DIVISION OF PHYSICAL THERAPY
Policy on Academic and Professional Standards

Revised June 2011 (to add new APTA Code of Ethics)
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PREAMBLE</strong></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td><strong>DEFINITIONS</strong></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td><strong>CHAPTER I</strong></td>
<td></td>
<td>5</td>
</tr>
<tr>
<td><strong>SECTION 1. ACADEMIC AND PROFESSIONAL PERFORMANCE</strong></td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>1.1 Requirements and Professional Standards</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>1.2 Evaluations and Expectations</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>1.3 Rights and Obligations of the Student</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>1.4 Rights and Obligations of the Faculty</td>
<td></td>
<td>9</td>
</tr>
<tr>
<td><strong>SECTION 2. CONSEQUENCES OF FAILURE TO MEET ACADEMIC AND PROFESSIONAL STANDARDS</strong></td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>2.1 A LOWER GRADE, AN INCOMPLETE (I) FINAL GRADE OR EXCLUSION FROM FURTHER PARTICIPATION IN THE COURSE, UNIT OR CLINICAL ROTATION</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>2.2 ACADEMIC PROBATION</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>2.3 ACADEMIC SUSPENSION</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>2.4 ACADEMIC DISMISSAL</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>SECTION 3. THE ACADEMIC AND PROFESSIONAL STANDARDS COMMITTEE</strong></td>
<td></td>
<td>11</td>
</tr>
<tr>
<td>3.1 THE FOLLOWING PROCEDURES MUST BE FOLLOWED FOR THE FORMAL PROCESS OF REVIEW OF STUDENT STATUS BY THE ACADEMIC AND PROFESSIONAL STANDARDS COMMITTEE:</td>
<td></td>
<td>11</td>
</tr>
<tr>
<td>3.2 ACADEMIC DISHONESTY</td>
<td></td>
<td>12</td>
</tr>
<tr>
<td>3.3 GRADE CHANGES</td>
<td></td>
<td>13</td>
</tr>
<tr>
<td>3.4 ACADEMIC PROBATION</td>
<td></td>
<td>13</td>
</tr>
<tr>
<td>3.5 ACADEMIC SUSPENSION</td>
<td></td>
<td>14</td>
</tr>
<tr>
<td>3.6 ACADEMIC DISMISSAL</td>
<td></td>
<td>14</td>
</tr>
<tr>
<td><strong>SECTION 4. APPEAL OF ACADEMIC PENALTIES</strong></td>
<td></td>
<td>15</td>
</tr>
<tr>
<td><strong>CHAPTER II</strong></td>
<td></td>
<td>17</td>
</tr>
<tr>
<td><strong>SECTION 1. STUDENT RIGHTS AND RESPONSIBILITIES</strong></td>
<td></td>
<td>17</td>
</tr>
<tr>
<td><strong>SECTION 2. STANDARDS OF CONDUCT</strong></td>
<td></td>
<td>17</td>
</tr>
<tr>
<td>2.1 REQUIRED CONDUCT</td>
<td></td>
<td>17</td>
</tr>
<tr>
<td>2.2 PROHIBITED CONDUCT</td>
<td></td>
<td>17</td>
</tr>
<tr>
<td><strong>SECTION 3. DISCIPLINARY SANCTIONS</strong></td>
<td></td>
<td>18</td>
</tr>
<tr>
<td>3.1 EXPULSION\DISMISSAL</td>
<td></td>
<td>18</td>
</tr>
<tr>
<td>3.2 DISCIPLINARY SUSPENSION</td>
<td></td>
<td>18</td>
</tr>
<tr>
<td>3.3 DISCIPLINARY PROBATION</td>
<td></td>
<td>19</td>
</tr>
</tbody>
</table>
PREAMBLE

The West Virginia University School of Medicine Division of Physical Therapy has an obligation to evaluate students pursuing a physical therapy degree as thoroughly as possible for their academic and professional knowledge and skills, their integrity, and their suitability for the practice of physical therapy. Accordingly, this policy incorporates the mandate of the West Virginia Supreme Court that "initial responsibility for determining the competency and suitability of persons to engage in professional careers lies with the professional schools themselves..." [North vs. West Virginia Board of Regents, 332 S. E. 2d (WV 1985)].

This Policy on Academic and Professional Standards (1) applies West Virginia Board of Governor’s Policy 15 to the Physical Therapy program in Chapter I; (2) applies West Virginia Board of Governors Policy 31 to the Physical Therapy program in Chapter II; (3) covers all behavior and conduct that demonstrates by a preponderance of the evidence that a student lacks the personal qualities necessary for the practice of physical therapy; and (4) gives exclusive authority to the Division of Physical Therapy in such matters, with exceptions stated in this policy.

Conduct and behavior not relating to and affecting the professional practice of physical therapy are governed by the West Virginia University Student Conduct Code which can be found in the student catalog (The Mountie), admissions and records, [http://www.arc.wvu.edu/rightsa.html](http://www.arc.wvu.edu/rightsa.html) and pursuant to the policies, rules, and regulations regarding student rights and responsibilities and conduct of the Board of Governors Policy 31.

DEFINITIONS

**Clinical facility** is a term applied to any hospital, school, office or other facility to which a student is assigned by the Division of Physical Therapy for the purpose of clinical education.

**Course** is used to denote a course of study which includes one or more units and for which a single final grade is reported to the Admissions and Records Office.

**Faculty**, unless otherwise stated, refers to any instructor or all instructors in required courses of the physical therapy program. The faculty includes clinical instructors, academic faculty (whether full- or part-time) in any department or administrative unit at WVU, graduate students, and guest faculty. The term also includes faculty who serve in an administrative capacity but may not be directly involved in the instruction of a course or unit (e.g. course coordinator or Academic Coordinator of Clinical Education (ACCE)).

**Grade** refers to either a numerical or letter grade. The grade for a unit within a course may be reported as a percentage of possible points or as a letter grade. The final grade for each course will be a letter grade. Determination of grades is discussed in Section 1.2.
**Unit** refers to a portion of a course. For example, a unit may be a clinical rotation which is part of a clinical education course, or an identifiable part of a course which deals with a particular topic, e.g. manual muscle testing.
CHAPTER I

ACADEMIC AND PROFESSIONAL STANDARDS AND REGULATIONS GOVERNING LECTURES, EXAMINATIONS, LABORATORIES, RECITATION SESSIONS, CLINICAL ROTATIONS, AND OTHER ACADEMIC SETTINGS IN CONFORMITY WITH WEST VIRGINIA BOARD OF GOVERNORS POLICY 15

SECTION 1. Academic and Professional Performance

1.1 Requirements and Professional Standards

Requirements for admission to the Division of Physical Therapy are stated in the West Virginia University Robert C. Byrd Health Sciences Center Catalog and the application materials available in the Division of Physical Therapy.

The Division of Physical Therapy requires all enrolled students to (1) achieve an integrative mastery of the discipline of physical therapy, (2) develop and demonstrate the professional skills and professional responsibility required for the practice of physical therapy; (3) fulfill the criteria and requirements for satisfactory academic progress and successful completion of the physical therapy program as stated in the West Virginia University Health Sciences Center Catalog and in the syllabus of each course; (4) comply with the rules of procedure, conduct, and appearance required by the Division and stated in the Student Handbook for any course, laboratory, or clinical rotation; (5) follow the standards set forth in the Student Code of Academic and Professional Integrity for Physical Therapy Programs (Appendix A) and APTA’s Professionalism in Physical Therapy: Core Values (Appendix D); and (6) adhere to the Code of Ethics and Guide for Professional Conduct for physical therapists (Appendices B, C).

