentially infectious fluid, the garment shall be removed immediately or as soon as feasible.

Suitable ventilation devices such as mouthpieces and resuscitation bags that minimize contact with saliva will be provided in strategic locations or to key personnel where the need for resuscitation is likely.

Annual training on safety precautions and post-exposure expected behaviors will be conducted. All students (new and returning) are required to participate in this training. DPT students are required to show proof of personal health insurance upon admission to the DPT program. This insurance will be needed for coverage of laboratory testing and medications (if necessary) in the event of an exposure incident.

Incident Report Policy:

In the event that an unforeseen or unusual event occurs during department-related classes or events, it is imperative that the incident, and its outcome, be documented and witnessed. If a faculty or staff member witnesses the incident, then he/she is responsible for documenting a description of the incident, any actions taken, and the outcome of the incident. If a faculty or staff member does not directly witness the event, then the first employee to respond should get a detailed description of the incident from one or more individuals who were present. The description of the incident, the actions taken, and the outcome should be documented on the departmental Incident Report Form. This form must be signed by all those directly involved in the incident, witnessed by a third party (if one was present), and the faculty member/staff present. All parties should agree with the statements documented prior to signing. Once the incident report is signed and dated, it is placed in the involved individual's file, and a copy is placed in a file maintained by the Program Director. In the event of an injury, students are advised to seek follow-up medical care at their expense.

Procedures for Infectious Exposures:

1. Students are required to attend training on safety precautions and post-exposure expected behaviors prior to beginning their clinical year.
2. Students are asked to sign an attestation of completion of the training.
3. PT students are required to show proof of personal health insurance upon admission to the PT program. This insurance will be needed for coverage of laboratory testing and medications (if necessary) in the event of an exposure incident.
4. If an exposure incident occurs while performing duties related to the PT program requirements, please follow the CDC guidelines.
5. If you experience a contaminated needle stick or sharps cut, or are exposed to the blood or other body fluid of a patient during the course of your work, immediately follow these steps:
 1. Wash needle sticks and cuts with soap and water
 2. Flush splashes to the nose, mouth, or skin with water
 3. Irrigate eyes with clean water, saline, or sterile irrigates
 4. Report the incident to the Director of Clinical Education and clinical supervisor
 5. Immediately seek medical evaluation and treatment by a medical professional. Do not wait.
 6. Source testing of blood to determine infectious disease status is preferred whenever possible where consent has been obtained. When an exposure occurs at a clinical facility, you should follow that facility's policy as they will handle notice and consent with the source. When an exposure occurs at Faulkner University, the faculty member should advise the source following an incident and ask if the source will consent to testing at a medical provider of his or her choosing.

Review these suggested resources:

Exposure to Blood: What Healthcare Personnel Need to Know (CDC):
https://www.cdc.gov/HAI/pdfs/bbp/Exp_to_Blood.pdf

Emergency Needle Stick Information (CDC):
<http://www.cdc.gov/niosh/topics/bbp/emergnedl.html>

Post-Exposure Prophylaxis (PEP) Resources:
<http://nccc.ucsf.edu/clinical-resources/pep-resources/pep-quick-guide-for-occupational-exposures/>

7. All medical costs will be filed to the students' personal health insurance.

8. Students will be granted excused absences from the clinical experience in order to complete infectious exposure protocol.

9. The involved individual should follow-up with recommended care. The involved individual should inform the DPT Program Director and/or DCE of the event and inform him/her of the recommended treatment plan and any treatment that has been provided since the exposure. Document the incident on the Exposure Incident Report form

Protection of Human Rights:

The Institutional Review Board (IRB) is the University ethics board for research. It utilizes a peer-review process of proposed research and scholarly endeavors among the university faculty involving human subjects and/or non-human animals. The board also serves as the conduit for external organizations desiring access to Faulkner's students or employees to be recruited as participants. All human subject research must be evaluated and approved by the IRB prior to recruitment of subjects, data collection and dissemination of information to ensure the safety and welfare of the participants.

Students may be asked to participate in research studies being conducted within the College or University. Student participation should be voluntary and not associated with any academic benefit such as earning extra credit in a course for which he/she is currently enrolled. Such enticement would be perceived as coercion.

More information can be found at:

<https://www.faulkner.edu/additional-resources/center-for-assessment-research-effectiveness-and-enhancement-caree/institutional-review-board/>

Off Campus Trips:

Students will be required to participate in off campus for various events and activities during the year. Transportation will be the responsibility of the student. Professional behavior standards and attendance policies will apply for these events.

