

**BOARD OF GOVERNORS
STATE UNIVERSITY SYSTEM OF FLORIDA
NEW DOCTORAL DEGREE PROPOSAL STAFF ANALYSIS**

Program: Doctor of Occupational Therapy

CIP Code: 51.2306

Institution: University of Florida

Proposed Implementation Date: Spring 2018

Staffed By: Lynn Hunt Long

Initial Review Date: 04/10/17 **Last Update:** 05/10/17

Projected program costs:

	Total	% & \$ Current Reallocated	% & \$ New Recurring	% & \$ New Non- Recurring	% & \$ C&G	Auxiliary Funds	Cost per FTE	SUS 15-16 Average Cost per FTE
Year 1	\$934,204	100% \$934,204	0% \$0	0% \$0	0% \$0	\$0	\$27,078	\$4,372.56* 51 CIP
Year 5	\$1,417,040	100% \$1,417,040	0% \$0	0% \$0	0% \$0	\$0	\$13,995	

* NOTE: The range of costs associated with the Average E&G Cost per FTE can vary considerably by university due to factors related to enrollment scale and diversity of programs in any particular CIP Code.

Projected FTE and Headcount are:

	Student Headcount	Student FTE
First Year	46	34.5
Second Year	90	67.5
Third Year	135	101.25
Fourth Year	135	101.25
Fifth Year	135	101.25

On March 29, 2007, the Florida Board of Governors approved Board Regulation 8.011, which sets forth criteria for implementation and authorization of new doctorates by the Board of Governors, as well as criteria for implementation and authorization of Bachelor's, Master's and Specialist degrees by Boards of Trustees. The following staff analysis is an assessment of how well the university meets Board Accountability and Readiness criteria for implementation of this degree program.

Proposal Page Numbers:

INTRODUCTION		ACCOUNTABILITY		READINESS				
Program Description	BOG Goals	Overall	Budget	Mission and Strength	Program Quality	Curriculum	Faculty	Resources
2	3	5	9	12	15	15	21	22

A. Program Description:

The University of Florida College of Public Health and Health Professions, Department of Occupational Therapy, is proposing to establish a pre-professional doctoral program in occupational therapy. The proposed Occupational Therapy Doctorate (OTD) would replace the existing Master of Occupational Therapy (MOT) program.

The purpose of the OTD program is to prepare highly qualified occupational therapists equipped to apply empirical findings in their practice, and to prepare administrators and leaders in the occupational therapy field (p. 2). Potential employment opportunities include direct care provider, consultant, educator, manager, leader, researcher, and consumer advocate.

The OTD will require the completion of a minimum of 108 credits and can be completed in 10 semesters (p. 2). The program requirements include core courses (63 credits), fieldwork (17 credits), research (18 credits), professional development (7 credits), and a capstone experience (3 credits). The Master of Occupational Therapy Degree Program currently requires 59 credits completed in 5 semesters (<http://ot.phhp.ufl.edu/academics/mot/prospective-students/course-sequence/>).

B. System-Level Analysis and Evaluation in accordance with BOG Regulation 8.011:

The proposal provides alignment of the program with the State University System strategic plan. The program will strengthen the quality and reputation of the academic programs and university as well as strengthen the qualifications and competitiveness of UF graduates. The OTD will provide affordable access to Florida students as no other public university in the state currently offers an OTD program. Additionally, the program will increase doctoral degree productivity in an area of strategic emphasis and provide the Florida community with knowledge and skills to address health care needs.

According to the proposal, the UF Master of Occupational Therapy program is ranked in the top 20 OT programs by US News and World Report (confirmed by Board staff) and among the top ranked Association of American Universities public universities, only two universities do not offer an OTD program. The proposal describes that in order to improve UF's national ranking, reflective of high quality education, the OT department must offer programs consistent with the top programs in the country (p. 3).

In August, 2015, the Accreditation Council for Occupational Therapy Education (ACOTE) released a statement on the entry-level degree for the occupational therapist. The Accreditation Council for Occupational Therapy Education determined that the entry-level-degree requirement for the occupational therapist will remain at both the master's and the doctoral degree.