By enrolling in the Division of Physical Therapy, the student accepts the above academic and professional standards as criteria for successful completion of the program. It is the student's responsibility to know and meet these requirements, and promptly to inform the Chairperson of the Committee on Academic and Professional Standards of any serious impediment (such as illness, etc.) hindering satisfactory academic progress. Failure to meet the requirements listed above may lead to academic penalties and/or remedial changes in the student's curriculum as outlined in Sections 2, 3, and 4 below.

1.2 Evaluations and Expectations

Academic and professional performance is evaluated by written and oral examinations and through observation in lectures, examinations, laboratories, recitation sessions, and clinical settings.

Academic evaluations by the faculty and faculty committees are not limited to the assignment of examination scores. Grades and evaluations issued by the faculty (Section 1.4) are based on all requirements for the Physical Therapy program (Section 1.1). The grades and evaluations therefore reflect the faculty's judgment about the student's academic performance, clinical skills and professional behavior.
Performance in academic and clinical units or courses is described by (1) the grades A (excellent, given only to students of superior ability and attainment), B (good, given only to students who are well above average, but not in the highest group), C (fair, substandard for graduate students), D (poor but passing, cannot be counted for graduate degree credit), F (failure), I (Incomplete), S (satisfactory), U (unsatisfactory, computed as an F), UF (unforgivable F) and X (auditor, no grade and no credit); and (2) written narrative evaluations of the student's work.

Written narrative evaluations accompanying grades contain notations as to whether academic and professional performance is on the level of A, B, C, D, F, UF, I, S or U.

Grades and narrative evaluations are based on a complete evaluation of student performance in view of all requirements and standards of the Division of Physical Therapy and of the unit or course. Thus, they reflect more than examination averages. Students must also meet competency requirements for laboratory check-offs and practical examinations. A maximum of 1 retake only is permitted for each check-off and practical examinations. The maximum score allowed on the retake is the minimum passing score for that particular check-off or practical.

To be in good standing, a student must obtain a 3.0 GPA in the first 2 semesters (25 hours) of study in the physical therapy program and maintain this average throughout the entire time he or she is enrolled. A student who receives a final grade of D, F, U, I or obtains a semester GPA of less than 3.0 will automatically be reviewed by the Committee on Academic and Professional Standards. (Section 3) Automatic suspension with the opportunity to start over in the program will be granted for any student who receives a GPA of 2.5 or below after the first 2 semesters of study (25 hours).

Probationary status will be assigned automatically if the student’s GPA is less than 3.0 for any given semester after the first 2 semesters. Each summer semester or term after the first year of the curriculum will be counted as one combined semester or term. When a student is placed on probation, remediation must be completed by the end of the following semester. If a student is placed on probation at the end of one semester, but then meets the terms of the probation during the following semester, probation will be rescinded.

Probationary status can only be assigned for a maximum of two nonconsecutive semesters throughout the student’s entire matriculation in the program. It is possible for a student to be placed on probation, meet the terms of the probation by the following semester, be placed on probation again during a subsequent semester and meet the terms of probation again by the following semester. However, no further probationary periods will be allowed.

No credit will be given for a course in which a student receives a D or an F. Should a student receive a D or an F, the penalty of suspension will be granted with the possibility of reinstatement upon meeting the terms of the suspension.
By the end of the Spring semester of the first year, a student whose cumulative GPA is < 2.75 will be dismissed from the program. If the cumulative GPA is between 2.75 and 2.90, progression in the program will be halted and the student must repeat the first year. If the cumulative GPA is between 2.90 and 3.0, then probation will be granted but must be remediated by the end of the summer term immediately following the end of the Spring semester of the first year.

By the end of the Spring semester of the second year, a student must:
1. achieve a cumulative 3.0 GPA (entire matriculation in the program) and
2. pass comprehensive written and practical examinations given during the Spring semester of the second year

A second attempt will be available for any student who does not pass the comprehensive examination. Any student who does not meet the requirements stated in #1 or #2 above by the end of the Spring semester of the second year will be suspended from the program and required to repeat the entire second year starting with Summer I. A student who receives a cumulative GPA of less than 2.75 will be permanently dismissed from the program, regardless of the score on the comprehensive examination.

In order to graduate, a student must achieve a cumulative GPA of 3.0 (entire matriculation in the program), pass the comprehensive examination, maintain appropriate professional behaviors, successfully complete all clinical rotations and complete all required and approved community service hours (75 total hours).

Clinical education courses are graded satisfactory or unsatisfactory and do not affect the student’s overall GPA. A student must receive a satisfactory grade in each clinical education course. A student who is considered to be deficient in any clinical rotation as determined by the ACCE in consultation with the student’s clinical instructor(s) will be placed on probation. Remediation can include but is not limited to additional time in the same facility or a comparable facility. If the student fails the remediation assignment, either suspension or dismissal will be imposed. Probationary status with the opportunity to repeat will be granted one time only. If a student fails more than one clinical rotation, suspension or dismissal from the program will be imposed.

A student must also maintain expectations for professional behaviors as defined by the “Student Code of Professional and Academic Integrity” (Appendix A) and “Professionalism in Physical Therapy: Core Values” (Appendix D). Professional behavior deficiencies will be presented to the Academic and Professional Standards Committee and decisions about probation, suspension or dismissal will be made using the Student Code and Core Values documents as guides.

1.3 Rights and Obligations of the Student

Students shall have access to (1) the Robert C. Byrd Health Sciences Center catalog in which program requirements are stated, (2) the Policy on Academic and Professional
Standards Governing the Physical Therapy Program at West Virginia University School of Medicine [this document], (3) the Student Code of Academic and Professional Integrity for Physical Therapy Programs (see Appendix A), (4) the Code of Ethics and the Guide for Professional Conduct for physical therapists (see Appendix B, C), (5) APTA Professionalism in Physical Therapy: Core Values (Appendix D) (5) Policy No. 15 of the West Virginia Board of Governors, (6) The Physical Therapy Student Handbook, and (7) the West Virginia University Student Conduct Code [West Virginia University Student Handbook (“The Mountie”)].

Students shall have access to a written description of content, requirements, and grading policy for each academic unit or course and for each clinical education course in which they are enrolled.

The student shall be graded or have his/her performance evaluated solely according to performance in the unit, course or clinical rotation as measured against academic and professional standards. The student shall not be evaluated prejudicially, capriciously, or arbitrarily. The student shall not be graded nor shall his/her performance be unlawfully evaluated on the basis of his/her race, color, religion, creed, disability, gender, sexual orientation, national origin, language, ancestry, veteran’s status or political affiliation.

Students should immediately report all violations of the Student Code of Academic and Professional Integrity that they witness to the Chairperson of the Academic and Professional Standards Committee.

If any academic penalties are imposed because of failure to meet academic requirements or the provisions of the Student Code of Academic and Professional Integrity, the student has a right to:

1.3.1 Written notice about failure to meet academic or professional standards and potential penalties
The student shall be informed in writing by the Chairperson of the Division of Physical Therapy of (1) the student's failure to meet academic or professional standards and requirements or an alleged violation of standards, (2) the methods, if any, by which the student may correct the deficiencies, and (3) the penalty, if any, to be imposed.

1.3.2 Discussion of the matter with those involved
The student may meet with those who have determined that the student failed to meet academic or professional standards and requirements or violated the Student Code of Academic and Professional Integrity.

