

EDUCATION LEADERSHIP INSTITUTE FACULTY NEEDS ASSESSMENT

Purpose of the Survey: We need your assistance to facilitate the development of an APTA sponsored Education Leadership Institute by identifying the skills needed by faculty (academic and clinical residency/fellowship) to allow them to develop as leaders within higher education and physical therapy. The questions that follow will assist APTA's Consultant Group on the Education Leadership Institute determine the most appropriate format, content, structure, and level of interest in an Education Leadership Institute. This initiative is being considered by the Association in response to the expressed need to develop individuals in the roles of education program directors, fellowship directors, residency directors, and faculty leaders. Responses and comments to this survey will be compiled and reported in the aggregate to ensure anonymity of individual responses. (Note: Some questions require the selection of one option only while others ask you to check all that apply)

Education Leadership Institute: The Mission of the Education Leadership Institute is to develop innovative leaders in physical therapy (PT and PTA) prepared to enliven, enrich, and influence education within a changing political-socio-economic-cultural environment. The aim of this Institute would be the development of educational leaders within the profession and within higher education.

LEADERSHIP INSTITUTE SURVEY QUESTIONS

1. If an Education Leadership Institute were offered by APTA, what do you think would be the optimal length of this program?

<input type="checkbox"/> 0 – 3 months	<input type="checkbox"/> 9 – 12 months
<input type="checkbox"/> 3 – 6 months	<input type="checkbox"/> >12 months
<input type="checkbox"/> 6 – 9 Months	

2. How should this program be delivered? (Check only one response)

<input type="checkbox"/> On-site face-to-face program only
<input type="checkbox"/> Distance learning only
<input type="checkbox"/> Blended (i.e., combination of on-site and distance learning) program

3. If offered in on-site face-to-face or blended (i.e., online/on-site), how many separate sessions should this program include?

<input type="checkbox"/> 1 session	<input type="checkbox"/> 4 sessions
<input type="checkbox"/> 2 sessions	<input type="checkbox"/> ≥5 sessions
<input type="checkbox"/> 3 sessions	<input type="checkbox"/> Other; please specify _____

4. If offered in an on-site face-to-face or blended (i.e., online/on-site) format, what would be the optimal length of each session?

- 3-5 days ≥10 days
 5-7 days Other; please specify _____
 7-9 days

5. If offered in a face-to-face format, what would be the best options scheduling options? (Check all that apply)

- Scheduled with national conferences (eg, CSM, Annual conference)
 Independent of national conferences in a retreat format
 Combination of national conferences and retreat format
 Other; please specify _____

6. If offered in a distance learning format, which would be your preferred options for learning? (Check all that apply)

- Videoconference Self-paced online learning
 Webinars CD-ROM/DVD
 Audio-conference Discussion bulletin board/e-communities
 Podcast Personal coaching
 WIKI page for share products/resources Projects – individual and shared
 Case Studies Self-Assessments
 Blog Other; please specify _____

7. Which of the following should be offered at the completion of the Institute?

- Continuing Education Units (CEUs) Credentials after one's name
 Academic credit through partnerships with academic institutions Public recognition in a larger venue
 Certificate of Completion Other, please explain _____

8. Below is a listing of skills/attributes associated with leadership and higher education. Please use the Likert scale (1-4) provided to rate the importance of each skill/attribute for physical therapy educators (academic and clinical) in leadership roles.

1= Not Important 2= Somewhat important 3=Important 4= Very Important

- | | | | | |
|---|---|---|---|---|
| • Advocacy (within and external to an organization) | 1 | 2 | 3 | 4 |
| • Benefits and rewards of leadership | 1 | 2 | 3 | 4 |
| • Building collaborative partnerships, alliances, and networks | 1 | 2 | 3 | 4 |
| • Business and financial management in education including alignment of faculty and financial resources | 1 | 2 | 3 | 4 |

• Changing the culture of physical therapy within the academy	1	2	3	4
• Characteristics of effective leaders	1	2	3	4
• Communication and media relations	1	2	3	4
• Communication styles and understanding how to influence	1	2	3	4
• Creating mentoring programs and relationships	1	2	3	4
• Cultural competence in physical therapy education	1	2	3	4
• Curriculum design for a contemporary society	1	2	3	4
• Delegation	1	2	3	4
• Developing policy and procedures	1	2	3	4
• Embracing evaluation	1	2	3	4
• Entrepreneurial thinking	1	2	3	4
• Facilitating academic excellence in faculty (teaching, service, and scholarship)	1	2	3	4
• Faculty identification and development (i.e., new, adjunct, and current)	1	2	3	4
• Finding balance in professional and personal life (stress, burnout, and renewal)	1	2	3	4
• Fundamental principles of human behavior associated with leadership development	1	2	3	4
• Fund raising	1	2	3	4
• Gender-based leadership issues	1	2	3	4
• Global environment	1	2	3	4
• Higher education structure	1	2	3	4
• How to lead and facilitate change	1	2	3	4
• Identifying emerging opportunities and challenges	1	2	3	4
• Interacting with the next generation of learners	1	2	3	4
• Leadership (theory, application, assessment) versus management (theory, application, and assessment)	1	2	3	4
• Leading meetings	1	2	3	4
• Legal, ethical, and regulatory issues in higher education	1	2	3	4
• Linking leadership development to physical therapy and higher education	1	2	3	4
• Maintaining credibility	1	2	3	4
• Making your personal development active and functional	1	2	3	4
• Managing faculty workload	1	2	3	4
• Managing and taking risks	1	2	3	4
• Moving an organization from "good to great"	1	2	3	4