<http://www.aota.org/Education-Careers/Accreditation/acote-entry-level-degrees.aspx>

Need for Graduates in the Labor Market

The proposal documents the shortage of occupational therapists in the State of Florida by including OT as one of the professions covered by the Florida Tuition Reimbursement Law (Statute 1009.58). Growth in occupational therapy employment in the State of Florida is predicted to be 29.5% through 2024 (<http://www.projectionscentral.com/Home/Index>).

According to the US Bureau of Labor Statistics the employment of occupational therapists is projected to grow 27% (much faster than average) between 2014 and 2024. <https://www.bls.gov/ooh/healthcare/occupational-therapists.htm>

Board staff noted that the Florida Department of Economic Opportunity projects statewide employment growth of 21.2% from 2016-2024 for those with a Master’s degree or higher.

<http://www.floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>

An online search by board staff of related employment opportunities on LinkedIn returned 16,406 occupational therapist entry-level positions (master’s degree or higher), with 692 occupational therapy jobs advertised in Florida. A search for full-time entry-level occupational therapist positions in Florida on Indeed website returned 1,355 advertisements.

Student Demand for the Program

Regarding the demand, the proposal notes that the University of Florida received over 316 applications during the 2015-2016 admission cycle for 45 available seats in the master’s program, with 80% of the applicant pool and enrolled students being Florida residents. As noted in the proposal, 32 programs across the country enroll OTD students with 20 additional universities having submitted applications for OTD approval. Because OTD education is becoming more prevalent as supported by student interest, it can be expected that some students will choose to attend OTD programs at Florida’s private universities if public options are not available.

This program would be the first OTD in the State University System. The enrollment and degrees awarded for the Master of Occupational Therapy across the State University System are included below:

Table 1: Enrollments in Master in Occupational Therapy (CIP 51.2306)

	2012	2013	2014	2015	2016
FAMU	65	63	62	59	79

FGCU	60	60	62	63	64
FIU	175	168	157	152	153
UF	111	113	112	106	108

Table 2: Degrees Awarded in Master in Occupational Therapy (CIP 51.2306)

	2012	2013	2014	2015	2016
FAMU	1	10	22	27	33
FGCU	23	30	31	30	29
FIU	65	51	58	56	51
UF	45	43	47	43	46

Source: Florida Board of Governors Website

The projected headcount enrollment is 46 for the first year which is the same number of students admitted per cohort in the Master in Occupational Therapy program. The primary source of students for the program are individuals who have recently graduated from preceding degree programs at the University of Florida. Other sources of students indicated include individuals who graduated from preceding degree programs at other Florida public universities, individuals who graduated from preceding degree programs at non-public Florida institutions, additional in-state residents, additional out-of-state residents, and additional foreign residents. The projected headcount enrollment in years three through five is 135. Based on current enrollment in the Master in Occupational Therapy program and the number of applications reportedly received during the 2015-16 admission cycle, enrollment targets should be met.

The Florida Board of Governors Accountability Report includes information on the percentage of graduate pass rates for occupational therapy. For academic year 2015-2016 the new Master of Occupational Therapy graduate pass rate for UF was 100% (p. 18).

Table 3: 2015-2016 Percentage of Master of Occupational Therapy New Graduate Pass Rates on the National Board for Certification in Occupational Therapy Examination

FAMU	65
FGCU	93
FIU	94
UF	100

http://www.flbog.edu/resources/_doc/accountability/ar_2015-16/2015_16_System_Accountability_Report_Summary_FINAL_2017-03-30.pdf

Table 4: Tuition Cost for the Occupational Therapy Doctorate

	Pre-Professional	Post-Professional
University of Florida	~\$56,784 in-state	---
Barry University	---	\$1,125.00 per credit (36 credits) = ~\$40,500
Gannon University	\$16,460 per semester (10+ credits) (119 credits) –at 12 credits per semester, ~10 semesters = \$164,600	\$16,460 per semester (10+ credits) (34 credits) – at 12 credits per semester, ~3 semesters = \$49,380
Nova Southeastern	\$31,200 for 2016-7 (122 credits) 2019-19 tbd	\$657 per credit 2016-17 (39 credits) = ~\$25,623
University of St. Augustine	(117 credits) = ~\$99,560	(30 credits) = ~\$18,210

Source: Information from university websites.