1.3.3 Appeal
The student may appeal the imposition of any academic penalty, including those imposed as a consequence of violations of the Student Code of Academic and Professional Integrity, as stated in Section 4 of this document in accordance with the West Virginia Board of Governors Policy 15.
1.4 Rights and Obligations of the Faculty

It is the duty and prerogative of the faculty to evaluate a student's academic and professional performance. This evaluation takes three forms, namely (1) assignment of grades and narrative evaluations by the faculty, (2) review of behavior, demeanor, and adherence to the Student Code of Academic and Professional Integrity and (3) review of academic and professional performance by the Committee on Academic and Professional Standards.

Academic evaluations by the faculty are based on professional judgment and are not restricted to the assignment of grades and cognitive evaluations but include the assessment of professional skills, professional demeanor and conduct.

The faculty of the Division of Physical Therapy reserves the right to withhold a Physical Therapy degree from a candidate who may have technically met formal curricular requirements but lacks the professional skills, behavior, and demeanor considered necessary for the degree or has demonstrated unwillingness to accept professional responsibility in the practice of physical therapy.

Grades and narrative evaluations issued by the faculty, and decisions or recommendations of the faculty or faculty committees, are subject to the provisions of Section 1.3 of this policy that describes student rights.

Faculty responsible for a course should issue a written syllabus describing content, requirements, and grading policy for each unit or course to each student enrolled at the beginning of the enrollment period. The faculty should also notify a student of unsatisfactory progress made while enrolled in a course or unit.

The faculty responsible for a course may impose upon a student the appropriate academic penalties described in Section 2.1 for failure to maintain academic and professional standards.

The use of informal steps for remediation should prevail whenever possible and appropriate in the case of unsatisfactory academic progress or unprofessional behavior. Informal resolution includes discussion and mediation between the student and the involved faculty and course coordinators before final grades are issued. However, once informal solutions are exhausted and the student is still deficient, a formal process shall be utilized. (See Section 3)

The faculty instructing a course or the course coordinator must notify the Division of Physical Therapy Committee on Academic and Professional Standards (see Section 3) of performance that does not meet the requirements and standards outlined in Section 1.1.

Each instructor must report all alleged violations to the Chairperson of the Committee on Academic and Professional Standards as outlined in Section 3. The instructor should also be encouraged to discuss the alleged incident with the student’s advisor.
SECTION 2. Consequences of Failure to Meet Academic and Professional Standards

Upon failing to meet academic and professional standards or provisions of the Student Code of Academic and Professional Integrity, a student may be subject to one or more of the following academic penalties:

2.1 A Lower Grade, an Incomplete (I) Final Grade or Exclusion from Further Participation in the Course, Unit or Clinical Rotation

These penalties are imposed by the instructor(s) of a course or unit. The imposition of penalties by the instructor does not preclude further penalties by the Division of Physical Therapy.

2.2 Academic Probation

This penalty is imposed by the Chairperson of Physical Therapy after receipt of recommendations from the Committee on Academic and Professional Standards. (Section 3) Probation is accompanied by changes in the student's curriculum (such as remedial work and reexamination), repetition of all or part of the curriculum, and/or supervision by an advisor from the Division of Physical Therapy. The specific requirements associated with the penalty will be stated by the Chairperson of Physical Therapy at the time the student is informed of the penalty.

2.3 Academic Suspension

This penalty and any terms and conditions for petition for reinstatement are imposed by the Chairperson of Physical Therapy after receipt of recommendations from the Committee on Academic and Professional Standards. Suspension may not exceed one year. During that period, the student may not enroll in any courses required of the physical therapy program. The student may have stipulations imposed (such as taking another course not in the professional sequence) that must be successfully completed during the suspension period.

Upon expiration of the period of suspension, the student must petition the Chairperson of Physical Therapy for reinstatement. The Chairperson shall then have the Academic and Professional Standards Committee review the petition to determine if the terms and conditions of the suspension have been met, determine if the student possesses the potential to pursue the physical therapy degree successfully, and to make a recommendation to the Chairperson about whether the student should be reinstated. If reinstated, the student may be required to repeat all or portions of the curriculum. (See Section 3)

If a student is suspended for a second time while enrolled in the physical therapy degree program, automatic dismissal will result. (See Section 2.4)

2.4 Academic Dismissal

Academic dismissal is defined as termination of student status, including any right or privilege to receive some benefit, recognition or certification. This penalty is imposed by the Dean of the School of Medicine, or the Dean’s designee, after receipt of
recommendations by the Academic and Professional Standards Committee as a result of academic deficiencies or of violations of the Student Code of Academic and Professional Integrity which are serious enough to merit dismissal.

After dismissal, readmission in the Physical Therapy degree program must be sought through the standard admission’s process.

SECTION 3. The Academic and Professional Standards Committee

The Division of Physical Therapy Academic and Professional Standards Committee has been established for the purpose of evaluation and retention of physical therapy students who fail to meet performance standards in one of the following areas: academics, academic integrity, clinical education, or professional behavior.

The Academic and Professional Standards Committee is comprised of three to four Physical Therapy faculty members appointed by the Division Chairperson. The committee is advisory to the Chair. A quorum of three is needed to make a recommendation.

The Standards Committee shall meet as needed to review the records of any student who fails to satisfy academic and professional standards. This includes grades (e.g. failure to maintain a 3.0 GPA or a grade of D or F or U in a clinical education course), academic dishonesty or inappropriate professional behavior. The Committee makes recommendations regarding which students shall be permitted to progress in a special or independent curriculum with identified remedial work, and which students shall be suspended or dismissed from further enrollment. Committee recommendations for probation, suspension or dismissal from the Division of Physical Therapy are based on a comprehensive review of a student's academic performance and professional behavior.

3.1 The following procedures must be followed for the formal process of review of student status by the Academic and Professional Standards Committee:

3.1.1

The faculty responsible for the course in which the student is not adhering to academic and professional standards must meet with the student and submit in writing to the Standards Committee Chairperson a description of a). the problem, b). meeting date(s) with student, c). course of action already taken, and d). recommendations.

In matters of academic dishonesty or professional misconduct, any party can initiate a concern in writing to the Academic and Professional Standards Committee.

The student may also submit in writing his or her arguments to the Standards Committee Chairperson.
3.1.2
The Standards Committee Chairperson will then call a meeting of the committee. If the student issue involves one of the Committee members such as the case of a student cheating in a course in which a Committee member is also the instructor, then that Committee member will not participate in the recommendations made. The vacancy may be filled by another faculty member appointed by the Division Chair.

For its review the Academic and Professional Standards Committee will have access to the following: (1) letter grades (A, B, C, D, F, S, U, and I); (2) numerical or percentage grades on written, oral, and/or practical examinations; (3) written narrative evaluations submitted by the faculty which include performance descriptions; (4) oral and written reports about academic and professional performance; (5) oral and written reports about alleged violations of the Student Code of Academic and Professional Integrity; (6) any written information provided by the student regarding his or her performance; and (7) any testimony or other information which is considered necessary to complete the review.

3.1.3
All deliberations of the Standards Committee will be closed and confidential. One committee member or division staff member will be assigned to keep written minutes of the committee meetings which must be signed and approved by all members who participate.

3.1.4.
At the discretion of the committee, a student under review may be invited for discussion of his or her academic deficiencies, professional misconduct or any extenuating circumstances that may have a bearing on the student’s performance.

3.1.5
The recommendations of the committee will be submitted to the Division Chairperson who may accept, modify, or reject the recommendations. The Division Chairperson will then inform the student of the decision and imposition of any penalties. Decisions regarding dismissal of the student will be reviewed and conveyed to the student by the Dean or Dean’s designee.

