

# DEPARTMENT OF PHYSICAL THERAPY AND HUMAN MOVEMENT SCIENCES STRATEGIC PLAN

## Mission

In our academic medical environment, we lead the discovery and integration of new knowledge with education and clinical practice. We are committed to equity, diversity, and inclusion. We educate and train the next generation of physical therapists and scientists who will advance clinical professional practice and movement sciences to promote wellness and optimal health outcomes for the patient, the community, and society.

## Focus Areas

### EDUCATION

PTHMS academic and clinical curricula fosters deep learning while balancing student wellness and the needs of a diverse student body to meet the needs of society.

### RESEARCH

PTHMS conducts a broad array of scholarly activities advancing the fields of movement and rehabilitation science and education meeting the needs of a diverse population.

### CLINICAL PRACTICE

PTHMS integrates formative and advanced clinical practice opportunities with education and research.

### DIVERSITY EQUITY INCLUSION

PTHMS fosters a culture of equity and inclusion where our diverse community can thrive, and everyone feels a sense of belonging.

## Goals

1) We will ensure that the DPT curriculum content is consistently updated and prioritizes knowledge, skills, and attitudes that are evidence based, grounded in science, and advances physical therapy practice.

2) We will implement evidence-based, effective, and inclusive pedagogy.

3) We will enhance academic support to meet the needs of a variety of learners and build an inclusive learning community.

4) We will invest in faculty and staff to meet strategic plan goals.

1) We will enhance the discovery, development, and implementation of new knowledge using multiple methodologies.

2) We will advance the recruitment and training of movement science professionals and researchers.

1) We will maintain and expand academic-clinical partnerships with Shirley Ryan AbilityLab, Northwestern Medicine, and affiliated hospitals to facilitate and advance evidence-based rehabilitation practice grounded in science.

2) We will promote and expand opportunities for faculty and trainees to engage clinically with Shirley Ryan AbilityLab, Northwestern Medicine, and affiliated hospital partners.

3) We will ensure that clinical practice opportunities include historically underserved communities.

1) We will foster a culture and climate of equity, inclusion, and belonging.

2) We will recruit and retain a diverse community.

3) We will develop and sustain best practices for equity and inclusion in all curricula and training programs.

# EDUCATION

PTHMS academic and clinical curricula fosters deep learning while balancing student wellness and the needs of a diverse student body to meet the needs of society.

**Goal 1: We will ensure that the DPT curriculum content is consistently updated and prioritizes knowledge, skills, and attitudes that are evidence based, grounded in science, and advances physical therapy practice.**

**Goal 2: We will implement evidence-based, effective, and inclusive pedagogy.**

**Goal 3: We will enhance academic support to meet the needs of a variety of learners and build an inclusive learning community.**

**Goal 4: We will invest in faculty and staff to meet strategic plan goals.**

1. Develop a roadmap of curricular threads and frameworks included in the curriculum across all courses and years.
2. Review and update curriculum content to prioritize knowledge, skills, and attitudes needed for entry-level PT practice based on best evidence and recommendations from the literature, professional organizations, researchers, clinicians, clinical educators, community members, and students.
3. Develop supplemental learning opportunities for additional development beyond entry-level practice.

1. Consistently seek and apply new evidence and recommendations for teaching practice from the literature, professional organizations, researchers, clinicians, clinical educators, and community members, and students.
2. Implement evidence-based, effective, and inclusive assessment of student learning.
3. Systematically evaluate our pedagogy and curriculum outcomes for quality improvement and/or dissemination.

1. Develop advisor and mentor programming that enhances the experience of students.
2. Design and implement best practices to support diverse learners and promote academic success for all students.
3. Address philosophical underpinnings of the DPT technical standards to align with students' diverse needs.

1. Provide (budget) time, money, and other resources for academic and clinical faculty and staff development, implementation, and sustaining of initiatives.
2. Create a mechanism for sharing information about training, resources and opportunities related to education.
3. Integrate development pathways into existing faculty and staff mentorship structure.

