

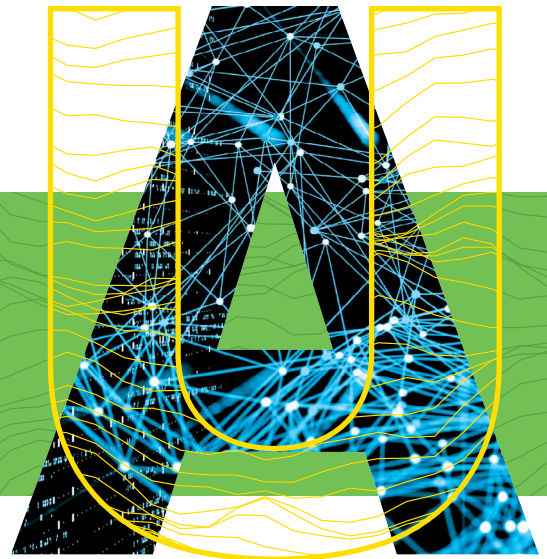


UNIVERSITY  
OF ALBERTA

2020-25

# PHYSICAL THERAPY **STRATEGIC COMPASS**

College of Health Sciences  
Faculty of Rehabilitation Medicine  
Department of Physical Therapy



DECEMBER 2022

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# Strategic Themes

With an overarching focus of creating a diverse and inclusive environment, elevate the Department of Physical Therapy (and the profession) through four strategic themes, develop and strengthen teaching, foster partnerships, enhance research and knowledge translation/implementation.

# Strategic theme #1: Focus on people, creating an inclusive community

## Success evidenced by:

- Attraction of a diverse group of highly qualified MScPT students.
- Graduate a diverse and inclusive group of work-ready, safe, effective, evidence-informed Physical Therapy practitioners.
- Strengthen existing teaching-intensive faculty. Explore opportunities to broaden and enhance capacity, prioritizing succession planning for anticipated retirements.
- Attract and develop one to two tenure track faculty who contribute to physical therapy and rehabilitation science, as part of success plan for anticipated retirements.
- Increase number of graduate students supervised by Physical Therapy faculty.
- Mentorship of new and existing teaching-intensive and tenure track faculty.

## Roadmap to success:

- Review admissions policies/procedures to align with best practices.
- Increase enrolment of self-identified Indigenous students to six per cent (seven students) of student cohort by 2025.
- Explore admissions processes to increase diversity in student cohort:
  - demographics
  - academic backgrounds
  - students with disabilities
- Evaluate student and graduate performance:
  - student performance in clinical education and national exams
  - student satisfaction with teaching and learning in the MScPT program
  - student success in combined programs (MScPT/PhD and MBA)
- Focus recruitment efforts on attracting and supporting staff and faculty from diverse communities:
  - Tap into existing faculty/other on-campus networks to mentor new faculty/staff, supporting growth, building community and contributing to their success.
- Increase PT supervised graduate students:
  - through new and existing partnerships
  - devote time for students to build networks
  - market the combined MScPT/PhD program
- Establish formal mentorship programs in teaching and research for existing and new department members.

## Strategic theme #2: Teaching for the 21<sup>st</sup> century

### Success evidenced by:

- Alignment between student learning needs, best practices in education and faculty teaching practices.
- Participation in the creation and implementation of a professional development program in teaching for Physical Therapy faculty.
- Teaching excellence reflected in maintenance of high student performance ratings and metrics of student satisfaction.
- Physical therapy graduates with the knowledge and skills to meet the needs of evolving practice environments (primary care).

### Roadmap to success:

- Define what works well and what hinders student learning (where we are at).
- Define the learning needs of our future students (where we need to be).
- Explore alternative content delivery models, optimize the use of technology to enhance teaching and learning.
- Further development of teaching infrastructure (define a standard of teaching quality for our department, define a process to assess teaching quality, PD program and mentorship for faculty).
- A forward-looking curriculum responsive to future needs in practice and an evolving health-care environment.
- Explore online and flexible learning opportunities (models for distanced cohorts/ evenings and weekends).

## Strategic theme #3: Partnerships

### Success evidenced by:

- Multiple department members participate actively (bringing solutions) on:
  - different decision-making bodies – provincially, federally
  - at community levels (e.g. long-term care centres)
  - with funding agencies, Strategic Clinical Networks, Patient Care Networks, Boards and Clinical Working groups
- Presence on decision-making bodies that are interdisciplinary and collaborative with a greater awareness of physical therapy at a community level.

### Roadmap to success:

- Inventory existing partnerships and focus on areas that advance our strategic goals – refocus our energies to areas that benefit our profession.
- Community partnerships:
  - Strengthen links with Development Office to identify donors (individuals, government and industry) to support department-specific initiatives.
  - Increased community partnerships with diverse mandates.
- Clinical partnerships:
  - Advance practice through clinical placements in niche and strategic areas of practice.
  - AHS (facilitate research)
- Build research capacity and partnerships through adjunct appointments with high profile local, national and global collaborators.
- Cultivate international partnership, formal and informal, to encourage a Physical Therapy Fellowship program where participants come with funding.
- Collaborate with Faculty of Rehabilitation Medicine alumni engagement efforts to identify and foster activities that meet their ongoing life-long learning goals:
  - Survey Market – needs analysis on what to develop – target recent grads, clinicians, alumni.
  - Support CME Accredited Post-Grad courses/lectures/online.

## Strategic theme #4: Research and technology

### Success evidenced by:

- Leadership in national/international rehabilitation research and technology efforts (measured by funds awarded, dissemination of research findings, international recognition, and leadership roles in local, national and international organizations).
- Integration of novel rehabilitation technologies and approaches into the community, clinical practice, and entry-level education.

### Roadmap to success:

- Engage community partners to develop capacity and expertise of students/staff.
- Expanded research focus, building on existing expertise, to bridge gap from lab to community.
- Establish a Department Research and Technology Working Group (measured by creation).
- Research focusing on assessment of impact of technology on health outcomes.
- Align efforts with already existing artificial intelligence (AI) capacity on campus to expand reach of research (e.g. big data sets).



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