3.2 Academic Dishonesty
At the discretion of the Division Chairperson, in cases where there is admission of guilt by the student, the case may be satisfactorily resolved at the division level. The results of the case shall be reported to the Dean of the School of Medicine.

If the student denies guilt or believes the penalty imposed is unjust, the Dean will be notified of the specifics of the case. The Dean or a designee will review the facts and evidence presented, and make a determination of the penalty or action, if any to be applied. The student has the right to appeal as outlined in the West Virginia Board of Governors Policy 15.
3.3 Grade Changes
In matter of grades, the Academic and Professional Standards Committee may recommend change but only in cases of clearly established procedural error or arbitrariness in the evaluation.

3.4 Academic Probation
Academic probation may be recommended by the Committee on Academic and Professional Standards in any case of (1) an Unsatisfactory (U) or Incomplete (I) grade; (2) semester grade point average of less than 3.0; (3) unsatisfactory or marginally satisfactory evaluations which indicate gaps in knowledge and skills and/or inadequate integration of the content of the curriculum; (4) failure to assume appropriate professional responsibility; (5) failure to meet professional standards including those of demeanor and conduct; and (6) an infraction of the Student Code of Professional and Academic Integrity.

The imposition of probationary status is accompanied by remedial actions and performance requirements specified by the Division Chairperson based on recommendations of the Standards Committee. This action is intended to remedy the academic or professional deficiencies that resulted in the probation. Successful conclusion of the remedial work is considered a pre-requisite to terminate the probationary status.

Probationary status will be assigned automatically if the student’s GPA is less than 3.0. When a student is placed on probation, remediation must be completed by the end of the semester following the semester in which the probation is assigned. Failure to achieve a GPA of 3.0 or to meet any terms of the probationary status by the semester following the probation will result in suspension or dismissal from the program.

Probation status can only be assigned for a maximum of two nonconsecutive semesters throughout the student’s entire matriculation in the program. It is possible for a student to be placed on probation, meet the terms of the probation by the following semester, be placed on probation again during a subsequent semester and meet the terms of probation again by the following semester. However, no further probationary periods will be allowed.

Remedial interventions in a student's curriculum by the Committee are designed to fit particular deficiencies and may, among others, take one or more of these forms: a specific study or reading program, additional practice in a set of clinical skills, assignment to clinical rotations, repetition of all or part of the program. Remedial intervention for failure to achieve a cumulative GPA of 3.0 at the end of the first year can include repeating the first year, provided that the cumulative GPA is 2.75 or higher. Clinical education courses are graded satisfactory or unsatisfactory and do not affect the student’s overall GPA. However, a student who is considered to be deficient in any clinical rotation as determined by the ACCE in consultation with the student’s clinical instructor(s) will be placed on probation. Remediation can include but is not limited to additional time in the same facility or a comparable facility. If the student fails the
remediation assignment, either suspension or dismissal will be imposed. Probationary status with the opportunity to repeat will be granted one time only. If a student fails more than one clinical rotation, suspension or dismissal from the program will be imposed.

3.5 Academic Suspension

No credit will be given for a course in which a student receives a D or an F. Should a student receive a D or an F, the penalty of suspension will be granted with the possibility of reinstatement only upon meeting the terms of the suspension.

Suspension for up to one year may be recommended by the Committee on Academic and Professional Standards for any case of (1) a grade of “D”, “F” or “U”; (2) a GPA of 2.5 or less after the first 2 semesters of study; a GPA of between 2.75 and 2.90 at the end of the first year, (3) two consecutive semesters of GPA less than 3.0 (4) more than one semester of overall GPA less than 3.0; (5) failure of comprehensive written and practical examinations given during the Spring semester of the second year; (6) unsatisfactory evaluations which indicate gaps in knowledge and skills and/or inadequate integration of the content of the curriculum; (7) repeated failure to assume appropriate professional responsibility; (8) repeated failure to meet professional standards including those of demeanor and conduct; (9) excessive unexcused absenteeism (greater than 7 consecutive school days); and (10) repeated or multiple infractions of the Student Code of Professional and Academic Integrity.

Should the Committee on Academic and Professional Standards conclude that temporary, personal problems are the reason for deficiencies and/or violations, the Committee may recommend to the Chairperson of Physical Therapy that the student be suspended from the Division of Physical Therapy for not more than one year. During the period of suspension, the student may not enroll in any physical therapy courses.

The student will be reinstated to the Physical Therapy program contingent upon successful petition demonstrating that the problems which produced the suspension have been resolved and any terms or conditions imposed at the time of the suspension have been met. The student may be required to repeat all or portions of the curriculum following reinstatement.

3.6 Academic Dismissal

The Academic and Professional Standards Committee may recommend to the Dean or the Dean’s designee that a student be dismissed in the following cases: (1) a grade of “D”, “F” or “U”; (2) a GPA of 2.5 or less after the first 2 semesters of study; (3) two consecutive semesters of GPA less than 3.0 or cumulative GPA less than 2.75; (4) more than one semester of GPA less than 3.0 or cumulative GPA less than 2.50 (5) unsatisfactory evaluations that indicate serious gaps in knowledge and skills and/or inadequate integration of the content of the curriculum; (6) repeated failure to assume
appropriate professional responsibility; (7) repeated failure to meet professional standards, including those of demeanor and conduct; (8) repeated or multiple infractions of the Student Code of Academic and Professional Integrity; and (9) performance not consistent with good patient care or the public interest.

The Division expects every student to meet the requirements and standards stated in Section 1.1 of this policy. Therefore, even without an unsatisfactory grade, a student who does not meet all requirements and standards may incur a recommendation for dismissal. In order to graduate, a student must achieve a cumulative 3.0 GPA. Suspension or dismissal is probable if the student's performance fails to improve in spite of remedial opportunities arranged by course instructors or recommended by the Committee on Academic and Professional Standards.

After academic dismissal, a student may apply for readmission to the Division of Physical Therapy through the standard admission’s process.

SECTION 4. Appeal of Academic Penalties

The student may appeal any academic penalty. Due process requirements, appeal procedures and time lines to be followed are specified in general by Board of Governors Policy No. 15 and outlined in the West Virginia Student Catalog (The Mountie). The Dean and/or Vice President of Health Sciences may hear the appeal directly or act upon the recommendation of an appeals committee or hearing officer appointed by the Vice President.

If the student appeals a suspension or dismissal which he or she believes reflects capricious, arbitrary, or prejudiced academic evaluation, the appeal must first be submitted to the Dean. If the matter is not resolved satisfactorily within 15 calendar days of the Dean’s receipt of the appeal, the student must forward a copy of the appeal to the University Committee on Student Rights and Responsibilities.

If the University Committee on Student Rights and Responsibilities grants an appeal hearing, the primary purpose of that hearing is to ascertain whether the penalty under appeal was imposed in a manner consistent with the requirements and standards of the Division of Physical Therapy, the rights and obligations of the student, and the rights and obligations of the faculty. All parties involved shall receive written notice of the hearing. The student may choose to have a member of the faculty or the student body present as an advisor. The individual(s) who imposed the penalty may also be accompanied by advisors from the University. Such advisors may consult with their advisees, but may neither speak on their behalf nor directly participate in the hearing, unless they are given permission to do so by those conducting the hearing. Either party to the appeal may call witnesses. Summary minutes of the appeal and relevant attachments shall be provided to either party upon request. If the Committee on Student Rights and Responsibilities finds the student guilty, the penalty imposed cannot be more severe than the penalty imposed by Dean or Dean’s designee. The decision of the
Committee on Student Rights and Responsibilities may be appealed to the President or the President’s designee, whose decision is final.
CHAPTER II

PROFESSIONAL STANDARDS GOVERNING STUDENT CONDUCT OUTSIDE THE PHYSICAL THERAPY PROGRAM

SECTION 1. Student Rights and Responsibilities

By enrolling in the Division of Physical Therapy, a student accepts these professional standards and requirements as a prerequisite for continued enrollment in the physical therapy curriculum and graduation. It is the student's responsibility to know and meet these standards and requirements. Failure to meet these standards and requirements may cause the Division of Physical Therapy to impose on the student the sanctions of expulsion, disciplinary dismissal, disciplinary suspension, disciplinary probation, or lesser sanctions.