Technology Requirements:

All Physical Therapy program students are required to have a laptop with a camera, microphone, and WIFI capabilities. The program utilizes ExamSoft and all students must have a laptop that is compatible with this software. Students are expected to maintain their own technology equipment throughout their time in

the PT program. The program is not responsible for students' personal equipment that is left unattended in the building.

Library Resources:

Physical Therapy students will have access to on-site libraries, including the CHS Learning Resource Center, Nichols Library and the Jones School of Law Library. In addition to textual sources, the program is supported by over 135 electronic and print journals addressing the various areas of academic coverage within the health care professions, 19 electronic journal databases, and two electronic book collections (Springer and EBSCO). Additionally, the library has subscriptions to Epocrates, PubMed, Accessphysiotherapy, Accessmedicine Cochrane Library and UpToDate.

Appendix



Acknowledgement of Laboratory Participation Department of Physical Therapy

I, _____ understand that laboratory sessions are a required element of my DPT education at Faulkner University. Furthermore, I understand that it is my responsibility to inform the instructor if I have any health conditions or concerns that may interfere with my participation in any laboratory exercise, and that it is my responsibility to consult with my physician if there are questions pertaining to my full and safe participation in laboratory sessions. I am participating voluntarily, and understand that it is my responsibility to learn about the indications, contraindications, and precautions of any clinical technique or procedure to be performed on me, prior to the lab experience. I also understand that Department of Physical Therapy instructors will help me modify these clinical techniques or procedures if possible to allow my participation either as clinician or subject.

Check those which apply:

_____ To the best of my knowledge, I am safe to perform any assigned procedures and have these procedures performed on me by fellow students and/or instructors.

_____ I have a health condition that may potentially be exacerbated or harmed if certain clinical procedures are performed on me.

_____ I have a health condition that may prevent me from safely administering certain clinical procedures to another person without assistance or modifications.*

By signing below, I confirm that I have or will disclose all pertinent information to DPT faculty related to my participation in laboratory sessions.

Print Name

Signature

Date



Exposure Incident Report Department of Physical Therapy

Name _____ Date ____/____/____

Date of Birth ____/____/____ Telephone (Cell) _____

Date of Exposure ____/____/____ Time of Exposure ____AM ____PM ____

Location of Incident _____ Hepatitis B Vaccination Status _____

Describe the circumstances under which the exposure incident occurred:

Name what body fluids, if any, you were exposed to:

Describe the route of exposure (mucosal contact, contact with non-intact skin, percutaneous):

Describe any personal protective equipment (PPE) in use at the time of the exposure incident:

Did the PPE fail? If yes, how?

Identification of source individual(s) name(s):

Other pertinent information:

Physician/Healthcare Provider Information

Name of physician/health care provider:

Facility:

Phone Number:

Address:

Was the student treated in an emergency room? Yes _____ No _____

Was the student hospitalized overnight as an in-patient? Yes _____ No _____



HIPAA Confidentiality Statement Department of Physical Therapy

The Federal Health Insurance Portability and Accountability Act (HIPAA) and related laws and regulations were established to preserve the confidentiality of medical and personal information, and to specify that such information may not be disclosed except as authorized by law or unless authorized by the patient. These privacy laws and regulations apply to all personnel including students. All students are required to agree to and sign this confidentiality statement.

I _____ understand that, as an observer for clinical education purposes, I may see or hear confidential information (such as, but not limited to: medical information, medical history, radio-logical reports, daily treatment information, etc.) about a patient, verbal discussions about patient care, and electronic communications that include confidential patient information. I acknowledge that it is my responsibility to respect the privacy and confidentiality of this information. I will not access, use, or disclose any confidential information outside of my educational experience. I understand that I am required to immediately report any information I may have about the unauthorized access, use and/or disclosure of any and all confidential information.

Student's Name (Please Print)

Student's Signature

Date



Injury Report Form
Department of Physical Therapy

Student Information

Student Name:

Contact Information (ph/email):

Incident Information

Date/Time of Incident:

Building/Classroom/Campus Location:

Witnesses:

Describe what happened:

Did incident require medical attention? If yes, who provided care (person or clinic)?

