**Department/Program Review Summary**

**2017-18**

**Department:** Rehab Services

**Date of Review:** April 12, 2018

**Review Team Members and Titles:**

Dave Collins, Provost

Jennifer Kostic, Associate Provost

Michelle Abreu, Division Assessment Coordinator, Health Sciences

Chad Atkinson, Manager, Research, Analytics and Reporting

Jenny Bagwell, Academic Advisor, Academic Advising

Jared Cutler, Assistant Provost of Accreditation and Assessment

Greg Deye, Manager, Learning Technology Support

Patrick Ernst, Assistant Professor, Civil Engineering Technology

Paul Hansford, Assistant Professor, Computer Information Systems

Justin Morgan, Chair/ Associate Professor, Automotive Technology

Elizabeth Orlando, Dean, Business and Public Services

Alicia Schroeder, Disability/Counseling Manager, Disability Services

Kathy Sooy, Assistant Professor, Political Science

Denny Wilson, Director, Strategic Marketing and Communication

**Department Members Present:**

Rena Shuchat, Dean, Health Sciences

Emily Garber, Chair/Associate Professor, Physical Therapist Assistant

Heidi McGohan, Occupational Therapy Assistant, Program Director

Faculty and Staff:

Debra Belcher

Jim Cropper

Kalette Hittle

Heather Stoner

Katie Walker

**Commendations:**

* This is a department with unsurpassed dedication to its students. The Review Team was extremely impressed with the mandatory faculty advising that is utilized in this department. While this is unquestionably an investment of time on the part of the faculty, there are few more effective ways of building strong connections between faculty and the students. The ongoing, regular nature of this mandatory advising helps keeps students on track, and helps keep the department informed of challenges that arise for individuals in these programs. The department deserves strong commendations for this practice that has such a positive impact on student success.
* Similarly, the program orientation involves preparation and effort on the part of faculty, but serves an important role in preparing students for success in the program.
* Once students complete the programs in this department, they get jobs. Both the Occupational Therapy Assistant (OTA) program and the Physical Therapy Assistant (PTA) programs have employment rates at or close to 100% for graduates. There are few better indicators of the effectiveness of a department than the percent of graduates who find employment, and this department shines in that respect.
* The Review Team was highly impressed with the volume and quality of the assessment data shared in the self-study. The department is doing phenomenal work on general education and program outcome assessment, and the amount of data presented in the self-study is rivaled by few other academic departments. The assessment work this department is doing is truly outstanding. The Review Team was particularly intrigued by the electronic database developed by one faculty member for tracking, analysis, and reporting of PTA data.
* Other data was also shared abundantly – this was a data-rich self-study that can serve as an example for other departments to follow in terms of providing data to support what the department shares in the narrative of the self-study.
* Few departments offer such a high level of service to the community as this one. The Muscular Dystrophy Wheelchair Costume Clinic, the Health Fair, Rebuilding Together Dayton, the involvement with Prevent Ohio Blindness Vision Screening, and other outreach activities all speak to a department that is not just connected to the community, but is serving the community in a substantial way.
* The OTA Fun Night deserves special mention – three nights a week during every week of each semester represents a tremendous amount of time, and the department leaders, faculty, and students involved deserve a great deal of credit. OTA students provide individuals with special needs training in gross motor skills, fine motor skills, and cooking skills – what a remarkable program. This selfless service to a vulnerable population with distinct needs changes lives, and means a great deal to the individuals served and their families. It is the Review Team’s hope that there will always be Fun Night at Sinclair.
* Both OTA and PTA classes boast exceptionally high course success rates that exceed that of the division and the institution overall. In this era of Performance Based Funding, this success has a direct funding impact on Sinclair, but more important is indicative that the department is helping students progress toward completion of their educational goals.
* The curriculum redesign to get OTA and PTA to 65 credit hours represented a heavy lift for the department, and merits special mention. The creation of 18 new OTA courses and 23 new PTA courses represents a tremendous amount of work, and illustrates the faculty’s dedication to their students.
* The student awards that have been created for the OTA Pinning Ceremony and the AMBUCS PTA scholarships are a great way of encouraging students and recognizing their outstanding work.
* This department serves as an excellent model of interdepartmental collaboration, working with programs both within the Health Sciences division and across campus. For example, PTA works closely with the Physical Activities Center (PAC) in sharing facilities resources.
* The Review Team would be remiss if it did not mention its appreciation for the strong leadership for both the OTA and PTA components of the department, along with the outstanding leadership of the department overall.