Students are expected (1) to abide by federal, state, and local statutes and ordinances, both on and off campus; (2) to refrain from behavior incompatible with the responsibilities of the physical therapy profession; and (3) to follow the specific rules of conduct established in Board of Governors Bulletin No. 31 and outlined in Section 2 below.

In all disciplinary hearings, students are considered innocent until allegations with regard to violations of this policy have been proven by a preponderance of the evidence.

SECTION 2. Standards of Conduct

2.1 Required Conduct

Students are required to comply with: (1) the laws of the United States; (2) the laws of the State of West Virginia; (3) the laws of the state, territory or country in which the student is assigned for clinical education experiences; (4) local municipal and county ordinances; (5) the policies, rules, and regulations of the Board of Governors, West Virginia University, the School of Medicine, and the Division of Physical Therapy; and (6) the lawful direction and orders of the officers, faculty, and staff of the University and the School of Medicine charged with the administration of institutional affairs on campus.

2.2 Prohibited Conduct

Students must not engage in: (1) disorderly conduct; (2) theft or damage of property; (3) disruption; (4) hazing; (5) unlawful discrimination; (6) behavior or conduct that demonstrates a lack of personal qualities consistent with the APTA’s Core Values (Appendix D) for the practice of physical therapy; and (7) behavior or conduct adversely reflecting upon the physical therapy profession, the Division of Physical Therapy, or the School of Medicine.

Students engaging in prohibited conduct are subject to disciplinary action as outlined in the University Student Conduct Code pursuant to the West Virginia Board of Governors Policy No. 31.
Students involved in criminal matters before local, state, or federal courts may be found to be unfit for the physical therapy profession and be expelled or face lesser disciplinary sanctions.

Because of the serious responsibilities of the physical therapy profession and the necessity to maintain public trust in the profession, students face disciplinary action if they are addicted to alcohol or drugs, consume illegal drugs, or possess, distribute or sell drugs illegally.

**SECTION 3. Disciplinary Sanctions**

Disciplinary action will be commensurate with the severity of the infraction. Sanctions may include, but are not limited to, the following:

**3.1 Expulsion/Dismissal**

Expulsion means the termination of all student status, including the loss of any right to continue in the physical therapy program or receive instructional credit toward the degree. An expelled student may not be considered for admission to another institution governed by the West Virginia University Board of Governors until one year after the expulsion.

Expulsion may be imposed for any violation of the standards expressed in Chapter II, Section 2 ("Standards of Conduct") above, including, but not limited to, (1) a conviction for felonious conduct; (2) alcohol or drug addiction; consumption of illegal drugs; illegal possession, distribution, or sale of drugs; (3) stealing, forgery, alteration, or falsification of documents or records; (4) misuse of or tampering with data processing and communication equipment; (5) misappropriation of funds; (6) illegal disruptive conduct in the form of disruptive picketing, protesting, or demonstrating; (7) illegal possession or use of firearms or dangerous weapons; (8) infliction or threat of bodily harm directed at any person; (9) theft, unauthorized use, misuse, or destruction of property owned by others; (10) unauthorized use of or tampering with University emergency or safety equipment; (11) false reporting of an emergency; (12) hazing; (13) trespassing by unauthorized entering of or remaining on property controlled by others; (14) unlawful discrimination; (15) any activities posing a serious threat to the safety and health of patients in health care or teaching programs of the University, the School of Medicine, or clinical facilities; and (16) malicious interference with University approved or sponsored research programs.

**3.2 Disciplinary Suspension**

Disciplinary suspension from all institutional activities for up to one academic year may be imposed for any violations of standards specified in Sections 3.1 ("Expulsion") above if the circumstances of the infraction warrant the lesser penalty.

Disciplinary suspension is also indicated for (1) misuse of University, School of Medicine, or clinical facility documents, telephones and identification cards; and (2) negligent destruction of University or clinical facility property.
3.3 Disciplinary Probation

Disciplinary probation for up to one academic year may be imposed for any violation of standards specified in Sections 3.1 (“Expulsion”) if the circumstances of the infraction warrant the lesser penalty.

Disciplinary probation may carry with it the loss of privileges, such as the disqualification from scholarships and grants and exclusion from special programs, and may be tied to close supervision for compliance with Division of Physical Therapy standards.

Disciplinary probation may also be imposed for (1) unauthorized consumption or distribution of alcoholic beverages on University controlled property or at University sponsored or supervised events or where prohibited by clinical facilities; and (2) smoking where prohibited by the University or by a clinical facility.

3.4 Lesser Sanctions

Official warning or reprimand may be given for misconduct less severe than those listed in Sections 3.1 (“Expulsion”), 3.2 (“Disciplinary Suspension”), and 3.3 (“Disciplinary Probation”). Such sanctions may include, but are not limited to, restitution of damages, loss of privileges, etc. A repetition of, or any further violation, may result in more severe sanctions.

SECTION 4. Disciplinary Proceedings, Imposition of Sanctions, Appeals

4.1 Charges

Any member of the university community may file charges with the designated University official in the Office of Judicial Programs against any student for misconduct. The Office of Judicial Programs will review the charges to determine if adjudication is necessary or determine what further actions should be taken.

The Office of Judicial Programs upon completion of a preliminary review may: (1) dismiss the charges; (2) take disciplinary action, not to include expulsion or suspension; or (3) make referral to an appropriate member of the University community, review board or committee as outlined in the University Student Conduct Code.

The University Committee on Student Rights and Responsibilities may have original or appellate jurisdiction of cases involving an alleged violation of conduct.

The Division of Physical Therapy Academic and Professional Standards Committee may act as review board to advise the Division Chairperson for the purpose of helping the Chair resolve cases within the Division. If, in the judgment of the Chairperson of the Division of Physical Therapy, the allegations are sufficiently serious, the matter may be directly referred to the Dean of the School of Medicine. The Dean may take action or refer the matter to the Office of Judicial Programs. The student may, at this point, request in writing to the Dean that the case be referred directly to the University.
Committee on Student Rights and Responsibilities. In such a case, the first hearing may be conducted by the University Committee on Student Rights and Responsibilities.

4.2 Proceedings for cases involving or impacting on the Division of Physical Therapy or Physical Therapy Profession

All alleged violations of the standards of conduct in Sections 2 and 3 of Chapter II of this policy shall be reported to the Associate Dean for Student and Curricular Affairs.

The Associate Dean for Student and Curricular Affairs shall inform the student in writing of the charges, specifying which standard was allegedly violated and describing in sufficient clarity the actions and circumstances triggering the charges.

The student may avoid a hearing by admitting the violation of the policy provisions as alleged and submitting the case directly to the Division Chairperson.

If the student denies violating the policy as charged, the Associate Dean for Student and Curricular Affairs will submit the case to the Academic and Professional Standards Committee for a hearing. The Office of Judicial Programs will assist the committee in arranging the hearing, being certain that all conditions of the Board of Trustees and West Virginia University for such procedures are met. The Office of Judicial Programs will prepare all papers necessary for the hearing and resultant from the hearing.

