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**COURSE DESCRIPTION:**

Leadership is an integral skill in the development and success of personal and professional physical therapy practice. This course provides a roadmap to achieving excellence in leadership. Emphasis will be placed on exploring leadership of oneself, leadership of others, and leadership to the profession and society.

**CAPTE Standards & Elements:**

Example Standard 7: Elements 7A, 7B, 7C, and 7D

**DEPARTMENT OFFERING THE COURSE:**

UND School of Medicine and Health Sciences - Department of Physical Therapy

**CREDIT HOURS:** 2 Credit Hours

**ABOUT THE PROFESSOR & CONTACT INFORMATION:**

Name: Cindy Flom-Meland, PT, MPT, PhD, Board Certified Neurologic Clinical Specialist  
Course lead

Phone: (701)777-4130

Email: [cindy.flom.meland@und.edu](mailto:cindy.flom.meland@und.edu)

Office Location: UND-SMHS Suite E321, Room E343

Student Hours: Send email to schedule an appointment.

Name: Gary Schindler, PT, DPT, PhD, Board Certified Orthopedic and Sports Clinical Specialist

Phone: (701)777-6081

Email: [gary.schindler@und.edu](mailto:gary.schindler@und.edu)

Office Location: UND-SMHS Suite E321, Room E344

Student Hours: Send email to schedule an appointment.

**COURSE CONTACT HOURS:**

Schedule: Tuesdays, 1:00-2:50 pm

Lecture and Discussion

**COURSE PREREQUISITES:**

Registered in the professional Physical Therapy program.

**COURSE OBJECTIVES:**

1. Critique current knowledge of leadership approaches and theories and adopt a personal leadership philosophy. (SRE: 7B; Bloom's: Cognitive: analyze, evaluate; Affective: responding, valuing)
2. Investigate methods and formulate strategies for leading others with respect to communication, teamwork, collaboration, diversity, and conflict resolution. (SRE: 7B, 7C2, 7C3, 7D22; Bloom's: Cognitive: apply, analyze; Affective: valuing, organizing; PG: 2,3; Thread: Professionalism)
3. Apply and analyze the concepts and methodology of leading through change, ethics, service, and advocacy to enhance physical therapy practice for societal gains. (SRE: 7B, 7B1, 7B2;

Bloom's: Cognitive: apply, analyze, create; Affective: valuing, organizing; PG: 2; Thread: Professionalism)

**COURSE SCHEDULE AND OUTLINE OF CONTENT:**

- See attached schedule

**DESCRIPTION OF TEACHING METHODS AND LEARNING EXPERIENCES:**

Teaching methods in this course include lectures, book study, seminars, discussion, and self-reflection. The above objectives contribute to the Practice Model components of communication and leadership.

**COURSE MODE OF DELIVERY:**

- Synchronous, in-person

**MATERIALS – TEXT, READINGS, & SUPPLEMENTARY READINGS:**

Recommended text: Learning to Lead in Physical Therapy, eds J Green-Wilson, 2020

**METHODS OF STUDENT EVALUATION:**

In this course, your learning will be assessed in the following ways:

- Writing Assignments
- Book Study
- Presentation
- Service Learning
- Peer Teaching
- Active Participation

**GRADING SCALE:**

Grading Scale	Breakdown
A 90% to 100%	Podcast and Discussion Board 10%
B 80% to 89.9%	Unit 1 assignments 25%
C 76% to 79.9%	Unit 2 assignments 35%
F < 76%	Unit 3 assignments 30%

For more information on grading policies, please refer to the [UND-PT Scholastic Standards Document](#)

**ASSIGNMENTS:**

1. Podcast and discussion board:

Over the course of the semester, each student is required to listen to 5 different leadership podcasts (different presenters). In Bb, you will submit the name of the podcast, the link, and a summary (1-page response, double-spaced) that discusses at least 3 key takeaways, how you can use this information right now, how you can develop and grow and use this information in the future. **All must be completed by October 15.**