**Recommendations:**

* While this department already offers exceptional community service, the possibility of opening a Rehab Clinic was discussed in the meeting with the Review Team. The department is strongly encouraged to explore this possibility, while carefully analyzing resource constraints and the potential impact on current activities.
* The issue of prospective student recognition of the rigorous nature of the OTA and PTA programs was discussed, and the need for students to be better prepared when entering these programs. The PTA 116 – Anatomy & Kinesiology course in particular was mentioned as one where students need better preparation. The department is strongly encouraged to meet with the Manager of Learning Technology Support to discuss how training, education, and learning resources could be made available online to students prior to entering these programs.
* The decrease in the number of students taking the TEAS exam was noted during the discussion with the Review Team – the department is strongly encouraged to explore this, in collaboration with other departments and division leadership. It is important that Sinclair understand the reasons for this decrease and the potential impact on the stream of prospective students in OTA, PTA, and other Health Sciences programs.
* The possibility of a baccalaureate requirement for OTA students was discussed at length. The department is strongly encouraged to understand the ramifications in terms of department change, curriculum development, and graduate employability. The opportunities and drawbacks of this potential change need to be analyzed, both sides of the issue need to be explored at length, and the politics surrounding the issue should be fully understood. Sinclair should not passively wait to see how the issue plays out – rather the department needs to do an extensive analysis of the issue, and then advocate with accreditors and professional organizations accordingly. Sinclair needs to be part of this conversation to the full extent possible.
* The Review Team noted that there has not been enough time in some cases for the impact of program prerequisite and curriculum changes to be evaluated – the department is strongly encouraged to monitor the outcomes of these changes closely, and at the next five year Program Review be positioned to discuss their impact at length.
* The Review Team was extremely interested in the electronic database described in the self-study – a description of this database, and the processes that support it, should be shared with other departments across campus. The department is strongly encouraged to find venues to share this accomplishment so that other departments might benefit. Center for Teaching and Learning workshops, Fall Faculty Professional Development Day presentations, and other opportunities for sharing information about the database should be explored.
* The Review Team discussed the possibility of including course load as a consideration in competitive admissions in response to the perception that some students maintain a higher GPA by taking fewer classes to advantage themselves in the competitive admissions process. The department should discuss the possibility of factoring course load into competitive admissions.
* Like many Health Sciences departments, gender and racial diversity is an issue in these programs. Strategies should be developed to attempt to address this concern.
* The loss of seven OTA students in the first week of the cohort was discussed – while some attrition may be inevitable, what steps can be taken to reduce the number of students lost early in the cohort? The department should develop a list of steps that are already being taken (introductory courses, orientation, work with Academic Advising), and supplement it with additional new strategies to reduce early cohort attrition as much as possible.

**Overall Assessment of Department’s Progress and Goals:**

The Review Team was impressed by the work that had been done by both OTA and PTA on goals and recommendations from the previous Program Reviews. Most of them had been completed, and for the others substantial progress was documented. It was clear that the department had prioritized work on goals and recommendations over the past five years.

The Review Team appreciated that the goals that the department has developed for the next five years are ambitious but achievable, and in addition are also measurable, which will greatly facilitate evaluation of whether or not they have been completed in the next Program Review. These goals are largely an extension of the excellent work already being done by the department, and given the high quality and student focus of its current activities, this is entirely appropriate.

The department is encouraged to prioritize analysis of the impact of prerequisite and curriculum changes on student outcomes. This should be a topic of extensive discussion at the next Program Review.

This is an outstanding department. The dedication to students and commitment to serving the community is unsurpassed, and the Review Team wishes to express its admiration and appreciation in this regard.

**Institutional or Resource Barriers to the Department’s Ability to Accomplish Its Goals, if any:**

* The department discussed the possibility of collaboration with the Biology Department for the purchase of 3D Virtual Reality equipment. Cross-departmental collaborations and resource sharing are strongly encouraged, and it is hoped that this effort moves forward.
* There was a great deal of discussion about things PTA could do to help students prepare for the PTA 116 – Anatomy & Kinesiology cohort prior to entering the program – there are likely many cohort based programs that have courses students encounter at the outset where this is the case. Can Sinclair provide support and guidelines that help departments better prepare students? Can the approaches that this department develops with the Manager of Learning Technology Support be generalized to other programs? How can we as an institution better facilitate student learning prior to entering cohort programs such that students are better prepared as they begin?
* As is the case with all departments, this one will need to continue to monitor resource needs and communicate them to the division dean as part of our standard budgeting processes. When these needs involve external consulting, they will need to be built into the budget.