The hearing shall be conducted as follows:

(1) The Associate Dean for Student and Curricular Affairs, or that dean's designee, and the accused student shall together appear before the Standards Committee and a representative from the Office of Judicial Programs.

(2) The Associate Dean for Student and Curricular Affairs, or that dean's designee, shall present the charges to the Committee.

(3) The Committee shall review the evidence and take statements from those making the charge, from the accused student, and from any witnesses produced by either side.

(4) Any advisors or legal counsel present may neither directly participate in the proceedings nor speak on behalf of their advisees.

(5) Either party may call witnesses and question any witnesses.

(6) An accurate record of the proceedings shall be kept by the Office of Judicial Programs.
After the hearing, the Standards Committee shall (a) formulate its findings of fact based upon a preponderance of the evidence and adopt them by majority vote; (b) arrive at conclusions based upon a preponderance of the evidence as to whether the student violated the specific provisions of the policy as alleged and adopt them by majority vote; (c) make recommendations for appropriate sanctions, if any; and (d) report in writing the findings of facts, the conclusions, and its recommendation for sanctions to the Division Chairperson.

4.3 Imposition of Disciplinary Sanctions
The disciplinary sanctions described in Section 3 of Chapter II of this policy are imposed by the Division Chairperson for violations of the standards of conduct set forth in Section 2 of Chapter II of this policy.

The Division Chairperson reviews the facts of the case and imposes sanctions if either the accused student admits a breach of the standards of conduct or if the findings of facts and conclusions submitted by the Committee hold that the student breached the standards of conduct. The Division Chairperson shall consider the recommendations of the Committee on Academic and Professional Standards of the Division of Physical Therapy before imposing disciplinary sanctions; however, the Division Chairperson is not bound by the recommendations. The Division Chairperson shall act within ten working days after receipt of the Committee's findings, conclusions, and recommendations.

4.4 Disciplinary Appeals
The student may appeal the decision of the Division of Physical Therapy Chairperson to impose disciplinary expulsion, suspension, probation, or lesser sanctions to the Vice President for Health Sciences, as the President's designee, within thirty (30) days after receipt of written notification of the Dean's final decision to impose the sanction. The primary purpose of this appeal is to ascertain whether the sanctions under appeal were imposed in a manner consistent with the standards and regulations delineated in this policy. An appeal may allege that (1) the Division of Physical Therapy does not have exclusive jurisdiction over the alleged violations; (2) the findings of facts and conclusions were not properly based upon the evidence as a whole; and (3) the sanctions imposed are not appropriate under the circumstances or not within the Chairperson’s discretion.

The Vice President may hear the appeal directly, or act upon the recommendation of an appeals committee or hearing officer appointed by the Vice President.

If the Vice President decides that the behavior or conduct is not within the exclusive jurisdiction of the Division of Physical Therapy, he/she shall refer the matter to the University Committee on Student Rights and Responsibilities for disposition. Otherwise, the decision of the Vice President for Health Sciences, as the President's designee, is final. However, the decision of the Vice President for Health Sciences may be appealed to the Board of Trustees if the student is expelled.
APPENDIX A: STUDENT CODE OF ACADEMIC AND PROFESSIONAL INTEGRITY

WEST VIRGINIA UNIVERSITY SCHOOL OF MEDICINE
DIVISION OF PHYSICAL THERAPY

The practice of the art and science of physical therapy must be based on reverence for life, compassion and respect for patients, competence, and integrity. Hence the Division of Physical Therapy expects its students to exhibit compassion; to be considerate and respectful towards patients and their families, instructors, staff, and each other; to grow in knowledge and clinical skill; and to act honorably at all times.

This Student Code of Academic and Professional Integrity incorporates the "Policy on Academic and Professional Standards governing the Physical Therapy Program at West Virginia University School of Medicine and governs student behavior in lectures, examinations, laboratories, recitation sessions, clinics, all other academic settings of the School of Medicine and the University, and all other settings which reflect upon the integrity and suitability of the student to practice physical therapy. Successful progression through the curriculum and graduation from a Physical Therapy Program are contingent upon the student's compliance with this code. Evaluation of student performance under this code follows the procedures established in the "Policy on Academic and Professional Standards Governing the Physical Therapy Program at West Virginia University School of Medicine".

Specifically, the Division of Physical Therapy requires students to adhere to these basic rules of academic and professional integrity:

1. I shall dedicate myself to excellence in patient care.

   I, therefore, shall be conscientious in carrying out my assigned duties, follow the guidance of my instructors, and accept responsibility for my actions.

2. I shall safeguard each patient's privacy.

   I, therefore, shall not make unauthorized disclosures of confidential information about a patient.

3. I shall be considerate and respectful towards patients, their families, instructors, staff, and my fellow students.

   I, therefore, shall treat patients with dignity. I shall be courteous and civil in my dealings with others within the School of Medicine and clinical facilities. I shall respect rules of behavior, professional comportment, and appearance set forth by the School of Medicine, the Division of Physical Therapy, and clinical facilities.
shall render evaluations of units, courses, and instructors in an objective and civil manner.

4. I shall act honorably and with integrity in my pursuit of the Physical Therapy degree.

I, therefore, shall be truthful about my actions as a student of physical therapy and accept responsibility for them. I shall reject academic dishonesty and not falsely claim competence or knowledge.

In particular, I pledge to avoid these acts of academic dishonesty:

a.) plagiarism:
Submitting as my own any material taken from others without acknowledgment or permission.

b.) Cheating in connection with examinations, assignments, and clinical duties:
Obtaining unauthorized help from another person during an examination; giving help to another student during an examination; taking an examination in place of another student; using or gaining access to unauthorized material during an examination; obtaining knowledge of the contents of examinations; altering and resubmitting a score or answer sheet in order to effect a change of a grade or evaluation; allowing another student to submit my work for grading or credit; falsifying instruction, clinical, or laboratory results; falsifying clinical work-ups and records.

c.) Forgery, misrepresentation, and fraud:
Furnishing false statements as a witness for any University, School of Medicine, Division of Physical Therapy, or clinical facility disciplinary investigation or appeal; forging or altering educational records or submitting such records to the staff and faculty of the University, School of Medicine, or Division of Physical Therapy for fraudulent purposes; misrepresenting educational achievements or misusing records with intent to defraud; falsifying research results; or misrepresenting authorship on scholarly work or publications.

5. I shall act honorably and with integrity at all times.

I, therefore, shall not engage in behavior or conduct that demonstrates a lack of personal qualities necessary for the practice of physical therapy or that may adversely reflect upon the physical therapy profession, the Division of Physical Therapy, or the WVU School of Medicine.

6. I shall support this code of professional and academic integrity.

I, therefore, shall report to the Chairperson of the Committee on Academic and Professional Standards all violations of this code that I witness. I shall also bring to the Chairperson all serious concerns about the treatment of patients that I
cannot resolve with my clinical instructors or Academic Coordinator of Clinical Education (ACCE).

**This code applies to students in the Physical Therapy program at the West Virginia University School of Medicine. It was adopted by the Faculty of the Division of Physical Therapy on August 1, 1996; amended September 17, 1998 to require a cumulative GPA of 3.0 for graduate or third year of the MPT program, amended June 28, 2001 to require a GPA of 2.75 per semester for the first 2 years of the program, amended July 2002 to reflect requirements for practical examinations, and amended again in June 2005 to reflect necessary changes for the DPT program. Amended in June 2008 to reflect necessary changes in policies created by the Board of Governors.**
WEST VIRGINIA UNIVERSITY
SCHOOL OF MEDICINE
DIVISION OF PHYSICAL THERAPY

I have read the "Student Code of Academic and Professional Integrity " and the "Policy on Academic and Professional Standards Governing the Physical Therapy Program at West Virginia University School of Medicine".

