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# UND SMHS Strategic Plan Individual Unit Report for 2020

## GOAL 4 for Occupational Therapy

### LEARNING

**One UND Strategic Plan Goal 4:** *Enhance discovery at a level consistent with most research intensive universities (Carnegie R1) Goal by 2022, (\$120) million-internal and external funding sources.*

**UND SMHS Strategic Plan Goal 4:** *The SMHS will enhance basic, clinical, and translational health sciences discoveries while focusing on its stated purpose “of discovery of knowledge that benefits the people of this state and enhances the quality of their lives.” The SMHS will support Goal 4 by increasing its extramural funding by 10% per year based on a three year rolling average.*

### 1. Describe if/how your unit has addressed this goal.

To assure involvement with the One UND Goal 4, the OT department as increased recognition of faculty research activities by encouraging faculty to accurately reflect research activities in their annual evaluation and promotions processes, consistent with individual percentage of effort. The department as also set as a goal collaboration with other Health Sciences departments in development of the revised promotion and tenure guidelines appropriate to occupational therapy, SMHS, and university expectations of scholarly activity. This allows for a more accurate reflection of expected professional activities and achievements of occupational therapy faculty. Additionally, the department has developed a clearly stated faculty research agenda consistent with our appointment as educator scholars (Scholarship of Teaching and Learning Research). This agenda is in place, and is already yielding results in research and scholarly output related to teaching and learning. Finally, the OT department has committed to participation on the clinical education committee within SMHS to identify an area of collaborative research interest.

### 2. Describe how your efforts are being assessed.

The department has implemented a faculty annual review process that emphasizes scholarship and creative activity appropriate to the individual faculty member's percentage of effort in this area. Faculty annual review packets are evaluated by the department CPT committee and the department chair, to assess progress on individually determined scholarship goals indicated on the faculty development plan Form E (ACOTE accreditation form for faculty development). Additionally, the cumulative output of faculty scholarship is reported during the annual strategic plan update, through data gathered by the OT department CPT and Assessment Committees. The OT department also consistently reports individual scholarly activity through the annual Digital Measures update. The department CPT committee actively participated in development of the current SMHS CPT guidelines, which clearly delineate the scholarship and creative activity expectations for Educator/Scholars (which encompasses the faculty job descriptions for OT). It is these guidelines that faculty who are advancing for promotion use to develop promotions materials recording their output. These guidelines also serve to highlight the expectations for the department research agenda to assure OT faculty have the necessary level of scholarship to meet both the percentage of effort and promotion. Parallel to the development of the OTD curriculum, the department has also outlined a clear SoTL research agenda, which is reflective of the national occupational therapy SoTL agenda outlined by the American Occupational Therapy Association. Faculty have agreed to direct their scholarly activity toward the research threads outlined in this agenda, and have begun to submit presentations to national SoTL conferences and publications over the past three years. Lastly, although the SMHS Clinical Education Committee has not meet recently, the OT department will actively participate at a time that this committee reconvenes.

### 3. Describe how your unit analyzed these data and what assessments were determined.

The development of scholarly and creative activity is assessed through self-report to the department CPT and Assessment committees at the end of each academic year, as part of the annual reporting process by these committees. These committees then report the findings to the strategic planning committee chair by August of each year. The updated strategic plan and summarized assessment data reports are presented to the full department during the annual summer faculty retreat.

### 4. Describe how your unit will implement any further changes and what barriers may exist.

At this time, the current processes and reporting channels are working effectively. The department has a solid understanding of the expectations for scholarly and creative activity through the annual review, promotions, and percentage of effort guidelines. An active SoTL agenda was outlined by the department SoTL subcommittee, in alignment with the national OT SoTL agenda, and will continue to grow and develop as indicated. Barriers to scholarship and creative activity are time and resources, especially in light of the ongoing roll-out of the OTD program, and faculty members' commitment to delivery of the new curriculum.

**PROVIDE A RATING OF YOUR PROGRESS ON THIS GOAL:**  **On Track;**  **Delayed;**  **Behind**

*(additional space for text is provided on page 3 if needed)*

**Additional Information on Goal 4 (optional):**

Insert any additional information here.