VISION & MISSION

Vision:
To be recognized as the premier occupational therapy education and research program in the southeastern United States, and as a national and international leader in the profession, through excellence in teaching, service, research and scholarly contributions.

Mission:
We strive to nurture the development of occupational therapists who possess strong professional ethics and values and a commitment to promoting participation in valued occupations as a means of enabling health and wellness for individuals, families, organizations and communities. We promote a culture of collegiality that embraces diversity, fosters growth and encourages cooperative learning, innovative practices, and research. We model and promote the value of reflective and evidence-based practice, critical appraisal, and commitment to lifelong learning in preparing our graduates to be evidence-based and client-centered practitioners who contribute to the profession and improve the health and wellbeing of individuals and society.

STRATEGIC PRIORITIES

<table>
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<th>Education</th>
<th>Research and Scholarship</th>
<th>Service</th>
<th>Faculty Development</th>
<th>Growth</th>
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<td>Deliver a high-quality educational experience that prepares diverse students for current and emerging areas of practice</td>
<td>Increase scholarship and secure strong extramural and intramural funding</td>
<td>Strategically align faculty and student service activities with Department, School, and University goals</td>
<td>Engage faculty with educational, training, and mentoring opportunities needed to achieve Department, School, and University goals</td>
<td>Increase the impact and reach of the Department of Occupational Therapy both nationally and internationally</td>
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STRATEGIC GOALS

1.1: Maintain compliance with accreditation requirements as defined by ACOTE
1.2: Deliver an integrated curriculum that is market-relevant, innovative, and evidence-based to produce well-prepared students
1.3: Prepare MSOT graduates to be successful in the NBCOT examination, as indicated by a 100% first time pass rate
1.4: Develop and implement effective student and curriculum management processes throughout the Department including, but not limited to, recruitment, admissions, student advising, curriculum development and evaluation
1.5: Develop unique core characteristics that will distinguish a UAB OT graduate and foster graduates who are evidence-based, client-centered practitioners.
1.6: Make the transition from MS-OT to OTD degree, implementing a post-professional OTD first, and entry-level OTD second.
1.7: Attain Quality Matters (QM) certification for the Low Vision certificate courses to facilitate student learning
1.8: Develop, in collaboration with the PhD Program Director, core courses within the PhD in Rehabilitation Science curriculum that better focus on the learning needs of future students from occupational therapy backgrounds

OBJECTIVES

2.1: Improve and fully leverage the Department and School research infrastructure
2.2: Engage all doctoral-trained OT faculty in University Centers and/or other collaborations that may lead to participation in research and scholarship endeavors
2.3: Develop and implement a mechanism related to the distribution of department indirect costs generated from funded research
2.4: Develop and implement a plan to support junior faculty to engage in pilot studies
2.5: Increase faculty participation in grant writing, grant submission, manuscript writing, publications and funded research, through working collaboratively with the department’s Director of Research

3.1: Evaluate current and future service obligations to ensure alignment of those activities with Department, School, and University goals
3.2: Develop individualized faculty service plans that promote service on task forces, committees and boards of local, state, regional, and national professional organizations
3.3: Engage students in community outreach and professional service as advocates of UAB, the OT profession and the recipients of OT services

4.1: Instigate professional growth and development plans for all faculty, including clear, realistic goals related to scholarship and research; and review annually
4.2: Develop and implement a formal faculty mentorship program for junior faculty
4.3: Develop and implement succession planning of leadership for low vision and post-professional programs
4.4: Strategically align all recruitment and development efforts with the needs of the department
4.5: Develop faculty retention strategies
4.6: Develop and implement strategies to increase visibility and recognition of faculty and Department
4.7: Provide reasonable support for current non-PhD faculty to attain their PhD
4.8: Develop workloads that are equitable, clearly articulated, transparent, and aligned with department, school, and university needs
4.9: Encourage all faculty to participate in professional organizations, grant review panels, and editorial boards, as consistent with individual development plans and career objectives

5.1: Grow enrollment for Low Vision Certificate and proposed OTD programs; maintain entry level program enrollment
5.2: Increase engagement with field work sites; involve them in preparing for transition to OTD
5.3: Increase and strengthen educational and research collaboration / partnership opportunities with entities such as the VA hospital and UAB-Lakeshore Collaborative
5.4: Increase and improve teaching and research facilities to support department development and growth
5.5: Develop marketing and recruitment plan to attract a diverse and high-quality student population; ensure plan includes specialized strategies for each program
5.6: investigate opportunities for establishing an OT clinic for adults with Tourette Syndrome and establish the necessary treatment protocols
5.7: Increase applications of potential students with an OT background to the PhD program in Rehabilitation Science
5.8: Achieve ranking as the premier, state-funded entry-level program in the region