Student Signature

Date

Program Director Acknowledgement

Comments:

Director Signature

Date



Non-Disclosure Agreement

Department of Physical Therapy

I affirm that I will not share any information regarding the content of an examination, lab practical, quizzes, case study, case report or required paper for any of the courses associated with the Faulkner University Doctor of Physical Therapy Program of which I am enrolled. I will, under no circumstance, make a reproduction of tests, lab practical materials, case studies/reports, or give verbal descriptions of examination(s) or practical content to other students. Reproductions may include but are not limited to, hand written copies, photographs, scans, videos, photocopies, etc. that could potentially unduly benefit other members of my class or other classes. If I do so, I understand that I may be brought forth in front of the Department's Student Development Committee and subject to their decision regarding breach of contract. Disciplinary action may include removal from the program.

Print Name: _____

Signature: _____

Date: _____



Photo Release Form
Department of Physical Therapy

I, _____, the undersigned agree that I may be photographed/videoed. I also agree that my photo may be used in dissemination of research information including poster presentations and published manuscripts. I further grant permission to use the photos without additional compensation, except where prohibited by law.

Signature

Witness

Date



Student Handbook Acknowledgement Department of Physical Therapy

I, _____, have received the DPT Student Handbook inclusive of Clinical Education content. By signing below, I acknowledge that I have received the DPT student handbook, and I agree to abide by the policies and procedures and requirements of the Faulkner University DPT Program as well as the Graduate Student Handbook. I understand that if changes/ additions occur to this handbook or any other policies and procedures, I will be notified either in writing or via university email.

Signature

Date

Name (Printed)

Student Professional Behaviors Self-Assessment
Department of Physical Therapy

Professional Behaviors are attributes or characteristics that are not explicitly part of the profession's core of knowledge and technical skills, but are nevertheless required for the success of the profession. The professional behaviors are deemed critical for professional growth and development in physical therapy education and practice.

B = Beginning Level, I = Intermediate Level, E = Entry Level, PE = Post Entry Level

Generic Ability	Definition	Your rating				Comments: Provide at least one example of a behavior that support your rating.
		B	I	E	PE	
Commitment to learning	Ability to self-assess, self-correct, self-direct; to identify needs and sources of learning; to continually seek new knowledge and understanding.					
Interpersonal Skills	Ability to interact effectively with patients, families, colleagues, other health care professionals, and the community; to deal effectively with cultural and ethnic diversity issues					
Communication Skills	Ability to communicate effectively (speaking, body language, reading, writing, listening) for varied audiences and purposes.					
Effective use of time and resources	Ability to obtain the maximum benefit from minimum investment of time and resources					
Use of constructive feedback	Ability to identify sources of and seek out feedback and to effectively use and provide feedback for improving personal interaction					
Problem-solving	Ability to recognize and define problems, analyze data, develop and implement solutions, and evaluate outcomes					
Professionalism	Ability to exhibit appropriate professional conduct and to represent the profession effectively					
Responsibility	Ability to fulfill commitments and to be accountable for actions and outcomes					
Critical thinking	Ability to question logically; to identify, generate, and evaluate elements of logical argument, to recognize and differentiate facts, illusions, assumptions, and hidden assumptions; to distinguish the relevant from the irrelevant					
Stress Management	Ability to identify sources of stress and to develop effective coping behaviors					



Student Name, Signature and Date _____

Clinical Instructure Name, Signature and Date _____

Commitment to Learning – The ability to self-direct learning to include the identification of needs and sources of learning; and to continually seek and apply new knowledge, behaviors, and skills.

Beginning Level:

- ❖ Prioritizes information needs
- ❖ Analyzes and subdivides large questions into components
- ❖ Identifies own learning needs based on previous experiences
- ❖ Welcomes and/or seeks new learning opportunities
- ❖ Seeks out professional literature
- ❖ Plans and presents an inservice, research or cases studies

Intermediate Level:

- ❖ Researches and studies areas where own knowledge base is lacking in order to augment learning and practice
- ❖ Applies new information and re-evaluates performance
- ❖ Accepts that there may be more than one answer to a problem
- ❖ Recognizes the need to and is able to verify solutions to problems
- ❖ Reads articles critically and understands limits of application to professional practice

Entry Level:

- ❖ Respectfully questions conventional wisdom
- ❖ Formulates and reevaluates position based on available evidence
- ❖ Demonstrates confidence in sharing new knowledge with all staff levels
- ❖ Modifies programs and treatments based on newly-learned skills and considerations
- ❖ Consults with other health professionals and physical therapists for treatment ideas

Post Entry Level:

- ❖ Acts as a mentor not only to other PT's, but to other health professionals
- ❖ Utilizes mentors who have knowledge available to them
- ❖ Continues to seek and review relevant literature
- ❖ Works towards clinical specialty certifications
- ❖ Seeks specialty training
- ❖ Is committed to understanding the PT's role in the health care environment today (i.e. wellness clinics, massage therapy, holistic medicine)
- ❖ Pursues participation in clinical education as an educational opportunity

Interpersonal Skills – The ability to interact effectively with patients, families, colleagues, other health care professionals, and the community in a culturally aware manner.

