



**SOUTH DAKOTA BOARD OF REGENTS
ACADEMIC AFFAIRS FORMS**

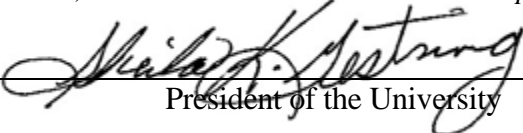
**Institutional Program Review
Report to the Board of Regents**

Use this form to submit a program review report to the system Chief Academic Officer. Complete this form for all units/programs undergoing an accreditation review, nationally recognized review process, or institutional program review. The report is due 30 days following receipt of the external and internal review reports.

UNIVERSITY:	USD
DEPARTMENT OR SCHOOL:	School of Health Sciences
PROGRAM REVIEWED:	Physical Therapy
DATE OF REVIEW:	4/30/2019
TYPE OF REVIEW:	Specialized Program Accreditation Review

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this report, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.



President of the University

8/5/2019
Date

- 1. Identify the program reviewers and any external accrediting body:**
Commission on Accreditation in Physical Therapy Education
- 2. Items A & B should address the following issues: mission centrality, program quality, cost, program productivity, plans for the future, and assessment of progress.**
 - 2(A). Describe the strengths and weaknesses identified by the reviewers**
 - a. On-site visit report (visit occurring October 21-24, 2018) stated that “the program appears to have sufficient financial support, space, equipment, technology, student services, and library facilities to offer the program. The clinical instructors and employers of graduates cited life-long learning, professionalism, well-rounded preparation, commitment to rural healthcare, flexibility, and readiness for practice as strengths of the students and graduates.”
 - b. The Summary of Action Report (April 30, 2019) stated the program is “meeting its mission as evidenced by meeting graduate goals and graduating students who are mature, professional, and competent to practice in a rural setting.” Since the October 2018 on-site visit, a core faculty member resigned, and another will retire. A program weakness is the percentage of core faculty members with academic doctoral degrees.
 - 2(B). Briefly summarize the review recommendations**

The Summary of Action decision affirms reaccreditation for 10 years with conditional compliance. These conditions are such that 50% of the core faculty composite must hold academic doctoral degrees.

2(C). Indicate the present and continuous actions to be taken by the college or department to address the issues raised by the review. What outcomes are anticipated as a result of these actions?

USD PT is required by CAPTE to submit a plan of action by August 2019 that will bring USD PT into compliance with 4K within the next 2 years. If USD PT does not meet compliance within 2 years, the program will be placed on probation. At the time of the onsite visit, USD PT core faculty composition was 4/9 (44%) holding academic degrees. Since then, a core faculty member resigned, a core faculty member will retire, and a core faculty member achieved his PhD (May 2019). As of July 1, 2019, 38% (3 of 8) of the composite core faculty will hold advanced academic degrees, with an open line available due to Lana Svien's retirement. One of our core faculty members will secure an academic doctoral degree in May 2020. At that time the program hopes to have hired someone to fill the department's open position (9 faculty members), but it is uncertain whether this person will have an advanced academic doctoral degree (44.4% assured academic doctoral degrees, should the current composite remain the same). An additional faculty member has been accepted into a PhD program (beginning Fall 2019) but will not graduate with an academic doctoral degree within the 2-year compliance period (assuring probation if the open position cannot be filled by someone with an advanced academic doctoral degree). The hiring of a core faculty member with an advanced academic doctoral degree is a possibility, but experience has shown that faculty retention is stronger when faculty are attached to place or program, and developing faculty who have shown attachment to USD or South Dakota is a more sure way to develop program stability.

Most core faculty members within the PT Department hold clinical doctoral degrees, which are considered terminal degrees. In these cases, the additional achievement of an advanced academic degree is not rewarded by salary augmentation. Without financial incentive, the program relies upon the intrinsic motivation of core faculty to pursue further graduate level education. The loss of any USD PT core faculty member who holds an advanced doctoral degree, at this point, jeopardizes accreditation. There is a national shortage of physical therapist educators with advanced academic credentials, and they are highly sought after by competing programs dealing with accreditation threats similar to those that USD's program faces. Filling the open position with an individual who has an advanced doctoral degree is certain to cost more than current USD PT core faculty salaries, and retention of this new hire is uncertain without some type of attachment to place or program. The costs of turn-over are sure to be greater than those associated with incentivizing and retaining current core faculty.

A salary augmentation study should be undertaken to ensure retention of faculty with advanced doctoral degrees and to incentivize faculty who are not otherwise currently motivated to undertake the pursuit of an additional degree, as there are no other incentives for doing so. The program would like to propose, as well, if permitted by human resources, that all future hires without an advanced doctoral degree sign an agreement to enroll in a program pursuant to the degree as a condition for hiring.