External Consultant’s Report

Dr. Kate E. DeCleene Huber, Chair of the School of Occupational Therapy at the University of Indianapolis, reviewed the University of Florida’s proposal for the establishment of an Occupational Therapy Doctoral degree and provided a letter of support for the program. Dr. Huber commented on the development of OTD programs in the private universities and the higher cost of the program to students. Dr. Huber noted that University of Indianapolis made the transition to the OTD based on strong indications that their graduates would be at a disadvantage as they compete for employment with graduates from the OTD programs in their region.

Summary

The proposed program elevates the Master of Occupational Therapy to the Doctor of Occupational Therapy. This would be the first OTD in the State University System which would allow students to pursue this degree opportunity at a public university. This program may enhance UF’s competitiveness for students in an area of strategic priority. There is ample evidence provided regarding the need in the labor market and demand from students for this program. Evidence exists that the number of occupational therapy job openings are increasing, so there should be a growing opportunity for graduates of the proposed program to fill workforce demands.

The entry-level-degree requirement for licensing as an occupational therapist in Florida or elsewhere is at both the master’s and the doctoral degree. The OTD will require the completion of a minimum of 108 credits and may be completed in 10 semesters which is an additional 49 credits over the MOT and double the amount of semesters for completion. The additional year will result in greater student tuition and fees and delays entry into the workforce resulting in an opportunity cost in lost salary. The American Occupational Therapy Association, Inc., reported in 2015 that preliminary informal surveys of entry-level doctoral graduates indicate that the doctoral degree does not guarantee advanced salaries. However, many entry-level doctoral graduates

are able to gain positions due to their advanced education which may qualify an individual for an increase in salary (<https://www.aota.org/-/media/Corporate/Files/EducationCareers/Educators/COE/FAQ-on-Professional-Entry-Degrees-2015.pdf>).

C. Assessment of the University Review Process in accordance with BOG Regulation 8.011:

Due to the system of stair step accountability set in place by the Board of Governors in Regulation 8.011, it is now incumbent upon University Board of Trustees to verify that all doctoral programs coming before the Board of Governors have met the requirements of the regulation. The following is an assessment of the university review process to ensure that all criteria set forth have been considered by the university prior to submission to the Board of Governors office.

ACCOUNTABILITY

Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.

1. Overall – *The proposal is in the correct format, includes all necessary signatures, and contains complete and accurate tables for enrollment projections, faculty effort, and the proposed budget.*

YES NO

 The proposal has been approved by the university board of trustees and includes all required signatures.

The proposed program was approved by the University of Florida Board of Trustees on March 17, 2017.

 The university has provided a proposal written in the standard SUS format which addresses new academic program approval criteria outlined in BOG Regulation 8.011.

The new academic program proposal was written in the standard SUS format and in accordance with the criteria set forth in Board Regulation 8.011.

 The pre-proposal was reviewed by the Council of Academic Vice Presidents (CAVP) workgroup and any concerns identified by the group have been listed and addressed in the proposal.

The pre-proposal was presented to the CAVP on 9/28/2106. As written in the proposal, there was no formal concern raised.

- The university has provided data that supports the need for an additional program in the State University System as well as letters of support or concern from the provosts of other state universities with substantially similar programs.**

This proposed degree program is not an additional program in the State University System but is an elevation of an existing MOT to the doctoral level. The occupational therapy doctoral degree will be the only OTD program in the Florida State University System. The University of Florida has provided data that supports the need for an OTD program in the State University System.

- The university has provided complete and accurate projected enrollment, faculty effort, and budget tables that are in alignment with each other.**

- The university has included a statement in the proposal signed by the equity officer as to how this proposal will meet the goals of the university's equity accountability plan.**

University of Florida's Equal Opportunity Officer reviewed and signed the proposal on 11/3/2016.

- The program does not substantially duplicate programs at FAMU or FIU or, if it does, evidence was provided that consultations have occurred with the affected university on the impact of the new program on existing programs.**

FAMU and FIU both offer Master's degrees in occupational therapy.