Beginning Level:	Intermediate Level:	Entry Level:	Post Entry Level:
❖ Maintains professional demeanor in all interactions ❖ Demonstrates interest in patients as individuals ❖ Communicates with others in a respectful and confident manner ❖ Respects differences in personality, lifestyle and learning styles during interactions with all persons ❖ Maintains confidentiality in all interactions ❖ Recognizes the emotions and bias that one brings to all professional interactions	❖ Recognizes the non-verbal communication and emotions that others bring to professional interactions ❖ Establishes trust ❖ Seeks to gain input from others ❖ Respects role of others ❖ Accommodates differences in learning styles as appropriate	❖ Demonstrates active listening skills and reflects back to original concern to determine course of action ❖ Responds effectively to unexpected situations ❖ Demonstrates ability to build partnerships ❖ Applies conflict management strategies when dealing with challenging interactions ❖ Recognizes the impact of non-verbal communication and emotional responses during interactions and modifies own behaviors based on them	❖ Establishes mentor relationships ❖ Recognizes the impact that non-verbal communication and the emotions of self and others have during interactions and demonstrates the ability to modify the behaviors of self and others during the interaction

Communication - The ability to communicate effectively (i.e. verbal, non-verbal, reading, writing, and listening) for varied audiences and purposes.

<i>Beginning Level:</i>	<i>Intermediate Level:</i>	<i>Entry Level:</i>	<i>Post Entry Level:</i>
❖ Demonstrates understanding of the English language (verbal and written): uses correct grammar, accurate spelling and expression, legible handwriting ❖ Recognizes impact of nonverbal communication in self and others ❖ Recognizes the verbal and nonverbal characteristics that portray confidence ❖ Utilizes electronic communication appropriately	❖ Utilizes and modifies communication (verbal, nonverbal, written and electronic) to meet the needs of different audiences ❖ Restates, reflects and clarifies message(s) ❖ Communicates collaboratively with both individuals and groups ❖ Collects necessary information from all pertinent individuals in the patient/client management process ❖ Provides effective education (verbal, non-verbal, written and electronic)	❖ Demonstrates the ability to maintain appropriate control of the communication exchange with individuals and groups ❖ Presents persuasive and explanatory verbal, written or electronic messages with logical organization and sequencing ❖ Maintains open and constructive communication ❖ Utilizes communication technology effectively and efficiently	❖ Adapts messages to address needs, expectations, and prior knowledge of the audience to maximize learning ❖ Effectively delivers messages capable of influencing patients, the community and society ❖ Provides education locally, regionally and/or nationally ❖ Mediates conflict

Effective Use of Time and Resources – The ability to manage time and resources effectively to obtain the maximum possible benefit.

<i>Beginning Level:</i>	<i>Intermediate Level:</i>	<i>Entry Level:</i>	<i>Post Entry Level:</i>
❖ Comes prepared for the day's activities/responsibilities ❖ Identifies resource limitations (i.e. information, time, experience) ❖ Determines when and how much help/assistance is needed ❖ Accesses current evidence in a timely manner ❖ Verbalizes productivity standards and identifies barriers to meeting productivity standards ❖ Self-identifies and initiates learning opportunities during unscheduled time	❖ Utilizes effective methods of searching for evidence for practice decisions ❖ Recognizes own resource contributions ❖ Shares knowledge and collaborates with staff to utilize best current evidence ❖ Discusses and implements strategies for meeting productivity standards ❖ Identifies need for and seeks referrals to other disciplines	❖ Uses current best evidence ❖ Collaborates with members of the team to maximize the impact of treatment available ❖ Has the ability to set boundaries, negotiate, compromise, and set realistic expectations ❖ Gathers data and effectively interprets and assimilates the data to determine plan of care ❖ Utilizes community resources in discharge planning ❖ Adjusts plans, schedule etc. as patient needs and circumstances dictate ❖ Meets productivity standards of facility while providing quality care and completing non-productive work activities	❖ Advances profession by contributing to the body of knowledge (outcomes, case studies, etc) ❖ Applies best evidence considering available resources and constraints ❖ Organizes and prioritizes effectively ❖ Prioritizes multiple demands and situations that arise on a given day ❖ Mentors peers and supervisees in increasing productivity and/or effectiveness without decrement in quality of care

Use of Constructive Feedback – The ability to seek out and identify quality sources of feedback, reflect on and integrate the feedback, and provide meaningful feedback to others.

