

OT/OTA PROGRAM STRATEGIC PLAN

(All information must be submitted in typewritten format.)

(College/University Name) Eugene Applebaum College of Pharmacy and Health Sciences

(Program Title) Master of Occupational Therapy

Years: 2023-2027

Analysis of program evaluation, internal and external environments:

	Program Evaluation Results	Internal Institutional Environment	External Environment
Strengths	<ul style="list-style-type: none"> • Significant improvement in 3-year NBCOT pass rate • Innovative research opportunities in a various programs and labs (Institute of Gerontology, Neuro Rehabilitation, Education for Dementia and Care giving, Upper Body Mobility and Motor Control, Intellectual Disabilities Quality of Life Lab, Therapy Dog Lab) • Recognition of OT faculty for administrative skills within college • Majority of fulltime faculty hold terminal degrees (8 PhD, 1 MOT) • 3 full-time and 1 part-time faculty have received the College Excellence in Teaching award, 1 received the President Teaching award • Good relationships with a large number of fieldwork sites • Diverse urban environment • WSU MOT program focus on holistic, client-centered, 	<ul style="list-style-type: none"> • R1 university with nationally recognized experience and expertise in urban engagement. • Commitment to faculty development and wellness • College Strategic goals relate to the University goals • Internal funding for research. Reid Honors College Undergraduate Research Opportunity Program (UROP), Institute of Gerontology, Michigan Developmental Disabilities Institute • Close access to large medical campus; ethnically diverse faculty and student body • Diversity and Inclusion initiatives at the University and College levels. • Fiscal management process may change in the near future to Responsibility Centered Management 	<ul style="list-style-type: none"> • Ethnically diverse population, with increasing numbers of people with Hispanic origin • Cultural resources: museums, libraries, music venues • Growth and development in the Midtown area of Detroit (location of the College) • Supported fieldwork educators Program collaboration and Partnerships with: Detroit Public Schools: Special Olympics, Automotive Industries, Apple days, Go-Girls Organization, Alzheimer’s Association, Coalition on Temporary Shelter (COTS), Covenant House of Michigan, Lori’s Hands • Rapid economic and infrastructural growth and development in the City of Detroit

	<p>evidence and occupation based, advanced skills in clinical reasoning, assessment and intervention, leadership, advocacy and professional innovation and lifelong learning</p> <ul style="list-style-type: none"> • Unique program based in community partnerships, innovative research, and service • Full-time faculty promotions: 1 to associate professor and 1 to associate professor with tenure. Former Dean of the College joined faculty as full professor with tenure. • One faculty shared with Institute of Gerontology • One faculty affiliated with Michigan Developmental Disabilities Institute • One tenure track faculty also collaborating with the VA Hospital • Able to provide University, College and Program accommodations for differently abled persons 		
<p>Weaknesses</p>	<ul style="list-style-type: none"> • Low number of minorities (people of color, men) • Challenges of an urban environment • Students report desire for experience with clients earlier in the program 	<ul style="list-style-type: none"> • Impressions of Detroit makes recruitment of faculty, staff and brightest students difficult • Budget constraints for faculty due to economy • Limited traditional psychosocial fieldwork settings 	<ul style="list-style-type: none"> • History of very low performance of Detroit Public Schools students.

<p>Opportunities</p>	<ul style="list-style-type: none"> • Faculty development of virtual and hybrid courses during the peak of the pandemic • Facility promotes opportunities to use technology for education and distance learning • Opportunities for faculty/student interaction and service learning with Rehab Institute of MI, and other community sites • Diabetes Education Wellness (DEW) student-run clinic • Research opportunity potential considering high risk health issues in the population 	<ul style="list-style-type: none"> • Support and expectations for faculty research • Several faculty with large grant awards and local research projects • Opportunities for interaction among faculty and other programs in the College. • Interprofessional and translational research are present and occurring within the College, WSU institutes and centers and other colleges • Potential to facilitate easy transfer for students into our program by creating bridge programs with DPS • Opportunities to establish new working relationships with hospitals due to the changes in the health care system 	<ul style="list-style-type: none"> • Many fieldwork and employment opportunities and guest lecturers from the community • Many revitalization activities occurring in Midtown (College location) and City of Detroit • Potential for research with large demographic population with high risk health issues (diabetes, Alzheimer, hypertension, obesity, sleep disorders, developmental/intellectual disabilities) • Many opportunities with area health care systems • Close proximity with Canada encourages international collaboration
<p>Threats</p>	<ul style="list-style-type: none"> • Increasing tuition may limit student pool. • Gentrification and changing economic climate in Detroit, Michigan • Competition with other Michigan Universities that offer MOT and OTD programs • Several new emerging programs in the region 	<ul style="list-style-type: none"> • Increasingly limited state support to Universities 	<ul style="list-style-type: none"> • Sharp decline in local and national enrollment • Competition from many regional programs • Stress of current changes in the health care system (fee for fieldwork, hospital downsizing and mergers), loss of partnerships with the hospital systems and the University