2. Personal Leadership Philosophy: (unit 1 assignment)

Articulate a statement of your beliefs about leadership and develop your personal leadership philosophy. Utilize the materials from the course, podcasts, and other sources that guide your leadership. Cite sources if used. **Due by October 31. Submit in Bb.**

3. Plan for Leadership Growth: (unit 1 assignment)  
Develop a plan for your continued growth as a leader, including the knowledge, skills, behaviors, values, and attitudes you plan to acquire as a leader. Specify how you will acquire and/or practice those skills over the next 3-5 years. (1-2 pages)  
**Due by November 26.**
4. Book Study Presentation: (unit 2 assignment)  
In groups (based on the book read), develop a presentation that outlines the main points of the book, and lessons learned, and apply information for future utilization professionally and personally. **Presented in class as per the date on syllabus.**
5. Service Project and Reflection: (unit 3 assignment)  
In small groups, develop and complete a service project in the community. Write a 1-2 page reflection on the experience that discusses what you liked, disliked, learned about the project, and how you plan to implement service in the future. **Paper due by December 13, submit in Bb.**

#### **COURSE ACCESS & TECHNICAL REQUIREMENTS**

This course was developed and will be facilitated utilizing Blackboard. For access go to: <http://blackboard.UND.edu> and log in with your NDUS.Identifier. If you do not know your NDUS Identifier or have forgotten your password, please visit [Your NDUS Account Webpage](#)

Visit the [UND Technical Requirements](#) webpage for more information. Students are expected to use their official UND email in the course. For technical assistance, please contact [UND Technical Support](#) at 701.777.2222

#### **ARTIFICIAL INTELLIGENCE (AI)**

Artificial Intelligence tools are allowed in this course as approved by the instructor(s). Students are required to disclose if they use AI-generated text or images and how they apply it in their work. Failure of students to acknowledge their use of AI or using fabricated information could result in their violation of the Academic Integrity Policy. Students must ensure the originality of their work, maintain academic integrity, and avoid any type of plagiarism. The students need to understand the material and complete assignments on their own, using AI tools as a supplement rather than a replacement for their work. Students should not use sources that are cited by AI tools without having read them because generative AI tools can either create fake citations or cite a real piece of writing, but the cited content may be inaccurate. The faculty reserves the right to use various plagiarism-checking tools in evaluating students' work, including those screening for AI-generated content, and impose consequences accordingly.

For more information on AI Policies, please visit [Artificial Intelligence Resources](#).

#### **Nondiscrimination**

It is the policy of the University of North Dakota that no person shall be discriminated against because of race, religion, age, color, gender, disability, national origin, creed, sexual orientation, gender identity, genetic information, marital status, veteran's status, or political belief or affiliation and the equal opportunity and access to facilities shall be available to all. Concerns regarding Title IX, Title VI, Title VII, ADA, and Section 504 may be addressed to Donna Smith, Assistant Vice President for Equal Opportunity and Title IX/ADA Coordinator, 401 Twamley Hall, 701.777.4171, [UND.EO.TitleIX@UND.edu](mailto:UND.EO.TitleIX@UND.edu) or the Office for Civil Rights, U.S. Dept. of Education, 230 S. Dearborn St., 37th Floor, 500 West Madison, Suite 1475, Chicago, IL 60611 or any other federal agency.

The full [Notice of Non-discrimination](#) is available online through Equal Opportunity & Title IX.

#### **Accessibility Statement**

The University of North Dakota is committed to providing equal access to students with documented disabilities. To ensure access to this class and your program, please contact <https://und.edu/student-life/student-disability->

[resources/index.html](#) to engage in a confidential discussion about accommodations for the classroom and clinical settings.

Accommodations are not provided retroactively. Students are encouraged to register with [Student Disability Resources](#) at the start of their program. More information can be obtained by email, [UND.sdr@UND.edu](mailto:UND.sdr@UND.edu), or by phone at 701.777.2100.