• Motivational strategies	1	2	3	4
• Negotiation and conflict resolution	1	2	3	4
• Organizational behavior and development/group dynamics	1	2	3	4
• Partnership and collaboration	1	2	3	4
• Perils and pitfalls in leadership	1	2	3	4
• Personal and interpersonal growth and development	1	2	3	4
• Program evaluation and outcome measures	1	2	3	4
• Public relations and marketing	1	2	3	4
• Quality improvement and accreditation	1	2	3	4
• Recruitment and retention	1	2	3	4
• Reflection and self-assessment	1	2	3	4
• Strategic planning and team building	1	2	3	4
• Strategic thinking and decision making	1	2	3	4
• Succession planning	1	2	3	4
• Tapping into the right brain; thinking creatively	1	2	3	4
• Technology in education	1	2	3	4
• Visionary and global thinking – “reading the tea leaves”	1	2	3	4
• Walk the talk – modeling	1	2	3	4
• What is failure in academia?	1	2	3	4
• When to celebrate small successes	1	2	3	4
• Others, Please specify _____	1	2	3	4

8. If an Education Leadership Institute were offered by APTA, would you be interested in participating?

Yes

No

Maybe; Please explain _____

9. From your perspective, what should be the range in cost of a program like this for

the individual participant? From \$ _____ to \$ _____

the academic institution per participant? From \$ _____ to \$ _____

APTA per participant? From \$ _____ to \$ _____

10. Would you be willing to share in the cost of participating in this program?

Yes

No

Maybe; Please explain _____

11. Would your academic program be willing to share in the cost of your participation in this program?
 Yes
 No
 Maybe; Please explain _____

DEMOGRAPHIC INFORMATION

12. In what state/jurisdiction do you reside? _____
13. In what state/jurisdiction do you teach or practice? _____
14. Gender
 Male Female
15. Date of Birth _____
 mm/dd/yyyy
16. Which best describes your primary (>50%) role in education (Check only one)?
 Program Director Clinical Residency Director/Educator
 Academic Faculty Clinical Fellowship Director/Educator
 Academic Faculty/ACCE/DCE Clinical Educator
 Not Applicable
17. What is your current faculty status in your program?
 Adjunct Clinical Faculty Assistant Professor Not Applicable
 Lecturer Associate Professor
 Instructor Professor
18. Indicate your role in physical therapy.
 Physical Therapist Other Profession; please specify _____
 Physical Therapist Assistant
19. In which of the programs do you currently teach? (check all that apply)
 Physical Therapist Professional Program Credentialed Clinical Residency Program
 Physical Therapist Assistant Program Credentialed Clinical Fellowship Program
 Post-professional PT Graduate Program Clinical Education for Physical Therapist Program
 Post-professional Transition DPT Program Clinical Education for Physical Therapist Assistant Program
 Post-doctoral Program

20. In what type of educational institution do you teach?
 Public
 Private, not-for-profit
 Private, proprietary
21. How many total years have you been in your current position?
 Less than one
 ≥ 1 and less than 5
 ≥ 5 and less than 10
 ≥ 10 and less than 15
 ≥ 15 and less than 20
 More than 20
22. How many total years have you been in clinical practice?
 Less than one
 ≥ 1 and less than 5
 ≥ 5 and less than 10
 ≥ 10 and less than 15
 ≥ 15 and less than 20
 More than 20
23. How many total years have you been involved in academic education?
 Less than one
 ≥ 1 and less than 5
 ≥ 5 and less than 10
 ≥ 10 and less than 15
 ≥ 15 and less than 20
 More than 20
24. What is your highest earned entry-level degree in physical therapy?
 Associate
 Certificate
 Baccalaureate
 Masters
 Doctoral (DPT)
 Not Applicable
25. What is your highest earned degree?
 Associate
 Baccalaureate
 Certificate
 Masters
 Doctoral (DPT)
 Doctoral (Transition DPT)
 Doctoral (PhD, ScD, EdD, Other)
26. Do you hold any of the following certifications or credentials?
 ABPTS Specialist Certification _____
 Certified Manual Therapist
 Certified Wound Specialist
 Certified Athletic Trainer
 Post-doctoral education
 APTA Credentialed Clinical Instructor
 APTA Advanced Credentialed Clinical Instructor
 Other Certifications; please specify _____

27. Have you ever served in the role of Program Administrator/Director/Chair?
 Yes No
28. Have you ever served in the role of Academic Faculty?
 Yes No
29. Have you, or would you, ever consider serving in the role of Program Administrator/Director/Chair?
 Yes No
30. Have you, or would you, ever consider serving in the role of Academic Faculty?
 Yes No
31. Have you ever participated in a leadership development program?
 Yes {Go to Q #34} No
32. Identify the name of the program in which you were a participant. _____
33. Please offer any additional comments or thoughts that were not included in this survey.

Thank you for taking the time to complete this survey!