Name (Printed):

Signature:

Date:

RETURN THIS PAGE ONCE SIGNED TO DIVISION OF PHYSICAL THERAPY ADMINISTRATIVE ASSISTANT TO THE CHAIR.
APPENDIX B: PHYSICAL THERAPIST CODE OF ETHICS

EFFECTIVE JULY 1, 2010. For more information, go to www.apta.org/ethics.

Code of Ethics for the Physical Therapist
HOD S06-09-07-12 [Amended HOD S06-00-12-23; HOD 06-91-05-05; HOD 06-87-11-17; HOD 06-81-06-18; HOD 06-78-06-08; HOD 06-78-06-07; HOD 06-77-18-30; HOD 06-77-17-27; Initial HOD 06-73-13-24] [Standard]

Preamble
The Code of Ethics for the Physical Therapist (Code of Ethics) delineates the ethical obligations of all physical therapists as determined by the House of Delegates of the American Physical Therapy Association (APTA). The purposes of this Code of Ethics are to:
1. Define the ethical principles that form the foundation of physical therapist practice in patient/client management, consultation, education, research, and administration.
2. Provide standards of behavior and performance that form the basis of professional accountability to the public.
3. Provide guidance for physical therapists facing ethical challenges, regardless of their professional roles and responsibilities.
4. Educate physical therapists, students, other health care professionals, regulators, and the public regarding the core values, ethical principles, and standards that guide the professional conduct of the physical therapist.
5. Establish the standards by which the American Physical Therapy Association can determine if a physical therapist has engaged in unethical conduct.

No code of ethics is exhaustive nor can it address every situation. Physical therapists are encouraged to seek additional advice or consultation in instances where the guidance of the Code of Ethics may not be definitive.

This Code of Ethics is built upon the five roles of the physical therapist (management of patients/clients, consultation, education, research, and administration), the core values of the profession, and the multiple realms of ethical action (individual, organizational, and societal).

Physical therapist practice is guided by a set of seven core values: accountability, altruism, compassion/caring, excellence, integrity, professional duty, and social responsibility. Throughout the document the primary core values that support specific principles are indicated in parentheses. Unless a specific role is indicated in the principle, the duties and obligations being delineated pertain to the five roles of the physical therapist. Fundamental to the Code of Ethics is the special obligation of physical therapists to empower, educate, and enable those with impairments, activity limitations, participation restrictions, and disabilities to facilitate greater independence, health, wellness, and enhanced quality of life.

Principles

Principle #1: Physical therapists shall respect the inherent dignity and rights of all individuals. (Core Values: Compassion, Integrity)
1A. Physical therapists shall act in a respectful manner toward each person regardless of age, gender, race, nationality, religion, ethnicity, social or economic status, sexual orientation, health condition, or disability.
1B. Physical therapists shall recognize their personal biases and shall not discriminate against others in physical therapist practice, consultation, education, research, and administration.

**Principle #2:** Physical therapists shall be trustworthy and compassionate in addressing the rights and needs of patients/clients.

*(Core Values: Altruism, Compassion, Professional Duty)*

2A. Physical therapists shall adhere to the core values of the profession and shall act in the best interests of patients/clients over the interests of the physical therapist.

2B. Physical therapists shall provide physical therapy services with compassionate and caring behaviors that incorporate the individual and cultural differences of patients/clients.

2C. Physical therapists shall provide the information necessary to allow patients or their surrogates to make informed decisions about physical therapy care or participation in clinical research.

2D. Physical therapists shall collaborate with patients/clients to empower them in decisions about their health care.

2E. Physical therapists shall protect confidential patient/client information and may disclose confidential information to appropriate authorities only when allowed or as required by law.

**Principle #3:** Physical therapists shall be accountable for making sound professional judgments.

*(Core Values: Excellence, Integrity)*

3A. Physical therapists shall demonstrate independent and objective professional judgment in the patient’s/client’s best interest in all practice settings.

3B. Physical therapists shall demonstrate professional judgment informed by professional standards, evidence (including current literature and established best practice), practitioner experience, and patient/client values.

3C. Physical therapists shall make judgments within their scope of practice and level of expertise and shall communicate with, collaborate with, or refer to peers or other health care professionals when necessary.

3D. Physical therapists shall not engage in conflicts of interest that interfere with professional judgment.

3E. Physical therapists shall provide appropriate direction of and communication with physical therapist assistants and support personnel.

**Principle #4:** Physical therapists shall demonstrate integrity in their relationships with patients/clients, families, colleagues, students, research participants, other health care providers, employers, payers, and the public.

*(Core Value: Integrity)*

4A. Physical therapists shall provide truthful, accurate, and relevant information and shall not make misleading representations.

4B. Physical therapists shall not exploit persons over whom they have supervisory, evaluative or other authority (eg, patients/clients, students, supervisees, research participants, or employees).
4C. Physical therapists shall discourage misconduct by health care professionals and report illegal or unethical acts to the relevant authority, when appropriate.

4D. Physical therapists shall report suspected cases of abuse involving children or vulnerable adults to the appropriate authority, subject to law.

4E. Physical therapists shall not engage in any sexual relationship with any of their patients/clients, supervisees, or students.

4F. Physical therapists shall not harass anyone verbally, physically, emotionally, or sexually.

**Principle #5:** Physical therapists shall fulfill their legal and professional obligations.

*Core Values: Professional Duty, Accountability*

5A. Physical therapists shall comply with applicable local, state, and federal laws and regulations.

5B. Physical therapists shall have primary responsibility for supervision of physical therapist assistants and support personnel.

5C. Physical therapists involved in research shall abide by accepted standards governing protection of research participants.

5D. Physical therapists shall encourage colleagues with physical, psychological, or substance-related impairments that may adversely impact their professional responsibilities to seek assistance or counsel.

5E. Physical therapists who have knowledge that a colleague is unable to perform their professional responsibilities with reasonable skill and safety shall report this information to the appropriate authority.

5F. Physical therapists shall provide notice and information about alternatives for obtaining care in the event the physical therapist terminates the provider relationship while the patient/client continues to need physical therapy services.

**Principle #6:** Physical therapists shall enhance their expertise through the lifelong acquisition and refinement of knowledge, skills, abilities, and professional behaviors.

*Core Value: Excellence*

6A. Physical therapists shall achieve and maintain professional competence.

6B. Physical therapists shall take responsibility for their professional development based on critical self-assessment and reflection on changes in physical therapist practice, education, health care delivery, and technology.

6C. Physical therapists shall evaluate the strength of evidence and applicability of content presented during professional development activities before integrating the content or techniques into practice.

6D. Physical therapists shall cultivate practice environments that support professional development, lifelong learning, and excellence.

**Principle #7:** Physical therapists shall promote organizational behaviors and business practices that benefit patients/clients and society.

*Core Values: Integrity, Accountability*
7A. Physical therapists shall promote practice environments that support autonomous and accountable professional judgments.

7B. Physical therapists shall seek remuneration as is deserved and reasonable for physical therapist services.

7C. Physical therapists shall not accept gifts or other considerations that influence or give an appearance of influencing their professional judgment.

7D. Physical therapists shall fully disclose any financial interest they have in products or services that they recommend to patients/clients.

7E. Physical therapists shall be aware of charges and shall ensure that documentation and coding for physical therapy services accurately reflect the nature and extent of the services provided.