Level 1

Level 2

Level 3

# RESEARCH

Level 1

PTHMS conducts a broad array of scholarly activities advancing the fields of movement and rehabilitation science and education meeting the needs of a diverse population.

Level 2

**Goal 1: We will enhance the discovery, development, and implementation of new knowledge using multiple methodologies.**

**Goal 2: We will advance the recruitment and training of movement science professionals and researchers.**

Level 3

1. Generate new knowledge across the full spectrum of translational research (bench to bedside).
2. Generate the discovery, integration, and application of new knowledge in education.
3. Grow the infrastructure (e.g., funding, space, resources) of the PTHMS research enterprise.
4. Develop research collaborations with Shirley Ryan AbilityLab, Northwestern Medicine, affiliated hospitals, and community partners.
5. Synthesize guiding professional documents such as Clinical Practice Guidelines, Consensus Statements, and Clinical Prediction Rules that incorporate methods of implementation science.

1. Enhance entry-level DPT student and post-professional training in research methods.
2. Expand opportunities and resources to support pre- and post-doctoral and faculty training.
3. Recruit and retain individuals from historically underrepresented groups to diversify the scientific workforce.

# CLINICAL PRACTICE

PTHMS integrates formative and advanced clinical practice opportunities with education and research.

**Goal 1: We will maintain and expand academic-clinical partnerships with Shirley Ryan AbilityLab, Northwestern Medicine, and affiliated hospitals to facilitate and advance evidence-based rehabilitation practice grounded in science.**

**Goal 2: We will promote and expand opportunities for faculty and trainees to engage clinically with Shirley Ryan AbilityLab, Northwestern Medicine, and affiliated hospitals.**

**Goal 3: We will ensure that clinical practice opportunities include historically underserved communities.**

1. Collaborate to foster a robust academic medical center culture that promotes models of excellence in physical therapy practice, education, and research.
2. Collaborate to increase availability of and access to clinical education experiences for our DPT students.
3. Develop and strengthen physical therapy residencies and fellowships.

1. Facilitate and support clinical practice opportunities for our faculty and trainees.
2. Facilitate translational research opportunities with our academic-clinical partners.
3. Promote teaching and research opportunities for rehabilitation clinicians employed by our academic-clinical partners.
4. Serve as an educational resource for rehabilitation clinicians with our academic-clinical partners.

1. Create clinical opportunities for our faculty and trainees at Education Centered Medical Homes, Federally Qualified Health Centers, and similar clinical facilities.
2. Develop clinical education opportunities for our DPT students at sites in local and out-of-state historically underserved communities.

Level 1

Level 2

Level 3

# DIVERSITY EQUITY INCLUSION

Level 1

PTHMS fosters a culture of equity and inclusion where our diverse community can thrive and everyone feels a sense of belonging.

Level 2

**Goal 1: We will foster a culture and climate of equity, inclusion, and belonging.**

**Goal 2: We will recruit and retain a diverse community.**

**Goal 3: We will develop and sustain best practices for equity and inclusion in all curricula and training programs.**

Level 3

1. Build structures and programs that foster community and relationship-building.
2. Enhance education on best practices for supporting students with physical, cognitive, and mental health disabilities.
3. Enhance education on anti-racism, social justice, and allyship to support inclusion of students with minoritized identities.
4. Allocate appropriate resources, both personnel and financial, to ensure long-term sustainability of DEI efforts.

1. Sustain existing and develop new practices for recruitment and retention of faculty, staff, and trainees with historically minoritized identities.
2. Develop and strengthen initiatives to support faculty, staff and trainee professional development
3. Build collaborations with minority-serving institutions and community partners to create pathways for recruitment, retention and support of trainees with historically minoritized identities.

1. Sustain processes to assess and address bias in all training programs.
2. Integrate anti-racism and social justice training and resources.
3. Enhance visibility of departmental DEI efforts within PTHMS, in the Northwestern community, and nationally.