Institution and Strategic Focus Area: Student success/completion/retention, Teaching excellence, National prominence/rankings/reputation

EACPHS Strategic Focus: Teaching, learning and student success

OT Program Strategic Focus: Teaching Excellence and Student Success

Long-Term Program Goal 1	Action Steps	Person(s) Responsible	Due Date for Action	Results / Update
<p>Improve and maintain consistent NBCOT exam three-year average pass rate to 100% by 2026</p>	<p>Review and revise curriculum to address weak areas as informed by student feedback, OTKE exam scores and NBCOT exam data.</p>	<p>All faculty are responsible for essential course content in preparation for NBCOT.</p>	<p>2023 - 2027</p>	<p>Increase noted in pass rate percentage from 2015 (100%) to (93% in 2016) 100% for 2017 - 2021. 87% 2022</p>
	<p>-Program to sponsor each professional Year II student to take the NBCOT OTR OT Knowledge Exam (OTKE)</p> <p>-Aggregate scores from the OTKE domain areas will continue to be used to address problematic issues in the curriculum.</p>	<p>Dr. Head (Program Director)</p>	<p>2023 - 2027</p>	<p>Current results from OTKE scores helped to identify students who needed specific content supplementation prior to NBCOT. Students who engaged in program targeted support were successful on the NBCOT.</p>
	<p>Continue to provide NBCOT in-house review session for WSU students hosted by faculty.</p>	<p>Dr. Head (coordinate sessions) Dr. DiZazzo-Miller (faculty to host in-house review at WSU in OT 7500)</p>	<p>2023 - 2027</p>	<p>Positive feedback from students. Increase in the number of students successfully completing the NBCOT exam. Program currently in compliance with pass rate Standard (100%)</p>
	<p>Continue to offer individualized tutoring at student request</p>	<p>Dr. DiZazzo-Miller in OT 7500</p>	<p>2023 - 2027</p>	<p>Positive feedback from students, will</p>

				continue to monitor NBCOT site for quarterly scores
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**Institution's Strategic Focus Areas: Teaching Excellence and Research Future of Graduate Education
EACPHS: Strategic Focus:1a,1d Discovery and Scholarship**

OT Program Strategic Focus: Teaching Excellence, research and Scholarship

Long-Term Program Goal 2	Action Steps	Person(s) Responsible	Due Date for Action	Results / Update
Develop an OTD curriculum that aligns with ACOTE standards, current clinical practice issues; the College mission and vision and strategic plan.	Work through College and program Committees and to determine criteria and pre-requisites for new program curriculum.	All Faculty	2023 - 2027	Letter of intent sent to ACOTE May 2023
	-Access resources to assist with self –study and full OTD accreditation review of ACOTE Standards for program development compliance.	Dr. Head (Program Director, Dr. DiZazzo-Miller	2023 - 2027	Scheduled to attend new OTD program training, July 2023 Curriculum expert to review documents in October 2023
	-Hire new OTD program faculty positions	Dr. Head	2023 - 2025	In discussions with administration regarding hiring budget.