Beginning Level:	Intermediate Level:	Entry Level:	Post Entry Level:
❖ Demonstrates active listening skills ❖ Assesses own performance ❖ Actively seeks feedback from appropriate sources ❖ Demonstrates receptive behavior and positive attitude toward feedback ❖ Incorporates specific feedback into behaviors ❖ Maintains two-way communication without defensiveness	❖ Critiques own performance accurately ❖ Responds effectively to constructive feedback ❖ Utilizes feedback when establishing professional and patient related goals ❖ Develops and implements a plan of action in response to feedback ❖ Provides constructive and timely feedback	❖ Independently engages in a continual process of self-evaluation of skills, knowledge and abilities ❖ Seeks feedback from patients/clients and peers/mentors ❖ Readily integrates feedback provided from a variety of sources to improve skills, knowledge and abilities ❖ Uses multiple approaches when responding to feedback ❖ Reconciles differences with sensitivity ❖ Modifies feedback given to patients/clients according to their learning styles	❖ Engages in nonjudgmental, constructive problem-solving discussions ❖ Acts as conduit for feedback between multiple sources ❖ Seeks feedback from a variety of sources to include students/supervisees/peers/supervisors/patients ❖ Utilizes feedback when analyzing and updating professional goals

Problem Solving – The ability to recognize and define problems, analyze data, develop and implement solutions, and evaluate outcomes.

<i>Beginning Level:</i>	<i>Intermediate Level:</i>	<i>Entry Level:</i>	<i>Post Entry Level:</i>
❖ Recognizes problems ❖ States problems clearly ❖ Describes known solutions to problems ❖ Identifies resources needed to develop solutions ❖ Uses technology to search for and locate resources ❖ Identifies possible solutions and probable outcomes	❖ Prioritizes problems ❖ Identifies contributors to problems ❖ Consults with others to clarify problems ❖ Appropriately seeks input or guidance ❖ Prioritizes resources (analysis and critique of resources) ❖ Considers consequences of possible solutions	❖ Independently locates, prioritizes and uses resources to solve problems ❖ Accepts responsibility for implementing solutions ❖ Implements solutions ❖ Reassesses solutions ❖ Evaluates outcomes ❖ Modifies solutions based on the outcome and current evidence ❖ Evaluates generalizability of current evidence to a particular problem	❖ Weighs advantages and disadvantages of a solution to a problem ❖ Participates in outcome studies ❖ Participates in formal quality assessment in work environment ❖ Seeks solutions to community health-related problems ❖ Considers second and third order effects of solutions chosen

Professionalism – The ability to exhibit appropriate professional conduct and to represent the profession effectively while promoting the growth/development of the Physical Therapy profession.

Beginning Level:	Intermediate Level:	Entry Level:	Post Entry Level:
❖ Abides by all aspects of the academic program honor code and the APTA Code of Ethics ❖ Demonstrates awareness of state licensure regulations ❖ Projects professional image ❖ Attends professional meetings ❖ Demonstrates cultural/generational awareness, ethical values, respect, and continuous regard for all classmates, academic and clinical faculty/staff, patients, families, and other healthcare providers	❖ Identifies positive professional role models within the academic and clinical settings ❖ Acts on moral commitment during all academic and clinical activities ❖ Identifies when the input of classmates, co-workers and other healthcare professionals will result in optimal outcome and acts accordingly to attain such input and share decision making ❖ Discusses societal expectations of the profession	❖ Demonstrates understanding of scope of practice as evidenced by treatment of patients within scope of practice, referring to other healthcare professionals as necessary ❖ Provides patient/family centered care at all times as evidenced by provision of patient/family education, seeking patient input and informed consent for all aspects of care and maintenance of patient dignity ❖ Seeks excellence in professional practice by participation in professional organizations and attendance at sessions or participation in activities that further education/professional development ❖ Utilizes evidence to guide clinical decision making and the provision of patient care, following guidelines for best practices	❖ Actively promotes and advocates for the profession ❖ Pursues leadership roles ❖ Supports research ❖ Participates in program development ❖ Participates in education of the community ❖ Demonstrates the ability to practice effectively in multiple settings ❖ Acts as a clinical instructor ❖ Advocates for the patient, the community and society

Responsibility – The ability to be accountable for the outcomes of personal and professional actions and to follow through on commitments that encompass the profession within the scope of work, community and social responsibilities.