2. Budget – *The proposal presents a complete and realistic budget for the program consistent with university and BOG policy, and shows that any redirection of funding will not have an unjustified negative impact on other needed programs.*

YES **NO**

- The University Board of Trustees has approved the most recent budget for this proposal.**

The current budget was approved by the University Board of Trustees on 03/17/2017.

- The university has reviewed the budget for the program to ensure that it is complete and reasonable, and the budget appears in alignment with expenditures by similar programs at other SUS institutions.**

The proposal describes the faculty effort as measured in Person Years increasing proportionately from 4.60 in year one to 6.10 in year five. The projected E&G cost per FTE in year one is \$27,078.00 and in year five is \$13,995.00. The costs for the program seem to be higher than the calculated average cost per FTE of \$4,372.56 for CIP 51 as provided in the 2015-16 expenditure analysis report. The range of costs associated with the Average E&G Cost per FTE can vary considerably by university due to factors related to enrollment scale and diversity of programs in CIP 51.

- The proposal indicates that the program will follow the cost-recovery or market-rate funding models. If so, details and timelines for getting approvals for these funding models are included in the proposal.**

The program will apply the graduate tuition rates in place at the time the program is implemented for in- and out-of-state students.

- In the event that resources within the institution are redirected to support the new program, the university has identified this redirection and determined that it will not have a negative impact on undergraduate education, or the university has provided a reasonable explanation for any impact of this redirection.**

The proposal indicates that the implementation of the Doctorate of Occupational Therapy will have no negative impact on other existing programs or services.

READINESS

Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.

3. Program Quality – *The proposal provides evidence that the university planning activities have been sufficient and responses to any recommendations to program reviews or accreditation activities in the discipline pertinent to the proposed program have been addressed.*

YES NO

- The university has followed a collaborative planning process for the proposed program in accordance with policies and procedures adopted by the University Board of Trustees.**

The proposal describes a collaborative planning process involving faculty, administrators, the Director of Professional Programs, the Academic Fieldwork Coordinator, an external reviewer, faculty from OTD programs at other universities, and staff from the American Council for Occupational Therapy Education. A chronological table outlining the collaborative

planning process is included in the proposal on pages 13-14.

- An external consultant has reviewed the proposal and supports the department's capability of successfully implementing this new program.**

Dr. Kate E. DeCleene Huber, Chair, School of Occupational Therapy at the University of Indianapolis served as the external consultant for the proposed program. A review of the proposal was provided and the consultant noted that the University of Florida's OTD program curriculum emphasizes the knowledge and skills that prepare students for advanced practice and supervisory and leadership positions. One program recommendation was to have a dedicated faculty with expertise in communicating with health care settings concerning the fieldwork and noted that a draft of revised American Council for Occupational Therapy Education standards requires that a specific faculty member be appointed to oversee the capstone and residence components of the program.

- The university has found the level of progress that the department has made in implementing the recommendations from program reviews or accreditation activities in the discipline pertinent to the proposed program to be satisfactory.**

Per the proposal, the accreditation for the Master of Occupational Therapy (MOT) was re-affirmed in 2011 by the Accreditation Council for Occupational Therapy Education (ACOTE). The MOT received full re-accreditation in 2011 for 10 years. The proposed program will be housed in the College of Public Health and Health Professions which is accredited by Council on Education for Public Health. The college reaffirmed its reaccreditation this past year without any issues to address.

- The university has analyzed the feasibility of providing all or a portion of the proposed program through distance learning.**

According to the proposal, the didactic portion of the program will be offered at the University of Florida Gainesville campus and several courses will be offered in a blended learning format. Students will be placed in OT practice settings in hospitals, clinics, home care, and schools to complete the fieldwork components.

- If necessary, the university has made allowances for licensure and legislative approval to be obtained in a timely manner. N/A**

4. Curriculum - The proposal provides evidence that the university has evaluated the proposed

curriculum and found that it describes an appropriate and sequenced course of study, and that the university has evaluated the appropriateness of specialized accreditation for the program.

YES NO

- The university has reviewed the curriculum and found that the course of study presented is appropriate to meet specific learning outcomes and industry driven competencies discussed in the proposal.**

Per the proposal, the Department of Occupational Therapy consults with the Development Advisory Board and the Fieldwork Advisory Board. The members of these boards assist in identifying health care industry trends and provide advisement concerning current education and practices.