**Institution's Strategic Focus Areas: Teaching Excellence and Research, National prominence/rankings/reputation
EACPHS Strategic Focus: 1:1a,1d Discovery and Scholarship**

OT Program Strategic Focus: Teaching excellence, discovery and scholarship

Long-Term Program Goal 3	Action Steps	Person(s) Responsible	Due Date for Action	Results / Update
<p>The WSU OT program will be known for its clinical and community scholarship.</p>	<p>Faculty will utilize expanded opportunities for scholarly growth and development through in-house, College, University, regional and national conferences, workshops and other training and initiatives.</p> <p>Support funded faculty, tenured and tenured track faculty and provide opportunities for faculty development, scholarship and promotion.</p> <ul style="list-style-type: none"> -Faculty will publish at least one paper annually. -Faculty will access at least one university research resource. -Faculty will present at least one professional conference annually -Request funding support as needed for faculty development, scholarship and promotion 	<p>Faculty</p>	<p>2023 - 2027</p>	<p>All faculty has published at least one article or has presented at least one OT conference annually.</p>

Institution’s Strategic Focus Area: Student Success, Community engagement, Student success/completion/retention
EACPHS Strategic Focus: Health Care and Community Engagement

OT Program Strategic Focus: Student success, health care and community engagement

Long-Term Program Goal 4	Action Steps	Person(s) Responsible	Due Date for Action	Results/Updates
Cultivate a culture of student success and enhance academic and career training	Review and revise curriculum based on student reviews, SET reviews, and stakeholders' feedback.	All Faculty	2023 – 2027	High retention rate, 100% NBCOT pass rate. High OTCAS application rate until 2020
	-Develop relationship with program stakeholders and community partners for collaborations and lectures	All Faculty	2023 – 2027	
	-Student volunteering program in Wayne County to facilitate intergenerational learning			
	- Lori’s Hands	Dr.s Samuel, Parnell, and Head	2023 - 2027	Added new community partner, Lori’s hands 2022 – present
	- DEW clinic	Christine Kivlen	2023 – 2027	Dew Clinic student rotations revised for new location
	- IVPT	Christine Kivlen	2023 – 2027	10 Cohorts have participated in this experience with positive feedback
- IPE		Kim Banfill	2023 – 2027	Interprofessional Education – promote collaborative practice and

	<p>-Continue to hold yearly round table discussions with SOTA representatives and with Fieldwork students</p> <p>-Generate a strong social media platform with student, faculty, staff successes, ongoing findings and changes in the field, and informational videos to facilitate great patient treatment.</p>	<p>Dr. Doreen Head</p> <p>Dr. DiZazzo-Miller (Lead/students)</p>	<p>2023 - 2027</p> <p>2023 - 2027</p>	<p>teamwork in patient care</p> <p>SOTA representatives formally invited to faculty meeting June, 2023. Continue with Fieldwork roundtable meeting.</p> <p>College news and Notes, College Newsletters, SOTA, Pi Theta Research Day, COTAD presentations and Newsletter 2023</p>
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**Institution’s Strategic Focus Area: Diversity, Equity and Inclusion and Research
EACPHS Strategic Focus: 3 Diversity, Equity, Accessibility and Inclusiveness (DEAI)**

OT Program Strategic Focus: Diversity Equity, Accessibility and Inclusiveness (DEAI)

Long-Term Program Goal 5	Action Steps	Person(s) Responsible	Due Date for Action	Results / Update
<p>Increase overall student enrollment as well as diversity to enhance program Diversity, Equity, Accessibility and Inclusiveness (DEAI) efforts to support cultural competence and social justice in entry level therapists</p>	<p>Consult with the College DEAI Committees to seek strategies on selecting diverse qualified candidates for the program.</p> <ul style="list-style-type: none"> - Explore incentives 	<p>Dr. Head</p>	<p>2023 – 2027</p>	<p>Only 3-5% minority selected over the last several years.</p>
	<p>Promote current MOT</p> <ul style="list-style-type: none"> - Participate in outreach <ul style="list-style-type: none"> - Info Night, Apple Days, - IPTV, STEM - Marketing - Social media 	<p>All Faculty</p>	<p>2023 - 2027</p>	<p>Faculty and student have participated in 6+ Community outreach and marketing programs Established social media platforms, College newsletters and COTAD newsletters</p>
	<p>Admissions committee will continue to strive to recruit and select students with diverse backgrounds to reflect the population of the environment</p> <ul style="list-style-type: none"> - Continue to use Holistic measures for admission & modify MOT pre-requisites - Rolling Admissions & modify pre-requisites 	<p>Dr. Parnell</p>	<p>2023 – 2027</p>	<p>Bio 1510 eliminated More courses accepted to meet pre-req equivalencies</p>

	Develop Qualtrics Survey interest in future -professional, COTA programs	Dr. DiZazzo-Miller Dr. Tarraf	2023 - 2027	Re-launch interest survey for needs assessment 2023
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