### Religious Accommodations

UND offers religious accommodations, which are reasonable changes in the academic environment that enable a student to practice or observe a sincerely held religious belief without undue hardship on the University. Examples include time for prayer or the ability to attend religious events or observe a religious holiday. To request an accommodation, complete the [student religious accommodation request form](#). To learn more, please consult UND's [Religious Accommodations Policy](#) or contact the [Equal Opportunity & Title IX Office](#).

### Pregnancy Accommodations

Students who need assistance with academic adjustments related to pregnancy or childbirth may contact the [Equal Opportunity & Title IX Office](#) or Academic Affairs to learn about your options. Additional information and services may be found at [Pregnancy Resources and in UND's Protections for Pregnant and Parenting Students and Employees Policy](#).

### Reporting Discrimination, Harassment, or Sexual Misconduct

If you or a friend has experienced sexual misconduct, such as sex-based harassment, domestic violence, dating violence, or stalking, please contact the [Equal Opportunity & Title IX Office](#) or UND's Title IX Coordinator, Donna Smith, for assistance at 701.777.4171 or [donna.smith@UND.edu](mailto:donna.smith@UND.edu).

You may also contact the Equal Opportunity & Title IX office if you or a friend has experienced discrimination or harassment based on a protected class, such as race, color, national origin, religion, age, disability, sex, sex characteristics, sexual orientation, gender identity, genetic information, pregnancy, marital or parental status, veteran's status, or political belief or affiliation.

### Faculty Reporting Obligations Regarding Discrimination, Harassment, or Sexual Misconduct

It is important for students to understand that faculty are required to share with UND's Equal Opportunity & Title IX Office any incidents of potential sexual misconduct or of discrimination or harassment based on a protected class that they become aware of, even if those incidents occurred in the past or are disclosed as part of a class assignment. This does not mean an investigation will occur if the student does not want that, but it does allow UND to provide resources to help the student continue to be successful at UND. If you have been impacted by discrimination, harassment, or sexual misconduct, you can find information about confidential support services at the [Equal Opportunity & Title IX](#) webpage.

### Health and Safety

UND is committed to maintaining a safe learning environment and asks students and instructors to be flexible when necessary to promote quality learning experiences.

**Please do not attend an in-person class or lab if you are feeling ill or if you have been directed by health professionals to stay home.**

- If you are not able to attend class or lab, please notify your instructor as soon as possible and discuss options for making up any missed work.
- If you will have an extended absence due to serious illness or other uncontrollable circumstances, you may request an absence notification through [Community Standards and Care Network](#).
- If your instructor is ill, they may need to cancel class or temporarily move your course to online delivery.

Please contact [Student Health Services](#) if you have health questions by calling 701.777.4500 or visiting [myhealth.und.edu](http://myhealth.und.edu)

Fall 2024  
 PT 632: Leadership in Physical Therapy  
 Tuesdays, 2:00 – 3:50 pm  
 Faculty: Cindy Flom-Meland, PT, MPT, PhD, NCS &  
 Gary Schindler, PT, DPT, PhD, OCS, SCS

DATE	Content
<b>Unit 1</b>	<b>Who are you as a leader? Meaning of Leadership</b>
August 27	Class introduction, Individual Leadership, Color Profile
September 3	Authentic Leadership
September 10	Discovering Influence and Leadership Style
<b>Unit 2</b>	<b>Developing as a Leader</b>
September 17	Conflict Resolution
September 24	Introduction to topics (communication, teamwork and collaboration, and diversity); book assignment; service project
October 1	Book study discussion
October 8	<b>Interprofessional ROBOT SIM – family care conference</b> (scheduled from 1-5; students will participate for 1 hour)
October 15	Book study discussion (Cindy & Gary will be gone this day – each group is expected to meet during class time to complete the week’s discussion)
October 22	Book study discussion
October 29	Peer teaching – lessons learned from book study
November 5	Peer teaching – lessons learned from book study
<b>Unit 3</b>	<b>Leadership and Change</b>
November 12	Leading Through Change
November 19	Ethics
November 26	Leading Through Service
December 3	No class due to service activity
December 10	Service – Debrief, Sharing, & Discussion
December 16-20	<b>Finals Week</b>