<i>Beginning Level:</i>	<i>Intermediate Level:</i>	<i>Entry Level:</i>	<i>Post Entry Level:</i>
❖ Demonstrates punctuality ❖ Provides a safe and secure environment for patients ❖ Assumes responsibility for actions ❖ Follows through on commitments ❖ Articulates limitations and readiness to learn ❖ Abides by all policies of academic program and clinical facility	❖ Displays awareness of and sensitivity to diverse populations ❖ Completes projects without prompting ❖ Delegates tasks as needed ❖ Collaborates with team members, patients and families ❖ Provides evidence-based patient care	❖ Educates patients as consumers of health care services ❖ Encourages patient accountability ❖ Directs patients to other health care professionals as needed ❖ Acts as a patient advocate ❖ Promotes evidence-based practice in health care settings ❖ Accepts responsibility for implementing solutions ❖ Demonstrates accountability for all decisions and behaviors in academic and clinical settings	❖ Recognizes role as a leader ❖ Encourages and displays leadership ❖ Facilitates program development and modification ❖ Promotes clinical training for students and coworkers ❖ Monitors and adapts to changes in the health care system ❖ Promotes service to the community

Critical Thinking - The ability to question logically; identify, generate and evaluate elements of logical argument; recognize and differentiate facts, appropriate or faulty inferences, and assumptions; and distinguish relevant from irrelevant information. The ability to appropriately utilize, analyze, and critically evaluate scientific evidence to develop a logical argument, and to identify and determine the impact of bias on the decision making process.			
Beginning Level: ❖ Raises relevant questions ❖ Considers all available information ❖ Articulates ideas ❖ Understands the scientific method ❖ States the results of scientific literature but has not developed the consistent ability to critically appraise findings (i.e. methodology and conclusion) ❖ Recognizes holes in knowledge base ❖ Demonstrates acceptance of limited knowledge and experience in knowledge base	Intermediate Level: ❖ Feels challenged to examine ideas ❖ Critically analyzes the literature and applies it to patient management ❖ Utilizes didactic knowledge, research evidence, and clinical experience to formulate new ideas ❖ Seeks alternative ideas ❖ Formulates alternative hypotheses ❖ Critiques hypotheses and ideas at a level consistent with knowledge base	Entry Level: ❖ Distinguishes relevant from irrelevant patient data ❖ Readily formulates and critiques alternative hypotheses and ideas ❖ Infers applicability of information across populations ❖ Exhibits openness to contradictory ideas ❖ Identifies appropriate measures and determines effectiveness of applied solutions efficiently ❖ Justifies solutions selected	Post-Entry Level: ❖ Develops new knowledge through research, professional writing and/or professional presentations ❖ Thoroughly critiques hypotheses and ideas often crossing disciplines in thought process ❖ Weighs information value based on source and level of evidence ❖ Identifies complex patterns of associations ❖ Distinguishes when to think intuitively vs. analytically ❖ Recognizes own biases and suspends judgmental thinking ❖ Challenges others to think critically

Stress Management – The ability to identify sources of stress and to develop and implement effective coping behaviors; this applies for interactions for: self, patient/clients and their families, members of the health care team and in work/life scenarios.

<i>Beginning Level:</i>	<i>Intermediate Level:</i>	<i>Entry Level:</i>	<i>Post Entry Level:</i>
❖ Recognizes own stressors ❖ Recognizes distress or problems in others ❖ Seeks assistance as needed ❖ Maintains professional demeanor in all situations	❖ Actively employs stress management techniques ❖ Reconciles inconsistencies in the educational process ❖ Maintains balance between professional and personal life ❖ Accepts constructive feedback and clarifies expectations ❖ Establishes outlets to cope with stressors	❖ Demonstrates appropriate affective responses in all situations ❖ Responds calmly to urgent situations with reflection and debriefing as needed ❖ Prioritizes multiple commitments ❖ Reconciles inconsistencies within professional, personal and work/life environments ❖ Demonstrates ability to defuse potential stressors with self and others	❖ Recognizes when problems are unsolvable ❖ Assists others in recognizing and managing stressors ❖ Demonstrates preventative approach to stress management ❖ Establishes support networks for self and others ❖ Offers solutions to the reduction of stress ❖ Models work/life balance through health/wellness behaviors in professional and personal life