7F. Physical therapists shall refrain from employment arrangements, or other arrangements, that prevent physical therapists from fulfilling professional obligations to patients/clients.

**Principle #8:** Physical therapists shall participate in efforts to meet the health needs of people locally, nationally, or globally.

*Core Value: Social Responsibility*

8A. Physical therapists shall provide pro bono physical therapy services or support organizations that meet the health needs of people who are economically disadvantaged, uninsured, and underinsured.

8B. Physical therapists shall advocate to reduce health disparities and health care inequities, improve access to health care services, and address the health, wellness, and preventive health care needs of people.

8C. Physical therapists shall be responsible stewards of health care resources and shall avoid overutilization or underutilization of physical therapy services.

8D. Physical therapists shall educate members of the public about the benefits of physical therapy and the unique role of the physical therapist.

*Proviso: The Code of Ethics as substituted will take effect July 1, 2010, to allow for education of APTA members and nonmembers.*
## APPENDIX C: PROFESSIONALISM IN PHYSICAL THERAPY: CORE VALUES

Source: American Physical Therapy Association. PROFESSIONALISM IN PHYSICAL THERAPY: CORE VALUES BOD 05-04-02-03 (Program 60) [Amended BOD 08-03-04-10]

For each core value listed, a definition is provided and a set of indicators that describe what one would see if the physical therapist were demonstrating that core value in their daily practice.

<table>
<thead>
<tr>
<th>Core Values</th>
<th>Definition</th>
<th>Sample Indicators</th>
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<tbody>
<tr>
<td>Accountability</td>
<td>Accountability is active acceptance of the responsibility for the diverse roles, obligations, and actions of the physical therapist including self-regulation and other behaviors that positively influence patient/client outcomes, the profession and the health needs of society.</td>
<td>1. Responding to patient’s/client’s goals and needs.</td>
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<td>2. Seeking and responding to feedback from multiple sources.</td>
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<td>3. Acknowledging and accepting consequences of his/her actions.</td>
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<td>4. Assuming responsibility for learning and change.</td>
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<td>5. Adhering to code of ethics, standards of practice, and policies/procedures that govern the conduct of professional activities.</td>
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<td>6. Communicating accurately to others (payers, patients/clients, other health care providers) about professional actions.</td>
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<td>7. Participating in the achievement of health goals of patients/clients and society.</td>
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<td>8. Seeking continuous improvement in quality of care.</td>
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<td>9. Maintaining membership in APTA and other organizations.</td>
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<td>10. Educating students in a manner that facilitates the pursuit of learning.</td>
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<td>Altruism</td>
<td>Altruism is the primary regard for or devotion to the interest of patients/clients, thus assuming the fiduciary responsibility of placing the needs of the patient/client ahead of the physical therapist’s self interest.</td>
<td>1. Placing patient’s/client’s needs above the physical therapists.</td>
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<td>2. Providing pro-bono services.</td>
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<td>3. Providing physical therapy services to underserved and underrepresented</td>
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### Compassion/Caring

**Compassion** is the desire to identify with or sense something of another’s experience; a precursor of caring.

**Caring** is the concern, empathy, and consideration for the needs and values of others.

- 1. Understanding the socio-cultural, economic, and psychological influences on the individual’s life in their environment.
- 2. Understanding an individual’s perspective.
- 3. Being an advocate for patient’s/client’s needs.
- 4. Communicating effectively, both verbally and non-verbally, with others taking into consideration individual differences in learning styles, language, and cognitive abilities, etc.
- 5. Designing patient/client programs/interventions that are congruent with patient/client needs.
- 6. Empowering patients/clients to achieve the highest level of function possible and to exercise self-determination in their care.
- 7. Focusing on achieving the greatest well-being and the highest potential for a patient/client.
- 8. Recognizing and refraining from acting on one’s social, cultural, gender, and sexual biases.
- 10. Attending to the patient’s/client’s personal needs and comforts.
- 11. Demonstrating respect for others and considers others as unique and of value.

### Excellence

**Excellence** is physical therapy practice that consistently uses current knowledge and theory while understanding personal limits, integrates judgment and the patient/client perspective, embraces

- 1. Demonstrating investment in the profession of physical therapy.
- 2. Internalizing the importance of using multiple sources of evidence to support professional practice and decisions.
<table>
<thead>
<tr>
<th>Integrity</th>
<th>3. Participating in integrative and collaborative practice to promote high quality health and educational outcomes.</th>
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<td>4. Conveying intellectual humility in professional and interpersonal situations.</td>
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<td>5. Demonstrating high levels of knowledge and skill in all aspects of the profession.</td>
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<td>6. Using evidence consistently to support professional decisions.</td>
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<td>7. Demonstrating a tolerance for ambiguity.</td>
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<td>8. Pursuing new evidence to expand knowledge.</td>
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<td>9. Engaging in acquisition of new knowledge throughout one’s professional career.</td>
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<td>10. Sharing one’s knowledge with others.</td>
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<td>11. Contributing to the development and shaping of excellence in all professional roles.</td>
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<tr>
<td>Policy on Academic and Professional Standards</td>
<td>1. Abiding by the rules, regulations, and laws applicable to the profession.</td>
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<td></td>
<td>2. Adhering to the highest standards of the profession (practice, ethics, reimbursement, Institutional Review Board [IRB], honor code, etc).</td>
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<td>3. Articulating and internalizing stated ideals and professional values.</td>
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<td>4. Using power (including avoidance of use of unearned privilege) judiciously.</td>
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<td>5. Resolving dilemmas with respect to a consistent set of core values.</td>
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<td>7. Taking responsibility to be an integral part in the continuing management of patients/clients.</td>
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<td>8. Knowing one’s limitations and acting accordingly.</td>
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| Professional Duty | Professional duty is the commitment to meeting one’s obligations to provide effective physical therapy services to patients/clients, to serve the profession, and to positively influence the health of society. | 9. Confronting harassment and bias among ourselves and others.  
10. Recognizing the limits of one’s expertise and making referrals appropriately.  
11. Choosing employment situations that are congruent with practice values and professional ethical standards.  
12. Acting on the basis of professional values even when the results of the behavior may place oneself at risk. |
| Social Responsibility | Social responsibility is the promotion of a mutual trust between the profession and the larger public that necessitates responding to societal needs for health and wellness. | 1. Demonstrating beneficence by providing “optimal care”.  
2. Facilitating each individual’s achievement of goals for function, health, and wellness.  
3. Preserving the safety, security and confidentiality of individuals in all professional contexts.  
4. Involved in professional activities beyond the practice setting.  
5. Promoting the profession of physical therapy.  
6. Mentoring others to realize their potential.  
7. Taking pride in one’s profession.  
8. Advocating for the health and wellness needs of society including access to health care and physical therapy services.  
9. Promoting cultural competence within the profession and the larger public.  
10. Promoting social policy that effect function, health, and wellness needs of patients/clients.  
11. Ensuring that existing social policy is in the best interest of the patient/client.  
12. Advocating for changes in laws, regulations, standards, and guidelines that affect physical therapist service provision.  
13. Promoting community volunteerism. |
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<td>7.</td>
<td>Participating in political activism.</td>
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<td>8.</td>
<td>Participating in achievement of societal health goals.</td>
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<td>9.</td>
<td>Understanding of current community wide, nationwide and worldwide issues and how they impact society’s health and well-being and the delivery of physical therapy.</td>
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<td>10.</td>
<td>Providing leadership in the community.</td>
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<td>11.</td>
<td>Participating in collaborative relationships with other health practitioners and the public at large.</td>
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<td>12.</td>
<td>Ensuring the blending of social justice and economic efficiency of services.</td>
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