The proposal identifies the required core courses, required fieldwork, research and professional development courses, and the capstone experience as well as includes a sequenced course of study for the proposed program. The proposal describes specific learning outcomes relating to knowledge, skills, and professional behavior.

- The university anticipates seeking accreditation for the proposed doctoral program, or provides a reasonable explanation as to why accreditation is not being sought.**

The Department of Occupational Therapy will seek accreditation by the Accreditation Council for Occupational Therapy Education (ACOTE) for the change to a doctoral program. The Master in Occupational Therapy degree program is fully accredited by ACOTE with re-accreditation in 2021. As well, the College of Public Health and Health Professions and its programs are accredited by the Council on Education for Public health (CEPH).

5. Faculty – The proposal provides evidence that the university is prepared to ensure a critical mass of faculty will be available to initiate the program based on estimated enrollments, and that faculty in the aggregate have the necessary experience and research activity to sustain a doctoral program.

YES NO

- The university has reviewed the evidence provided and found that there is a critical mass of faculty available to initiate the program based on estimated enrollments.**

According to Appendix A Table 4, seven (7) faculty members will be affiliated with the program. The faculty includes three professors, three

associate professors, and one clinical lecturer. Two new faculty members will be hired to support the in 2019 and 2020.

- The university has reviewed the evidence provided and found that the faculty in aggregate has the necessary experience and research activity to sustain the program.**

Appendix A Table 4 of the proposal identifies the academic discipline for current faculty to be Occupational Therapy. All faculty have earned their Ph.D. According to the proposal, the University of Florida Master of Occupational Therapy has graduated 557 students since it was first accredited in 2002 with an average of 99% first time pass rates on the national certification exam. The OT department generated close to 3 million dollars in research funding over the last three years. The faculty are represented on several national and state/local boards and serve as members of editorial boards (p. 21-22).

- The university has reviewed the evidence provided and found the academic unit(s) associated with this new degree to be productive in teaching, research, and service.**

According to the proposal narrative on pages 21-22, the faculty who will contribute to the program have been active in teaching, research, and service. The abbreviated curriculum vitae for existing faculty members were included in the proposal.

- If appropriate, the university has committed to hiring additional faculty in later years, based on estimated enrollments.**

According to Appendix A Table 4, two new non-tenure line faculty members will be hired to support the program, one in Summer of 2019 and one in Summer of 2020.

6. Resources – *The proposal provides evidence that the university has ensured the available library volumes and serials; classroom, teaching laboratory, research laboratory, office space, equipment, clinical and internship sites, fellowships, scholarships, and graduate assistantships will be sufficient to initiate the program, and that if applicable, funding has been secured to make more resources available as students proceed through the program..*

YES NO

- The university has provided a signed statement from the Library Director verifying that the library volumes and serials available are sufficient to initiate the program.**

The Interim Fackler Director and the Occupational Therapy Liaison submitted a signed letter dated October 25, 2016 (Appendix D). The letter includes a listing of resources available to faculty, staff, and students within Occupational Therapy. Resources include, but are not limited to, print and electronic journals, advanced books, electronic books, and databases.

- The university has ensured that the physical space necessary for the proposed program, including classrooms, laboratories and office space, is sufficient to initiate the program.**

According to the proposal, additional space is not needed to support this program.

- The university has ensured that necessary equipment is available to initiate the program.**

According to the proposal, no additional or specialized equipment is needed for the proposed program. Additionally, the proposal notes that equipment needs for the program are evaluated on an annual basis and funds have been included in the budget table to address these needs (p. 23).

- The university has ensured that fellowships, scholarships, and graduate assistantships are sufficient to initiate the program.**

There are five scholarships and one student enhancement award that are listed in the proposal (p. 10). These are identified as being supported by endowments administered by the UF Foundation for Occupational Therapy.

- If applicable, the university has ensured that the department has arranged a suitable number of clinical and internship sites.**

Per the proposal, the Department has current contracts with over 300 field work sites and actively participates in the state OT fieldwork consortium which offers sources for additional site placements.